

**MINUTES**  
**USA ROLLER SPORTS**  
**FALL ANNUAL BOARD OF DIRECTORS MEETING**  
**LINCOLN, NEBRASKA – OCTOBER 20-21-22, 2017**  
**Board Approved**

The Annual Board of Directors Meeting was called to order in closed Executive Session at 7:05 PM on Friday, October 20, in the Alumni Room at the Embassy Suites, in downtown Lincoln, Nebraska. Roll was called and the following were present: Kay Gallatin-President Pro Tem, Trace Hansen-Board Chairman, Renee Hildebrand-Vice-President, Annelle Anderson, David Adamy, Danny Brown, John Fearnow, Heidi Permatteo, Fernando Regueiro, Jon Roux, Annette Stapleton. Michael Jacques, Finance Chair, was present for the Board education provided by USARS Attorney Jerry Pigsley, as well as Ricci Porter-Executive Director Pro Tem, and Peggy Young-Corporate Secretary. Board Members Tom and Kylie Hughes arrived shortly after roll call; and Dustin Roux, although not present that evening, would be arriving the next morning at about 10:30 AM. Keith Noll and Sara Sayasane-Hebbrecht were also absent. Prior to this meeting, resignations had been received from Bill Spooner and Cheryl Cryer.

Jerry Pigsley, USARS Attorney, updated the Board on the complaint by the Nebraska Attorney General, and provided education on the Board's responsibilities as Directors of a Non-Profit Organization. With this completed, he left the meeting at 8:25 PM.

After a short break, the meeting resumed to review the Committee on Committee Report, which included recommendations for committees for the 2017-2018 season. Having completed the review, the Board meeting adjourned at 10:15 PM. The meeting would resume the next morning at the USARS National Office.

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The Annual Board of Directors Meeting was called to order in Open Session at 8:05 AM on Saturday, October 21, 2017, in the Conference Room of the USA Roller Sports National Office in Lincoln, Nebraska. Roll was called and the following were present: Kay Gallatin-President Pro Tem, Trace Hansen-Board Chairman, Renee Hildebrand-Vice-President, Annelle Anderson, David Adamy, Danny Brown, John Fearnow, Kylie Hughes, Tom Hughes, Heidi Permatteo, Fernando Regueiro, Jon Roux, and Annette Stapleton. Dustin Roux arrived at approximately 10:30 AM. Ricci Porter-Executive Director Pro Tem, and Peggy Young-Corporate Secretary were also present.

The following guests were welcomed: Michael Jacques-USARS Finance Chair, Cathy Carmack, Bud Engle, Janine and Brian Foster, Roberta Jackson, Gypsy Lucas, Gloria Manning, Ken Shelton, and Kelly Springer. Melanie Bogus and Charlie Sgrillo were in attendance but not present in the room until later.

The first order of business was approval of the minutes from the last USARS Board Meeting.

**MOTION 1:** by Fernando Regueiro, 2<sup>nd</sup> by David Adamy BD 10/21/2017

Approve the Minutes of the 2017 Spring Semiannual Board Meeting in Orlando, Florida, May 6 - 7, 2017

CARRIED UNANIMOUSLY

A brief update on the Nebraska Attorney General's investigation was provided. No action has been forthcoming from them at this time. The Board will continue to address the items that need to be developed to improve accountability within the office and by members of the Board.

Roberta Jackson provided a Strategic Plan update. Roberta started working with USARS on this plan in 2014, with the goal of improving structure and effectiveness. She conducted a Board workshop last year. USARS is a very complex organization, which has been using volunteers to do the work usually done by paid staff. It is most important to recognize everyone who has signed on to do something, has actually done it.

Roberta reviewed the current plan and asked Board members to rank each item, with 1 being our highest priority, and 5 to take it off the sheet. She said she would tally the results and provide a report the following day. SEE ADDENDUM A.

Roberta was asked to share her skating background, for those who did not know her. She has been a teacher, business vocational director, school superintendent, taught marketing, and her background in skating included speed skating, dance skating, fours, and pairs. She has always loved skating and is still skating and noted promoting our sport and increasing membership is very important.

Gypsy Lucas said we need to produce a short, high-quality video on "how to roller skate" using cool kids and cool instructors. She suggested it could be put on the "howcast" website, which is completely composed of how-to videos. This is a good way to reach out and connect with today's youth.

A brief update was provided on USARS bid to the USOC to be the NGB for skateboarding. There is no new information since our last Board Meeting. The last visit to the USOC was in early June, when Danny Brown, Trace Hansen, Heidi Lemmon and Joe Lehm made a second presentation to the USOC. The USOC also met with the CEO of USA Skateboarding in August. Danny Brown stated at the World Roller Games in Nanjing, China, he spoke with Gary Ream, International Skateboarding Federation, about trying to come together as one group to move skateboarding forward. Based on his response, there is no chance of working with them, unless it is forced by the USOC. He has a financial interest, and we have expertise within our sport committee. Michael Jacques also tried to connect with Ream to collaborate, and agrees with Danny. Fernando noted the IOC forced Ream's group to create the commission with FIRS, and feels a relationship could be forced by the USOC. FIRS has been doing a good job with their IOC relationship.

Trace Hansen stated the USARS Roller Sports Skateboarding Committee has experts in every type of skateboarding. Danny said park and street were not included in the 2017 Roller Games, and Ream believes they are the two viable and most participated forms with the most opportunities. The first official competitions for those two skateboarding events will be Tokyo at the Olympic Games in 2020. These events can be included in World Cups, but not in World Championships.

The relationship between the RSA and USARS was discussed. When RSA representatives attended our May Board Meeting in Orlando, they indicated they were going to work on grassroots programs to build the skater base, however, the newsletter they sent to their members says otherwise and refers to having a national championship. The name they have selected, US Roller Speed Skating, can be easily confused with the names used for National Sport Governing Bodies. Their program is partnered with the Inline Hockey Association (IHA), to take advantage of its non-profit status. We need to concentrate on making our own program better. USARS is still the path to the World Championships (held between the years of the World Roller Games).

In addition, it may be time to further develop programs outside of the rink model for use in schools, parks, YMCA's, etc., to teach roller skating. Rinks have a great opportunity to build skaters through their programming, and this is a good thing if they do it the right way. USARS must also need to be proactive and build skaters. Fernando feels we need to more aggressively communicate directly with any members who may have been dissatisfied with our services. They are active and can bring more members to their programs.

Sanction fees were discussed, as well as ways to bring back a racing style previously used by USARS and adopted by NIRA. It was suggested we call it the oval track. Our rules do not prohibit organizers from having the types of events they want. Our members need to know they can be

creative and our insurance covers them. It was suggested we add this style of racing at Nationals for distances races.

There was concern expressed about trust and conflict of interest with USARS members giving input to the other organization. The challenge by the RSA for competitive skater memberships is a perfect opportunity to provide improved customer service.

USARS must look at what we do, and make it better, with a focus on grassroots. The Speed Committee needs to continue to look at other competitive programs and enhance our programs with changes. This cannot be a staff-driven effort. We need our coaches and clubs involved. We must reach out to our members and tell our story of what is good about what we do and find improved ways to communicate. USARS needs to also show rink owners the value of having clubs in their rinks. Club members bring other kids in to skate as well. Exposure in the media of competitive programs will also help the rink owner.

Ricci questioned the role of the office staff. The information needs to go out, short, concise and to the point. We need one forward-thinking point of contact who can approve our message and get it out. People in office who know the information should be able to communicate it to membership without going through multiple layers and should not have to wait for a directive from a group of people.

Trace noted the USOC has a communications seminar, and we are sending Michael Stieb and Olivia Shelbourne to it. We also must get going with a howcast.

Ricci stated when Sport Committees do not do what they should, USARS staff needs to take ownership and get it done. If they are not happy, the sport needs to step up. Fernando said we need to define what our value is. Can we compete? If not, we need to increase the value. What we have on our website is six pages long, and not presented right. It needs to be presented in a marketing-style.

A break was taken from 10:05 AM to 10.30 PM.

The Board reviewed some new grassroots sports program information created by USARS which should be sent out to each rink and in front of people. The \$10 membership includes insurance, and it can be used for a test center. Our insurance cost is \$10, but our benefit is in the exposure. Rspartz is not charging fees to process memberships under \$15.

USARS programs are not just local, but national and international. Heidi developed the trifold and did a good job. We need to do more to get the program out. To lighten the workload in the office, Trace was listed as the contact person, and he has only received a few responses. John said our programs must be fun. We forget about the fun.

Heidi suggested a separate website for this program, which would feature grassroots participations. Keep it separate to make it simple, but link it to our USA Roller Sports website to still get the unique hits.

Kelly said a crucial part of implementation has got to be the mentorship. They can get by without a rink in areas where rinks are closing. When he was in Virginia they insured parking lots, etc., to be certain they were legitimate. We need a system to get into rinks that do not have programs. We need qualified coaches. We must create teams, clubs and coaches in facilities where there are no rinks.

Dustin Roux arrived at 10:50 AM. First each Sport Committee needs to come up with information for a website that is easy to understand and manage. We need to teach the coach how to teach the program. Our programs do not require a rink, they can be conducted in schools; but we must have everything ready before the start of school, and it has to be fun. Renee said in Colombia, South America, they do obstacle courses, slalom, limbo, jumping over a stick, etc., on their skates. This is incorporated into their Level I Program, and then they build from there.

Kay felt a clarification on limited membership was needed. Skaters can pay \$10 at the local level, \$45 to go to Regionals in non-qualifying events, and all the way to the top with full membership. It is important to tell them what the levels of memberships are. She questioned constraining membership to three years, as it puts a burden on staff. Renee said the \$45 card is no problem, but questioned upgrading for Nationals. Will this cause any type of a financial cash flow problem. Michael said it is not a problem, but there is a problem with the loss of memberships, and how many are dummifying down to the \$45, and not upgrading. We are going from one membership option to a tiered growth, and we need to promote it better.

**MOTION 2:** by Heidi Permatteo, 2<sup>nd</sup> by David Adamy BD 10/21/2017

Purchase the website discussed and other domains with a similar name and create a committee to design the website.

CARRIED UNANIMOUSLY

**MOTION 3:** by Fernando Regueiro, 2<sup>nd</sup> by David Adamy BD 10/21/2017

Approve additional expense to support the development of the program whatever the branding is.

CARRIED UNANIMOUSLY

**MOTION 4:** by Kay Gallatin, 2<sup>nd</sup> by Renee Hildebrand BD 10/21/2017

Change the limited membership by removing limitations on the gap in membership or how long it has been and how long you can have it.

CARRIED (Fernando abstained)

The \$45 membership is good for competitions at the Regional Championships in non-qualifying events. They can go from a \$45 membership to an \$80 membership, but not back to a \$45 membership in the same year.

Special Committees from the Spring Meeting were discussed.

**MOTION 5:** By David Adamy, 2<sup>nd</sup> by Fernando Regueiro BD 10/21/2017

Dissolve the Special Bylaws Review and Disciplinary Actions Review Committees, as their responsibilities will now fall under the new Special Compliance Committee.

CARRIED UNANIMOUSLY

The initial Special Compliance Committee will formulate policies and procedures and can reach out to individuals who may be able to offer specific expertise. Once completed, we will establish the Compliance Committee as a Standing Committee.

**MOTION 6:** by Kay Gallatin, 2<sup>nd</sup> by David Adamy BD 10/21/2017

Approve the Special Compliance Committee as recommended by the its Chair: Bill Spooner-Chair, Curt Craton, Grant Schnell, Ken Shelton, Heidi Permatteo, Kelly Springer, Linda Lavelle, Jon Roux, and Jonathan Mosenson-Athlete Representative. Trace stated we will ask the chair to bring a name forward for an additional athlete.

CARRIED UNANIMOUSLY

**NEW FUND RAISING SPECIAL COMMITTEE:** Kylie Hughes, Kelly Springer, Jonathan Mosenson. Additional members can be added by the Executive Committee. This committee shall guide the efforts and programs for fund raising for the organization.

**MOTION 7:** by Fernando Regueiro, Danny Brown BD 10/21/2017

Merge the proposed Special National Planning and Venue Search Committees into one, with the addition of Danny Brown and Brian Foster, and removal of Renee Hildebrand and Heidi Permatteo, to be as follows:

**NATIONAL CHAMPIONSHIPS PLANNING AND VENUE SEARCH COMMITTEE**

Danny Brown  
Brian Foster  
Kelly Springer  
David Adamy  
Ed Harney  
USARS Executive Director  
Kylie Hughes  
Gypsy Lucas  
John Fearnow

CARRIED UNANIMOUSLY

This Committee can select their Chair at their first meeting, which is planned for this week.

Because of their work this past year with vendors at Nationals, a sub-committee should include Gypsy Lucas, overall exhibitor coordinator, and Mykal Pedraza, who worked with the vendors during the roller figure championships.

David Ripp, a vendor had voiced some concerns about not receiving value from venue exhibitor packages, specifically the number of announcements they should receive each day. There needs to be someone who can help assure they are made as agreed to.

Note: With Ricci Porter leaving full-time employment at USARS, she asked to have her name on these lists replaced with "Executive Director".

At a previous Board meeting, there had been discussion on getting a USARS app. Kids are using apps, and they are the way to go. In order to do our due diligence, additional investigation is needed.

**MOTION 8:** By David Adamy, 2<sup>nd</sup> by Annette Stapleton-Heywood

Put out an RFP (Request for Proposal) on our website seeking bids for the creation of a mobile app for USARS.

CARRIED UNANIMOUSLY

Danny said there is a difference between an app and our website. We need someone who knows the structure of mobile apps. It is not just a mirror version of our website. Fernando informed the Board if we have a mobile app and the members don't find it useful, they will never go back again. And most likely we need one for each sport discipline.

**MOTION 9:** by John Fearnow, 2<sup>nd</sup> by Kay Gallatin BD 10/21/2017

Fernando Regueiro is asked to chair a small committee to develop an RFP for a USARS app and be part of the search for companies.

CARRIED UNANIMOUSLY

National Office and Confederation Reports began with Kay presenting the President's Report as written by Bill Spooner. She thanked him for the hard work he has done, and the new and exciting changes this year to keep us moving forward.

He thanked the office staff, who has been passionate about their jobs, even though there have sometimes been unclear directions. We need to empower them to do their jobs. We should celebrate this year, as we have done very well – we have provided funding for World Games in Poland participation, and supported every sport discipline that went to the World Roller Games in China.

Accomplishments include being in a better place with the Attorney General of Nebraska. We have done a better job of being responsive of our members. Finance has worked hard to get an accurate budget. QuickBooks has been implemented. We are far ahead of where we were last year at this time. We will begin using a program called Concur, which will improve our ability to track expenses and which will feed into QuickBooks after approval by the Treasurer and a staff member. A new grassroots membership has been implemented this year. We are moving to an electronic registration system with Rspartz, which is willing to work on it and make it better. Bill provided membership statistics and a variety of other information to recap the past year for roller skating. SEE ADDENDUM B for the complete report. Kay asked if there were any questions or concerns. It was noted the revenue between the 2016 and 2017 Nationals for speed and art seems to be incorrect. It was reviewed and later amended.

Ricci Porter reported on the National Office and staff. The house located on USARS property will be rented out shortly after this meeting. The interior is ready to go and the outdoor steps are being repaired. Expenditures have totaled approximately \$15,000. With the repairs and improvements, we expect to rent the house for between \$1,200 and \$1,500 monthly.

Ricci stated the staff is confident the new membership program through Rspartz will turn into a rave. With the involvement now of Keith Noll in resolving problems, a lot of progress has been made. She noted having the office staff involved now, with their knowledge of programs for all sports, has been very useful in setting up the program.

With the development of the sport-driving concept for sport committees, the office staff needs to know where they fit in. If the sport does not do what they should do, the responsibility needs to

fall some place. The work must get done somehow. We cannot have a system where we all pass the buck.

**DIRECTIVE 1:** A brief amendment to the Committee Guidelines relative to the role of staff should be written and brought back to the Board in the morning for approval.

Ricci continued by stating, again at this meeting, we cannot continue to increase prices and diminish membership services. She has been recommending a members-only session on our website, we could reach out to skate companies to obtain discount codes, etc. It matters because you get these things. Providing insurance as a benefit of membership is not enough. Most of our members will not be going to the World Championships, and we need to have progress on programs that benefit everyone. It was noted Rspartz may be able to offer a members' only section, and she agreed to check with them.

Keith Noll, who was not able to attend the meeting, prepared a record of the weekly conference calls and updates in the work with Rspartz relative to resolution of each problem. His involvement has resulted in huge strides forward to get the program working as needed.

A written Museum Report was received from the new President, Kim Wall. Annelle gave an update on what is happening now. Kim Wall is directly contacting rinks asking for their support of the Museum. A copy of the letter used was included with his report. The Museum will again be running the raffle at the RSA convention. The Museum has been operating now for over a year without a curator. Alan Bacon, the Museum Treasurer, is producing the newsletter. Visitation is up, and as always, many more coming in during the National Championships when they are in Lincoln.

As a Museum Trustee, Nellie Anderson Lillie did a radio interview on behalf of the Museum. A membership form was included with the report. Annelle stated everyone should donate or join the museum. It belongs to everyone involved with the sport and it preserves our history. She stated RSA Section 5 has just become a benefactor for two years, and she challenged other regions and chapters to do the same. Also, this year the South Central Chapter donated a new TV/DVD player to the Museum in memory of Jim Pollard. She thanked everyone for their support.

Provided with the Agenda packet was a copy of the US Foundation for Roller Skating Minutes of their May Trustee meeting. There were no questions or comments.

There is now over \$80,000 in the athlete travel endowment. No payouts will occur until it hits \$100,000 or more.

The Board recessed for lunch from 12:22 PM to 2:00 PM. The Board next reviewed the Standing Committee Reports.

Earlier in the meeting there was discussion on skateboarding. A report from the Skateboarding Committee, prepared by its Chair Heidi Lemmon, was provided. SEE ADDENDUM C. Street and park events have been included in the Olympics. The Skateboard Committee has indicated their wish to remain with USARS with the other skateboard events if we do not become the NGB for the sport.

The Slalom Committee has been meeting regularly and provided meeting minutes. John Fearnow has participated in some of those calls. He is asking them to develop a thumb drive showing their style of competition, so others can watch and become interested in participating.

Jon Roux, Inline Hockey Committee Co-Chair, asked Charles J. Sgrillo, the World Games Team Manager for Poland, to comment. Charlie said he has been involved in team staff management for the last eight years, but with hockey for 30 years. The Poland trip was nice trip, but the team housing was isolated in a small town. They wanted to be part of the events, but they were not able to. The only other issue was with the insurance. The local medical facility would not accept it. The enrollment card did not show a phone number to contact in Poland, however, there was a toll free 24-7 number to contact in the US. Educating staff on how to handle this type of situation would be useful. For Minutes SEE ADDENDUM D.

Inline Hockey had a problem with the boards at the Roller Games in China. A stronger wall had to be built. They did not like the hockey event schedule. Everyone had a good time, and there were no other issues or concerns. The USA Ladies Team won the Gold medal. Charlie's son, Charles Sgrillo, II., was their Assistant Coach and Dave Marmorstein was the Coach.

Danny noted it is time to again discuss dual membership with the AAU and USARS for inline hockey. Jon said there are other hockey groups seeking membership, but the AAU has the best insurance. There is an effort to reunify the sport, as there are a number of groups currently offering competitions. Participation in regional events is going down. State Wars is big, and the AAU Team Olympics event is big. From a tournament standpoint, we all need to come together.

Kelly Springer gave the Speed Committee Report. SEE ADDENDUM E. A handout was given regarding the promotions of the National Speedskating Circuit (NSC) for their event just prior to the start of the National Championships in Lincoln. They would like to run it again next year with our Championships. They did a lot of target marking on social media. They produced videos to create hype around the event, and one received 51k views in the two days prior. In addition, they released four videos showcasing the racing from the one-day event, which had a combined total of 450k views and reached over 1 million people.

Within the Speed Committee Report, on pages 2 and 3, it was noted the previous Novice rules are being replaced with the Learn to Skate Rules, which will carry participants through Regionals.

They are to become effective this season and to do this must be approved by the Board. Meet hosts have the authority to run additional events that are non-qualifying up through the Regional Championships level. Many skaters will never compete beyond the Regional Championships.

It was suggested volunteer officials should be able to buy a \$25 membership, so it doesn't cost them so much to help us. This could be for those who are not skaters or coaches, and they could get liability coverage and accident insurance. It was noted most officials are already member coaches and get their officials' credentials free. Very few are only officials. Our cost includes the background check approximately \$25, depending upon the counties searched (good for two years) and insurance.

This year we are redesigning our Regional and National Championships medals. We may want to set up a working committee to develop the new design, or we can create something with our current vendor.

There was discussion on eliminating the number panels used for speed and replacing them with helmet covers. Danny stated sport committees can make that decision. They will need to know the quantities required.

It was briefly discussed that some feel speed skater John Drewry should be in the Hall of Fame, and he has not been inducted. The Hall of Fame and Honors Committee operates under the following rule: Any candidate for the USA Roller Sports Hall of Fame who received nominations for Athlete, Coach or Distinguished Service in three or more years for the same Hall of Fame category, but was found unqualified by the committee under the published criteria for such position, shall be made ineligible for future consideration, *unless additional data which demonstrates greater merit has been submitted, as reviewed by the Committee Chair.*

Danny said for 2019 it is necessary to work on the selection process or qualifier dates of Outdoor Nationals. In Kelly's opinion, it is impossible to ask parents to have their skaters compete in a Regional Championships, two National Championships (indoor and outdoor) and a World competition during a 45-day period. Ken suggested we should work around the Memorial Day weekend.

Gypsy suggested perhaps this year we should just do a three-day world team trials over a weekend, including Junior and Seniors, but not Juvenile or Freshman. Using a weekend would help with missing school. And she believes we need to have residency again. Danny mentioned Florida provides a 12-month option for these programs.

Figure skaters will have the same problem as speed does, when the Barcelona Worlds are to take place prior to the National Championships.

**MOTION 10:** by Fernando Regueiro, 2<sup>nd</sup> by David Adamy BD 10/21/2017

Approve the Speed Committee Report, with the exception of items #9, #17 #22, and #28.

CARRIED UNANIMOUSLY

**MOTION 11:** by Fernando Regueiro, Renee Hildebrand BD 10/21/2017

Refer the items #9 and #17 of the Speed Committee Report to the Finance Committee.

CARRIED UNANIMOUSLY

**MOTION 12:** by David Adamy, 2<sup>nd</sup> by Fernando Regueiro BD 10/21/2017

Send Speed Committee item #28 to the USARS attorney for his legal opinion on adding a statement to our membership forms attesting the applicant has not been convicted of a sexual crime as a child predator.

**MOTION 12a:** by Kay Gallatin, 2<sup>nd</sup> by David Adamy BD 10/21/2017

Return Speed Committee item #22 to Speed Committee.

CARRIED UNANIMOUSLY

Fernando spoke on behalf of the Derby Committee. He is not the Chair, but on most of the calls. This year has been challenging with the Committee Chair resigning in the middle of the year. The World Roller Games in China was a good experience for all players. The USA selected a Men's Team via tryouts, but the fact we couldn't participate because there were no WRG events for men, created some issues with those selected. The Committee is working on creating a better relationship with the Juniors through JRDA. At the FIRS international level, they are trying to meet with the Women's Flat Track Derby Association (WFTDA) to work toward moving the sport forward together.

David Adamy, on behalf of the Figure Committee, stated there were no action items for the Board in their report. SEE ADDENDUM F. The Committee is trying to meet every month. Most meetings have lasted longer than hoped, running 3 – 3-1/2 hours. There has been good participation by committee members. The biggest thing was the new structure for adults. They now need to look at youth events. There were no questions.

Trace stated the new adult restructure came before the Executive Committee for approval. The requirements were posted on September 1, and some were opposed to the changes and some had valid points. The Figure Committee addressed the complaints, added elements to the Silver

Division and will monitor the program closely through the Regional and National levels and consider modifications which may need to be made moving forward.

Heidi wanted to caution doing due diligence for all sport committees. They cannot only rely on electronic surveys done only once. Members in her region are not tech savvy. Heidi was part of the process and did put information out, but it could have been done better. Gloria questioned what version 10 of the requirements meant. It was suggested in the future each version could show the changes made each time, as we do in our rule books, so if previously reviewed they could only review what had been changed - or perhaps they could create an addendum of the changes.

Tom Hughes, Rink Hockey Chair, said their Committee had no action items. SEE ADDENDUM G. This year's Senior World Teams had a problem with people dropping out. Prior to departure the Men's Coach decided not to go. The World Roller Games venue was so hot a player passed out. Two Rink Hockey Committee Members resigned. He had a discussion in September with the Committee. He had been told they were going to get together as a group and have an international tournament, timed to pull teams away from the USARS Rink Hockey Nationals. Rink Hockey players don't want to come to Lincoln every year. He told them they were either with us or against us. Although the Board asked for recommendations for replacements, Tom indicated the Committee would add two new ones at their meeting next month, wishing to involve the Rink Hockey Committee with this addition.

Tom provided ideas from the Rink Hockey Committee for improving Nationals for Rink Hockey.

- Better bleachers
- Area behind bleachers had a net for trainers, and parents were tripping on it.
- The scoreboard was on the floor and kids played in front of it. They would like to hang it up.
- Need a larger area for the score table.
- Seeking an additional expense-compensated official
- Volunteers want to be paid more per game.
- Have an announcer. The committee members did announcing this summer
- Move the National Championships dates of Rink Hockey closer to Derby (derby needs a weekend)

Tom stated at the World Roller Games there were no rink hockey photos or videos. Rink hockey didn't even get mentioned.

Danny asked to receive their suggestions for next year in writing, since the National Championships Search and Planning Committee would have its first meeting this week. He also suggested Rink Hockey compute the extra costs from the above recommendations to determine whether entry fees will cover the expenses.

Trace gave a quick summary of the Executive Committee Minutes. The Committee was required to review appeals for membership eligibility decisions. The Committee reviewed the Adult Figure Restructure Program, which was ultimately approved with modifications. They agreed to provide assistance in funding a seminar/workshop training session at a contest in the Great Lakes area, proposed by the Speed Skating Committee.

With regret, they received Ricci Porter's resignation as USARS Operations Manager. They approved hiring Megan Schuller, a part-time employee, as a full-time employee covering figure and speed skating starting full time in January after she graduates in December. They accepted the resignation of Bill Spooner with regret. With advice from our attorney, it was determined Kay Gallatin could serve as the Treasurer and temporary President for the short period until the Board could meet. The Committee authorized Ricci and Danny to legally secure use of World Skate USA, they approved the Embassy Suites as the host hotel during the 2018 Nationals in Lincoln, and moved forward with the implementation of Rspartz as our online membership program.

Moving forward, Trace would like to see Board members have more involvement between meetings. He recommended having a set agenda prior to the Executive Committee meetings which would be forwarded to the entire Board. They would thus be able to voice concern about any of the items by contacting a committee member to provide input. After the meeting has been concluded and the minutes done, they will go to the Board as quickly as possible. The entire Board needs to be involved and knowledgeable about the decisions of the Executive Committee.

Gypsy voiced her concern about supporting a Thanksgiving educational seminar, when there are other events taking place around the country at the same time, feeling it shows preferential treatment. This seminar was brought to the Executive Committee, and there was no discussion about other events. Kay, a member of the Speed Committee, said they were not aware of it and Renee confirmed it did not go through their Committee. The date approved was September 14, and it was acknowledged the Executive Committee should have checked for conflicting events.

Gypsy stated grassroots and developmental is the base to start on, and work together in all the committees. Have one major chat about how to teach someone to roller skate, then split off into individual sports. We could bring in international speakers and some of our top players. We

must plan and really do it properly. It needs to have value and be affordable and efficient, so they want to come. Heidi suggested we should do basic seminars that would encourage parents to become coaches, including topics such as how to travel first time, changing bearings, etc.

As an organization, we need to educate from the grassroots level to the international level. It should not be done at a competition, when everyone is thinking about their skaters, feeding them, etc. We should start planning now for next season, perhaps in September or October. In 2008, we had sessions in Vegas, in January 2010 in Biloxi. Neither of these programs lost money. We should plan to combine disciplines into one event. Heidi said her region did their own mini seminars and this is a good approach too.

There was discussion on the current make-up of the FIRS Executive Committee. Fernando said the Sport Committees are a part of the FIRS Executive Committee, contrary to what was reported during a USARS Executive Committee Meeting. LATER NOTE FROM DANNY - Technical Sport Chairmen remain a part of the FIRS Executive Committee. The five continental Presidents, the President of FIRS, and the Presidents of the Sport Commissions make up the FIRS Executive Committee.

A break was taken from 3:55 PM to 4:15 PM.

**MOTION 13:** by Kay Gallatin, 2<sup>nd</sup> by Renee Hildebrand BD 10/21/2017

Approve the Executive Committee Minutes, and further investigate the other meets being held that weekend, so we can equally support them going forward. We need to look for a better process. SEE ADDENDUM H.

CARRIED UNANIMOUSLY

Michael Jacques, Finance Committee Chair, stated he worked with Bill Spooner on the charts include in the report.

Our accounting program has been changed from Great Plains to QuickBooks. Melanie Atteberry, in Financial Services, was authorized overtime to get caught up. Regardless of what the numbers say in the reports, the money in the bank doesn't lie, and we have just under \$400,000 in the bank. Income is seasonal, and goes up and down. We know this and when we can spend money, and if we would need to dip into the money market funds. It is healthy, to have money. We are putting everything back in order and reorganizing finance. Janet Pavilonis has been very helpful. There is a light at the end of the tunnel. Accounts receivables are high. We cannot look at paying extra back to the Foundation until we know the bottom line. This year we were able to fund some expenses for the World Games in Poland and the World Roller Games in China.

Michael noted people say Derby is costing the organization money, however, they represent almost 25% of our membership. There is concern about rink hockey and what seems to be a big drop. Jon Roux says there is discussion again about a joint membership card with the AAU for Inline Hockey. The National Championships for speed and art make the largest part of our income for Nationals, noting the net profit this year is much lower. We won't know how profitable Nationals were for another month or two. For the venue, we get \$155,000 from the Convention and Visitors Bureau and this amount is split out between all the sports for their use of the facility.

He had little to report from the Finance Committee Meeting Minutes. We are now paying sales tax on admissions. We did not increase the price, so we took a little hit at Nationals on that income.

Single Event cards are used by derby at a cost of \$35. Limited Memberships apply to figure and speed and cost \$45. Single Event Cards were stopped for Figure and Speed. People were buying these memberships at the event, and the operators were not turning the memberships and payments in to our office.

Michael pointed out the October 10 minutes asked for Stanley Liebowitz to be added to their committee as a voting member, and page 2 asked for a \$25 Single Event card.

**MOTION 14:** by David Adamy, 2<sup>nd</sup> by Tom Hughes BD 10/21/2017

Approve the Finance Committee Report. SEE ADDENDUM I.

CARRIED UNANIMOUSLY

**MOTION 15:** by Kay Gallatin, 2<sup>nd</sup> by Heidi Permatteo BD 10/21/2017

Whereas Roller Derby already has a special event card, this motion is to adopt a single event card for all other disciplines for non-qualifying events.

CARRIED UNANIMOUSLY

**MOTION 16:** by Renee Hildebrand, 2<sup>nd</sup> by Annette Heywood BD 10/21/2017

The price for this competitive season shall be \$25 for this single event card.

CARRIED UNANIMOUSLY

Keith Noll, Chair of the Insurance and Risk Management Committee, is working on our policies. There were no questions or concerns about insurance.

Ken Shelton, Chair of the Membership and Eligibility Committee, stated hopefully, whatever we call the committee, we can come up with some new rules to fix the procedures. They have been confusing and difficult to administer.

The Hall of Fame and Honors Committee meets in the Spring, so no report was forthcoming.

The Committee on Committees met earlier and provided recommendations for Committees for 2017-28. These Committee would be approved the following day.

The Nominating Committee was not active this year, nor was the Roller Skating Athlete Advisory Committee. The Athlete Nominating Committee is to vet and confirm candidates in good standing. The Elite Coaches Committee will meet in the Spring.

The Executive Director Search and Personnel Committee will be working on duties and tasks within the office. This Committee will have its first meeting on Monday. Following notices on several websites, as well as our own, we now have around 13 applications for the position of Executive Director. A standardized set of interview questions will be used for everyone. The Committee may also have their own questions to ask. The deadline for receipt of resumes was extended to November 17, however, time is of the essence, to get someone hired, in the office and trained. Our goal is to hire the right candidate, not just the best of those who has applied. Ricci was thanked for staying on top of this search.

USARS representatives to the USOC and International bodies was next up for discussion.

Ricci, USARS Representative to the USOC, stated most issues had already been covered in other areas of the agenda. We need to keep up to date with compliance, Safe Sport and USADA language.

Annette, USARS AAC Representative, said they just met last weekend. There was a focus on mental health for athletes, especially the elite ones and how to offer assistance. They talked about retiring athletes and how not all go to college while they are training. There is assistance available to help them plan their careers. There is an issue relative to Safe Sport and the NGB's responsibilities. How many moments have been stolen because of people who were doped and a variety of other topics. SEE ADDENDUM J.

There was a lot covered by FIRS at their Congress this year, including changing their name and related organizations under them. CPRS is now World Skate Americas, and other names are World Skate Europe, World Skate Asia, etc. They will begin using the new Rollart scoring system for World Class events at our Americas Cup, where we will be one of the first outside of Italy to be using it. Nichola Genchi and Richard Guzman coming in. Immediately following the Americas Cup, is the training event in Rome, which is open to all A panel judges, or international panel

officials to attend. Every federation is sending at least one coach. Others may attend but they will need the approval of their National Federation. This is a significant change for our figure program. Heidi stated each National Federation can send up to three, and these will be the only ones who can be in the skater ready area. She was not clear on the limit for participation by Certified Coaches.

On the Pan Am side, hockey is having an Intercontinental Cup for Americas team participation. The 2016 champions are required to attend.

Events in 2018 will be qualifier events for the Pan Am Games in 2019 in Lima, Peru. These events will qualify countries for participation in the PAG, not the individual athletes or teams. Funding needs to be considered for speed and figure. Roller Sports has been accepted as part of 2019 *Games*, however there are limitations on the number of athletes. There will be an inline and rink hockey Pan Am *Championships* in 2019 as well. Dates may be found on the World Skate Americas website. At the FIRS Congress, Danny spoke with the sports person for the IOC, Jenny Mann, about the Youth Olympic Games for speed, hoping to convince her the USA needs to be at the event. Olympic sports have priority for the USOC in athletes being sent. Jenny did reaffirm the IOC won't intervene with the organizers of the event. He spoke with Sabatino Aracu, who offered a little more hope, perhaps one man and one woman. It might be a special position. Renee also asked if ice to help us with getting speed skaters to the event. We need to try every angle. Renee stated other countries having the same problem. As much success as we have on the ice, we may get a medal with those same kids.

Fernando stated the FIRS Derby Committee is working on getting Committees in the Continental Federations. They are working toward a Pan Pacific tournament for next year, perhaps in Hawaii and it could include Australia, Japan, New Zealand, Canada, USA and maybe Mexico; and they are also trying to establish someone in Europe. They would like to work with trainers who could travel all over the world to conduct clinics and to continue to promote the style of FIRS rules. Clinics took place in Mexico, Australia, Japan, China and Spain last year, and they would like to expand them to include South America as well.

It was announced the meeting would be called back to order at 8:30 AM on Sunday. The meeting adjourned at 5:34 PM.

\* \* \* \* \*

The meeting was called back to order at 8:38 AM on Sunday, October 22, 2017 at the USARS National Office in Lincoln, Nebraska. Roll was called and the following were present: Kay Gallatin-President Pro Tem, Trace Hansen-Board Chairman, Renee Hildebrand-Vice-President, Annelle Anderson, David Adamy, Dustin Roux, Danny Brown, John Fearnow, Kylie Hughes, Tom Hughes,

Heidi Permatteo, Fernando Regueiro, Jon Roux, and Annette Stapleton. Ricci Porter-Executive Director Pro Tem, and Peggy Young-Corporate Secretary were also present.

The following guests were welcomed: Michael Jacques-USARS Finance Chair, Cathy Carmack, Bud Engle, Gypsy Lucas, Gloria Manning, Ken Shelton, Kelly Springer and Melanie Bogus.

Under New Business, it was noted the Bylaw change approved the previous day relative to Safe Sport and USADA came directly from the USOC template, replacing "USOC" with "USARS".

Gypsy questioned whether Safe Sport applies to sponsors. We need to make sure sponsorship vendors are held accountable, even though they may not be members of USARS.

**MOTION 17:** By David Adamy, 2<sup>nd</sup> by Fernando Regueiro BD 10/22/2017

Amend the USARS Bylaw as follows: Existing text becomes Section 1, Safe Sport becomes Section 2, and the USADA statement becomes Section 3:

**Article X. Bylaw Amendment Language**

**SECTION 1. (*Retain existing text*): RIGHT TO PARTICIPATE** - All Class I Members, Roller Skaters, Class II Members, Officials, or Class VI Coaches shall have an equal opportunity to participate in athletic competition without discrimination on the basis of race, creed, color, religion, age, sex, or national origin and shall have fair notice and opportunity for a hearing before being declared ineligible to participate.

**SECTION 2. SAFE SPORT** - As a member National Governing Body of the United States Olympic Committee, USA Roller Sports is required to adhere to the safe sport rules and regulations of the USOC. Additionally, USOC Bylaw Section 8.7(l) provides that, as a condition of membership in the USOC, each NGB shall comply with the policies and procedures of the independent safe sport organization designated by the USOC to investigate and resolve safe sport violations. The USOC has designated the U.S. Center for Safe Sport as that organization. The current safe sport rules, policies and procedures are available at the offices of USA Roller Sports or on-line at the following websites:

[www.safesport.org](http://www.safesport.org)

As a condition of membership in USA Roller Sports and a condition for participation in any competition or event sanctioned by USA Roller Sports or its member organizations, each athlete, coach, trainer, agent, athlete support personnel, medical or para-medical personnel, team staff, official and other person who participates in USA Roller Sports or USA Roller Sports events (whether or not a USA Roller Sports member), agrees to comply with and be bound by the safe sport rules, policies and procedures of the U.S. Center for Safe Sport and to submit, without reservation or condition, to the jurisdiction of the U.S. Center for Safe Sport for the resolution of any alleged violations of those rules, policies and procedures, as may be amended from time to time. To the extent any USA Roller

Sports rule is inconsistent with the rules of the U.S. Center for Safe Sport, such rule is hereby superseded.

If the U.S. Center for Safe Sport declines jurisdiction, USA Roller Sports would assume jurisdiction and review consistent with its rules.

### **SECTION 3 - USADA**

It is the duty of members of USA Roller Sports to comply with all anti-doping rules of World Skate (FIRS) and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by World Skate and USADA. Members agree to submit to drug testing by World Skate and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension. If it is determined that a member may have committed a doping violation, the member agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of World Skate and/or USA Roller Sports, if applicable or referred by USADA.

### **CARRIED UNANIMOUSLY**

Fernando questioned whether the purchase of a membership card made our athletes subject to drug testing, as per GR5.0.11 in our General Rules "All competitors are subject to random drug testing at USARS sanctioned competitions."

An email received from Dr. Patricia Wallace, FIRS Doping Control, said in 2018 all athletes attending the World Skate competition should submit their certificates of completion, either through the WADA site or through their National Antidoping Organization (NADO) by 31 January 2018 in preparation for the 2018 competitive year. Certificates of completion of education is obligatory for all athletes and support personnel for 2018 competition.

**DIRECTIVE 2:** Reach out to USADA for guidance. USARS must notify all potential world team members of the deadline and requirement. We will compile the needed information for distribution to our members.

Athlete education sessions were held at the 2017 Figure National Championships and a handout provided. Danny stated it is a two-step process. They must complete the online certification program and attend a seminar.

USARS will need to obtain bids for services by sending out Requests for Proposals (RFPs). As noted earlier, we will be doing that for the app being considered. The same applies to

establishment of an online store. We need to seek at least three bids and accept the one that makes the most sense for us. It may not necessarily be the least expensive.

Heidi and David volunteered to determine what we want in the store. Once the RFP is completed we will send it to the Board and post in solicitation of three or more bids. Fernando asked how USOC online store works, whether they fulfill everything from stock. Heidi has been talking to companies who would drop ship the merchandise and USARS would get a percentage of the sale.

**DIRECTIVE 3:** Ricci will check with the USOC regarding using their online store and the potential benefit to USARS, etc.

**DIRECTIVE 4:** RFPs for all National Services, live video streaming, event dvd/video file sales, action and candid photography, awards and still photography, etc., should be sent out now.

Callum Photography would like to do the still photography in 2018, and can also do the action photos.

Ken stated there were problems with the photos this year during speed. They had a few issues when they started with speed, but they got it ironed out by the time figure came around. Danny said the inference from Bill was they expected to do another year, and we are storing their backdrops. We have a contract in place for an apparel vendor.

**DIRECTIVE 5:** USARS shall send out an RFP for speed team uniforms. Information about team needs is required. An RFP for the parade and practice costume constructed for the World Roller Figure Team should also be sent out. Trace noted there is a slight difference, with this one, and there is more one-on-one involvement between the skater and the seamstress.

Danny discussed the track suits. Athletes need their apparel well in advance. We are seeking a consistency of uniform and "look" for a number of years. Our supplier did a phenomenal job in getting it through, but it was last-minute. Michael stated the Cricket Loft has a three-year contract. For speed, Dan Heid wants to be involved, and he questioned who will be in charge of dealing with him. Three bids are needed. Renee has worked with him in the past. Whoever gets this contract, must know they will have no authority over the team or say in the selection of the races.

**DIRECTIVE 6:** The Figure Sport Committee will handle preparation of the RFP and getting bids to provide a parade/practice costume.

Fernando expressed his frustration. They spent a lot of time and submitted the look for track suits and designs. At the end, it was not even close to what was approved by the Executive Committee. When we showed up in China it was not what they presented.

John said they could not get anyone to make them in such a short time period. They will work on it now for next year. Suppliers need time to respond and get it done. The plan is to use the current design for three years. In two years, we can revisit it.

**DIRECTIVE 7:** Speed skating needs to provide what they need, i.e., 36 skin suits, etc. to Ricci. The warmup suits are done apart from this agreement as noted earlier. Inline already had suits because they were provided by sponsors.

Gypsy questioned whether each sport that gets a monetary donation, or a major deal for ton of money, could have their name on the uniforms. Such as team right for \$100,000 for Pepsi Team USA. Danny said he spoke with Rick Adams at the USOC about sponsorships and marketing. We are not precluded from using any sponsors, including those of the USOC. But when we are dealing with companies that sponsor the USOC, we need to inform them so they are aware of it...to make sure the message is not different than the one they have. It was clearly stated we can go after Olympic USOC sponsors. There are limits to what is worn in competition, but not for just walking around. Gypsy can go after Pepsi, even though the USOC sponsor is Coke. It could be an issue at Outdoor Nationals or USOC events, such as the Pan Am Games.

Kelly said there were lots of complaints about the uniforms last year, it was hard to identify the USA team, as they looked like everyone else. He said the skaters wanted to go back to the old uniform. Gypsy, as a former World Team member, said it is ok not to have the same thing for 25 years. The Roller Games is completely differently, changing makes a buzz. She likes the idea of having a practice uniform, and then putting on the stars and stripes for worlds. Derby had a – practice uniform that was different and which was sold as a fund raiser. It was not a uniform that was earned.

Danny noted installing and caring for our skating floors is a specialized service, and we do not need to put that service out to bid. The quality of this service can improve the competitions for our athletes and extend the useful life of the floor.

It was suggested the Policies and Procedures for Team Doctor and Trainers should be reviewed. Renee feels a former skater who is a Chiropractor can better prepare the team for competition, vs someone who is there for first aid purposes. Ricci said the USOC requirement for their events has been to have a Certified Athletic Trainer, but she will check for any changes. We must follow their guidelines.

**DIRECTIVE 8:** Ricci will research USOC requirements for medical coverage for teams and communicate them with Renee.

The question was raised as to whether we want to task each sport committee to come up with a webinar for each quarter. Danny noted we do need to have somebody whose focus is to guide development. How to set up the curriculum, and education model. Our responsibility is events, services and education. It is critical we work on education.

**DIRECTIVE 9:** Establish a Special Committee on Education. Renee, Annette, Heidi, Gypsy, Jon R, and a derby representative TBA (Fernando will find) volunteered for this committee. In addition to establishing quarterly webinars, they are also asked to plan a major educational conference.

Gypsy recommends in addition to figure and speed skating, the event should include inline hockey, rink hockey and derby participants.

FIRS is conducting a Judges Seminar in Rome, with a registration deadline of November 30. No more than three can be certified, but more can attend from each country. They will also be conducting this seminar in other parts of the world. They will be doing a presentation for the judges at the 2018 Americas Cup on the practice day. USARS will send someone and cover their expenses. Selection must be determined, as well as establishing the application process for others who would like to attend at their own expense.

Danny said in 2018 all events in Free Skating and Free Dance will be judged using Rollart, and our judges and coaches need to start advancing their education on this new system. An official is trained for calling, and an analyst must definitely attend. Whoever we send must commit to be available for the 2018 Nationals and agree to train others. A caller is a person who on the microphone to call out the elements, a double toe loop, under, over, and the analyst confirms this.

Michael also attended the FIRS meeting in Nanjing. They are going to have seminars on every continent. Danny stated we should send someone to Rome. The continental seminars will not happen until later. There are cheap flights available right now. Several are already planning to attend, including Nellie Anderson Lillie, Michael Jacques, and John Fearnow

**MOTION 18:** By John Fearnow, 2<sup>nd</sup> by David Adamy BD 10/22/2017

Move the determination of who will attend the Figure Seminar in Rome to the Figure Committee, noting the deadline for a response is within the next two weeks.

CARRIED UNANIMOUSLY

**MOTION 19:** by David Adamy, 2<sup>nd</sup> by Kylie Hughes BD 10/22/2017

Whoever is sent by USARS must send a report back to the Figure Committee within two weeks of returning so the information obtained can be sent out to the field. This requirement should apply to representative for all sports whose participation is funded by USARS.

CARRIED UNANIMOUSLY

**MOTION 20:** by John Fearnow, 2<sup>nd</sup> by Kay Gallatin BD 10/22/2017

The Chairs of the Compliance Committee, Finance Committee and Insurance Committee are welcomed to attend all board meetings as an expense-reimbursed committee chair.

CARRIED UNANIMOUSLY

Heidi Lemmon, Chair of the USARS Skateboarding Committee, has been working with schools in Los Angeles to set up programs for skateboard and possibly speed. She is seeking a speed coach in the area who can assist. Gypsy stated this person does not need to be connected with a rink, as it was reported many have closed in that area. She offered to find someone who could teach the skills needed. There is a big skateboard summit, the Nation of Skate, at the University of Southern California, and it was recommended we cover the expenses for Heidi Lemmon to attend. It was informally agreed to do so.

For future Executive Committee Meetings, it is suggested we send the agenda to the entire Board prior to the meeting. Board members will have the opportunity to provide their input to Committee Members, so during the meeting their feelings can be made known. After the meeting is completed the Minutes will be sent to the Board.

We must make certain all sport committee chairs are following the approved guidelines for Sport Committees to assure everyone is kept up-to-date on what is taking place within each sport. If the Committee Chair is not present at this meeting, each Board Members needs to be certain the Committee for their sport knows these requirements.

**MOTION 21:** by Kay Gallatin, 2<sup>nd</sup> by David Adamy BD 10/22/2017

Adopt the following addition to page 3 of the Sports Committee Guidelines: "Additionally, the committees are expected to meet all deadlines set by the committee, the office and calendar of events. In the event the deadlines are not met, the Executive Director may assign the task to the office staff."

CARRIED UNANIMOUSLY

It was also noted in the Sport Committee Guidelines, the Sport Committees are authorized to create budgets for submission to the Finance Committee. Michael stated we need to have a timeline for submitting the budget, and Kay suggested February or March, so they can be put into our accounting system. Budgets needs to include the expected income, expenses, and a bottom line. The Board needs to determine the deadline for receipt and make it a part of our Committee Guidelines. This will provide the sport committees input. These budgets should also include educational seminars. It was recommended a template be provided.

**MOTION 22:** By John Fearnow, 2<sup>nd</sup> by Renee Hildebrand BD 10/22/2017

Accept inserting the following into the Guidelines for Sport Committees.

**BASIC FUNCTIONS OF EACH SPORT COMMITTEE**  
**Refer to your sport-specific guidelines for details**

1. Developing a budget for their sport including marketing
2. Monitoring, evaluating and recommending changes or improvements to the curriculum of the competitive program, including but not limited to divisions, eligibility, skating requirements
3. Operating the Sport's National Championships including selecting the National Meet Director
4. Establishing standards for referees / officials
5. Evaluation and recommendations for events training
6. Conducting programs/clinics for athletes, coaches and officials
7. Appointing other sport sub-committee(s) that will be responsible for the selection of the National Team, National Team training, and selection of National and International officials.
8. Appointing a Marketing representative to the Marketing Committee.
9. Reviewing / approving articles and information regarding their sport to be published
10. Sport Committee Agendas: Input shall be sought from all interested parties such as athletes, coaches, clubs, and USARS office staff before finalizing recommendations to be submitted to the agenda for consideration by the Sport Committee.
11. Minutes of meetings are to be posted on the USARS website.

CARRIED UNANIMOUSLY

It was agreed the placement of the summary of basic functions should be at the end of the document. Committees should review this at their first meeting each term, and make certain they know what is expected of them and be certain to get it done.

Fernando questioned participation by staff members, their occasional inability to participate in evening meetings and whether they would receive overtime for participating in the evening

committee meetings. Ricci stated if they cannot attend, they will need the meeting minutes and direction on how to assist the committee.

Medals for Nationals and Regionals need to be ordered, but with a new design. Although we utilize a wide variety of medallions, plaques, trophies, pins, etc., it was determined this purchase must go out to bid.

**MOTION 23:** by Danny Brown, 2<sup>nd</sup> by Annette Heywood BD 10/22/2017

Establish a Championships Medal Committee, a Sub-Committee of the National Championships Planning Committee, to produce a design.

CARRIED UNANIMOUSLY

It was said Aaron Gogley has some design ideas as well as Miguel Jose, Dennis King, and a few others.

A break was taken from 10:21 AM to 10:37 AM.

Next on the agenda was Standing Business.

Electronic ballots had been sent out for three representatives on the USARS Board: Speed Athlete Director, Rink Hockey Athlete Director and Club Representative.

**MOTION 24:** by David Adamy, 2<sup>nd</sup> by Renee Hildebrand BD 10/22/2017

Ratify the election of Erin Jackson as the Speed Skating Athlete on the USARS Board for a three-year term, effective at the conclusion of this meeting through the conclusion of the Fall Annual Board Meeting in 2020.

CARRIED UNANIMOUSLY

Kylie previously filled the balance of the Hockey Athlete representative term vacated by Charlotte Nicholson, in addition to a one-year terms created with the decision to split the Hockey Athlete Representation, one athlete for Rink Hockey and the other for Inline Hockey.

**MOTION 25:** by David Adamy, 2<sup>nd</sup> by Kay Gallatin BD 10/22/2017

Ratify the re-election of Kylie Hughes as the Rink Hockey Athlete on the USARS Board for a three-year term, effective at the conclusion of this meeting through the conclusion of the Fall Annual Board Meeting in 2020.

CARRIED UNANIMOUSLY

**MOTION 26:** by Kay Gallatin, 2<sup>nd</sup> by David Adamy BD 10/22/2017

Ratify the re-election of Annelle Anderson as the Club Representative on the USARS Board for a three-year term, effective at the conclusion of this meeting through the conclusion of the Fall Annual Board Meeting in 2020.

CARRIED UNANIMOUSLY

Next was the election for a three-year term of office as a Grassroots Director on the Board.

Candidates previously applying included John Fearnow, Michael Jacques, Fred Piper, Ken Shelton, and Jeanne Sincavage. Ballots were passed out and Gypsy and Gloria, guests at the meeting, were asked to collect them and count the votes.

Danny provided the dates for the 2018 National Championships as follows: July 14-21 – Speed Skating events, and July 22–August 4 – Roller Figure Skating events. It has been proposed Rink Hockey events be held earlier, to give Rink Hockey players an opportunity to better showcase their sport on the main floor, and make it easier for athletes who wish to compete in both Derby and Rink Hockey, perhaps with Rink Hockey running July 7–13 and Derby July 14–16, 2018. Derby can take place during Speed and Slalom following that. We will also need to make plans to coat the USARS floor and the city-owned floor.

Gypsy suggested Derby, Rink Hockey and Quad Speed events could coincide, or at least timing them to be as close as possible to get some cross pollination. In addition, relative to pulling in people from Lincoln to watch and to benefit ticket sales, we must be mindful of what events are on at night. Better events and fun and exciting events in the evening and make it an entertaining activity.

Danny is working with the city to find better seating, bleacher that are comfortable, and more of them. Companies do not want to rent seating for six weeks, but they are still working on finding a rental resource. There is the potential of the city, Speedway and USARS purchasing seating. Costs are being researched. This may require a longer commitment to Lincoln. Similar to the purchase of the sub-floor last year, we may be able to get a grant for the purchase. this. Danny had previously emailed Board Members the excel spreadsheet of expenses from the 2017 Nationals, which detailed spectator tickets sales, etc. Brian Foster has committed to put down both skating floors. He has been able to make them tighter and fix connections.

**With the ballots counted, it was announced the elected Grassroots Director on the Board for a three-year term was John Fearnow.**

With the early resignation of Bill Spooner from the Board, the remaining year of his term as a Grassroots Director needed to be filled. Nominated from the table for this position was Gypsy Lucas, Kelly Springer, and Michael Jacques. With no further nominations forthcoming, they were closed. Guests Melanie Bogus and Gloria Manning were asked to collect the ballots and count the vote.

The Spring Board of Directors Meeting was tentatively set for April 20-21-22, 2018, in Lincoln, using the Embassy Suites for housing. Board Members were asked to check their calendars and make it known if those dates would be an issue, so we can be certain to have a quorum in attendance.

The results of the vote on the Grassroots position resulted in a tie, calling for a revote.

Ricci reported Brent Benson would work on handling the bids for the 2018 Regional Championships sites.

Contracts signed since our last Board Meeting were listed on the meeting agenda, however, there was not much to review. It was noted the Embassy Suites will be the 2018 Host Hotel for the National Championships. The question was raised as to whether we could get a deal with the city for parking, as the garage used by the Embassy Suites is city-owned. The Embassy Suites is giving us 10 free valet parking spaces.

**It was announced on this second round of ballots, Gypsy Lucas won the Grassroots Director position on the USARS Board, filling the one-year term remaining on the term of Bill Spooner.**

Gypsy thanked everyone, noting it had been some years since she was on the Board as an Athlete Director representing Speed Skating.

Next up for consideration was the one- year terms used to balance sport representation. The At-Large Derby Director was held by Cheryl Cryer who resigned prior to this meeting. Fernando nominated Misty Greer for a one-year Derby Director term. She is a member of the Derby Committee and was an athlete on the USA Team that competed this year in China.

**MOTION 27:** By David Adamy, 2<sup>nd</sup> by John Fearnow

To close nominations.

**By acclamation, Misty Greer was named for a one-year term as an At-Large Director representing Derby.**

John Fearnow nominated Renee Hildebrand for a one-year term representing speed.

**MOTION 28:** by David Adamy, 2<sup>nd</sup> by Annelle Anderson BD 10/22/2017

To close nominations.

**By acclamation re-elected Renee Hildebrand for a one-year term as an At-Large Director on the Board, representing speed skating.**

**Note: The re-election of Jon Roux to a one-year term as an At-Large Director representing Inline Hockey was missed in the rush to conclude by noon. The following day the Board returned Jon to this position by unanimous email vote.**

Officer elections were next held, in the order listed in the Bylaws. All terms are one-year in duration.

Trace Hansen was nominated by Renee Hildebrand to return as the Chairman of the Board.

**MOTION 29:** by David Adamy, 2<sup>nd</sup> by Renee Hildebrand BD 10/22/2017

To close nominations.

**Trace Hansen was re-elected as Chairman of the USARS Board by acclamation for a one-year term.**

Danny Brown nominated Kay Gallatin for USARS President and Renee Hildebrand nominated John Fearnow.

**MOTION 30:** by David Adamy, 2<sup>nd</sup> by Heidi Permatteo BD 10/22/2017

To close nominations.

Ballots were provided to Board members for vote, and counted by Gypsy and Gloria.

**The count resulted in Kay Gallatin as new USARS President for a one-year term.**

Kay nominated Renee Hildebrand to return as a USARS Vice President. **Hearing no other nominations, Renee Hildebrand was re-elected as a Vice President for a one-year term.**

Trace noted the Board can have more than one Vice President. Hearing no additional nominations, the Chair moved on.

It was confirmed Board Membership is not required of the USARS Treasurer. Renee Hildebrand nominated Mike Jacques as the Treasurer. There were no other nominations forthcoming.

**By acclamation Michael Jacques was elected as the new Treasurer for a one-year term.**

The Board next moved on the approval of Standing Committees.

The Executive Committee is composed of five (5) members of the Board of Directors who shall have the power of government of USA ROLLER SPORTS between meetings of the Board of Directors to the full extent allowed by law.

As the newly elected President, Kay Gallatin, serves as Chairman of the Executive Committee, along with Trace Hansen, the Board Chairman.

John Fearnow, Fernando Regueiro, Renee Hildebrand and Heidi Permatteo were nominated to fill the three vacant positions on this committee. Ballots were handed out, with two candidates tying requiring a revote between those two, resulting in the following:

**2017-2018 Executive Committee**

Kay Gallatin-USARS President and Executive Committee Chairman

Trace Hansen-Athlete and Chairman of the Board

Heidi Permatteo

Renee Hildebrand

John Fearnow

**MOTION 31:** by David Adamy, 2<sup>nd</sup> by Fernando Regueiro BD 10/22/2017

To accept the recommendation of the Committee on Committees, and include the additional athlete as below:

**2017-2018 FINANCE COMMITTEE:**

Mike Jacques-Chairman

Annelle Anderson

Scott Clifford

Kay Gallatin

Janet Pavilonis

Aaron Gogley

Trace Hansen - Athlete

John Fearnow

Jon Mosenson - Athlete

Al Taglang - Advisor without vote.

**CARRIED UNANIMOUSLY**

**MOTION 32:** by David Adamy, 2<sup>nd</sup> by Kay Gallatin BD 10/22/2017

To accept the recommendation of the Committee on Committees for the Insurance and Risk Management Committee:

**2017-2018 INSURANCE AND RISK MANAGEMENT COMMITTEE:**

Keith Noll-Chair,  
Jim Foy  
Fernando Regueiro

CARRIED UNANIMOUSLY

It has been learned the USOC is in opposition to any NGB Board members being involved with disciplinary hearings. Currently on our Membership Eligibility Committee, this includes David Adamy, Renee Hildebrand and Kylie Hughes.

**MOTION 33:** by Renee Hildebrand, 2<sup>nd</sup> by Tom Hughes BD 10/22/2017

Remove the current Board Members from Membership and Eligibility Committee and add Kimberly Hughes as the Rink Hockey Athlete Representative.

**2017-2018 MEMBERSHIP ELIGIBILITY COMMITTEE:**

Ken Shelton-Chairman  
Gloria Manning  
Curt Crayton  
*TBD (Speed Athlete)*  
Jessica Gaudy (Figure Athlete)  
Joy Garvey (Inline Hockey Athlete)  
Kimberly Hughes (Rink Hockey)

CARRIED UNANIMOUSLY

**MOTION 34:** by Jon Roux, 2<sup>nd</sup> by Heidi Permatteo BD 10/22/2017

Add Dustin Roux to the Athlete Performance Committee, as follows.

**2017-2018 ATHLETE PERFORMANCE COMMITTEE (SPORTS MEDICINE):**

Dr. Scott Kleiman-Chairman  
Dr. John Hultquist  
Lori Brandon  
Brian Richardson  
Jay Ingram  
Renee Hildebrand  
Kylee Berger-Athlete  
Dustin Roux - Athlete

CARRIED UNANIMOUSLY

**MOTION 35:** by David Adamy, 2<sup>nd</sup> by Kylie Hughes BD 10/22/2017

To accept the following:

**2017-2018 HALL OF FAME AND HONORS COMMITTEE**

Bill Spooner-voting Chairman  
Tom Hughes  
Annelle Anderson  
John Gustafson  
Keith Noll

CARRIED UNANIMOUSLY

**INFORMATION - COMMITTEE ON COMMITTEES:** This Committee is elected at the Spring Semiannual Board Meeting. As of the last meeting of the Committee on Committees, it included Bill Spooner-Chairman, Annelle Anderson, John Fearnow, and Renee Hildebrand and Annette Stapleton (Athlete Representative). Note: This Committee on Committees must include the USARS President in addition to four current Board Members who are elected to the Committee on Committee at the Spring Semiannual Board of Directors Meeting.

The **NOMINATING COMMITTEE** is a Standing Committee of five members. It must include one past or present National officer, selected by the USARS Board of Directors, who shall serve as the Chair of the Committee, with vote, the USARS representative on the Athletes Advisory Council of the U.S. Olympic Committee, or the elected alternate who acts as replacement for the representative and three regional representatives, rotating among Chairs from the nine regions.

**Motion 36:** By David Adamy, 2<sup>nd</sup> by Annette Heywood BD 10/22/2017

Retain Danny Brown as Chairman of the Nominating Committee.

CARRIED UNANIMOUSLY

The **ATHLETES ADVISORY COMMITTEE AND ATHLETES NOMINATING COMMITTEES** are selected according positions held by athletes, and not by the Board.

USARS does not register Elite Coaches for Inline Hockey, and that is the sport Jon Roux is involved with.

**MOTION 37:** by John Fearnow, 2<sup>nd</sup> by David Adamy BD 10/22/2017

Remove Jon Roux from the Elite Coaches Committee, add Renee Hildebrand and insert "Executive Director" where Ricci Porter is listed as the Chair.

**2017-2018 ELITE COACHES SELECTION COMMITTEE:**

Executive Director - Chair

Bob Labriola

Tom Hughes

Ken Shelton

Gloria Manning

Renee Hildebrand

CARRIED UNANIMOUSLY

Members of Sport Committees have terms which rotate, so not all member terms will expire in the same year.

**MOTION 38:** By David Adamy, 2<sup>nd</sup> by Kylie Hughes

To retain Keith Noll on the Inline Hockey Committee.

**2017 INLINE HOCKEY COMMITTEE:**

Keith Noll (term expiring 2021) - Co-Chair

Jon Roux (term expires 2018) – Co-Chair

Brent Benson - Staff Director

Dustin Roux – Athlete (term expires 2018)

Chalie Sgrillo (term expires 2018)

Jonathan Mosenson - Athlete (term expires 2018)

Arlene Lehman (term expires 2019)

Dave Inouye (term expires 2019)

Melanie Bogus (term expires 2019)

Jetta Rackleff - Athlete (term expires 2020)

Jeff Manning (term expires 2020)

Maximum with vote is nine (determined by Chair or by consensus)

CARRIED

**MOTION 39:** by Renee Hildebrand, 2<sup>nd</sup> by David Adamy BD 10/22/2017

That Gypsy Lucas replace Joe Hanna on the Speed Committee, with vote, and provide a vote for Kelly Springer, whose term expires in 2018.

**2017-2018 SPEED COMMITTEE:**

Jay Ingram - Chairperson (term expires 2018) - without vote

Harry Stuart (term ending 2018) – voting

Kay Gallatin (term expiring 2018) - voting

Renee Hildebrand (term expiring 2018) - without vote  
Kelly Springer (term expiring 2018) - voting  
Laura Gustafson Sweers (term ending 2019) - voting  
Shaun Pattison (term expires 2019) - voting  
Erin Jackson - Athlete (term expires 2019) - voting  
Chris Payne (term expires 2020) - voting  
Buggy Allmond (term expiring 2020) - with vote  
Sara Sayasane Hebbrecht - Athlete (term expires 2020) - voting  
Gypsy Lucas (term expiring 2021) - voting

Maximum with vote is nine (determined by Chair or by consensus)

CARRIED UNANIMOUSLY

**MOTION 40:** By John Fearnow, 2<sup>nd</sup> by Renee Hildebrand BD 10/22/2017

Approve the Derby Committee as recommended by the Committee on Committees.

MOTION 40 b TO AMEND - by Fernando Regueiro

Replace Angela Hammel-Link with Anice Bommersheim (term expiring 2018) - voting.  
Replace Eric Hill with Stephen Carter (term expiring 2019) - voting.

**2017-2018 DERBY COMMITTEE:**

Fernando Regueiro - (term expiring 2021) - voting  
Chuck Hendrick (term expiring 2018) - voting  
Anice Bommersheim (term expiring 2018) - voting  
Stephen Carter - Chair (term expiring 2019) - voting  
Misty Greer - Athlete (term expiring 2019) - voting  
Sabra Bunger (term expiring 2019) - voting  
Christina Gerrish (term expiring 2020) - voting  
Victoria Urban (term expiring 2020) - voting  
Carrie Craft (term expiring 2020) - voting

CARRIED UNANIMOUSLY

**MOTION 41:** by John Fearnow, 2<sup>nd</sup> by Renee Hildebrand BD 10/22/2017

Approve the Figure Committee as proposed by the Committee on Committee, with the following changes. Replace Scott Clifford with Curt Craton and replace Kayla Rodriguez with Joyann Barber.

**2017-2018 FIGURE SKATING COMMITTEE:**

John Cawly - Chairman (term expires 2018) - voting

Jodee Cohen (term expires 2018) - voting  
Curt Craton (term expires 2018) - non-voting  
Jessica Gaudy - Athlete (term expires 2019) - voting  
David Adamy (term expires 2020) - voting  
Ed Harney (term expires 2020) - voting  
Janet Pavilonis (term expires 2020) - voting  
Tony Berger (term expires 2021) - voting  
Joyann Barber - Athlete (term expires 2021) - voting  
Doug Adams (term expiring 2021) - voting

CARRIED UNANIMOUSLY

It was noted two members of the Rink Hockey Committee had recently resigned and asked if the current Chair if they had replacements to recommend. The response was this would be taken back to the committee for discussion.

**MOTION 42:** By David Adamy, 2<sup>nd</sup> by Renee Hildebrand BD 10/22/2017

Retain the Rink Hockey Committee as is, less those who have resigned:

**2017-2018 RINK HOCKEY COMMITTEE:**

Tom Hughes-Chairman (term expires 2018) - voting  
Brent Benson - Staff Director - voting  
Bryce Robinson - (term ending 2018) voting  
Pat Ferguson - (term expires 2019) - voting  
Don Allen (term expires 2019) - voting  
Jim Jost (term expires 2020) - voting  
Vacant position - Athlete Representative (term expiring 2020) - voting  
Vacant position - Athlete Representative (term ending 2021) - voting

CARRIED UNANIMOUSLY

**MOTION 43** - by Renee Hildebrand, 2<sup>nd</sup> by John Fearnow BD 10/22/2017

To retain the current Skateboard Committee

**2017-2018 SKATEBOARD COMMITTEE:**

Heidi Lemmons - Skatepark Development - Acting Chair  
Jim Fitzpatrick - Industry Liaison  
Joe Lehm - Racing  
Jason Lee - Mountain Boarding  
Cindy Whitehead - Women's Advocate  
Steve Steadman - Bowls & Park - Vert

Jeffrey "PJ" Harris - Street  
Jesse Martinez - Parks & Bowls - Street  
Joe Contreras - Judging - Bowls & Park  
Greg Delger - School Programs - Street  
Jay Ingram  
Special Advisors - Danny Brown, Mike Jacki & Tim McFarren  
Maximum with vote is nine to be determined by Chair or by consensus

### **CARRIED UNANIMOUSLY**

**SEE ADDENDUM K** for updated Committee List for 2017-2018.

In the brief time remaining, Gypsy provided a report on the 2017 National Championships and of sponsorship that worked. She was able to acquire graphic design assistance and develop a packet for each sport, except for slalom which had very few participants. She provided a copy of the 2017 National Championships Sponsorship Opportunities document, which included Statistics and Demographics, a Title Sponsorship package and A La Carte Options. She asked everyone to look it over and provide input on the pricing. The prices used came for information gathered from various organizations, to come up with the going rate for Non-National Championships. This is our National Championships, so this was a consideration. Being a vendor at Nationals provides them with their best opportunity for face-to-face sales.

Gypsy asked the Board to assist the new national committee in making this information better, in assuring the pricing is correct, and so we can assure value is given as promised, such as announcements throughout the competition. We need to work together through the committee and through the sports to come up with what works for everyone.

Gypsy wants to be able to offer event hosts a way to promote their events...three packages, A, B, or C, or Gold costs more than Bronze. Perhaps events can pay for announcements or advertise them in the program. Offer advertising on the back on back of t-shirt. All sports can produce more involvement and income with a little prodding. There is \$1,000 fee a company pays to put their names on the uniforms. Perhaps a \$3,000 package could include this right. We need to deliver what they pay for via our website and social media. There is trade value between Team USA and sponsors. This committee needs to know what the arrangements are so they can be certain the benefits agreed to are followed through.

During Nationals, we need help from every sport to make this happen. It is quite a task and takes an army. No one person can be responsible for everything for the month of Nationals. We need to come together and get volunteers on board. There should not be any handwritten signs at the

National Championships. There needs to be signage on both sides of the curtains showing this is the 2018 National Championships. Make it a big deal, as it is a big deal.

She said please help. We need lots of help. Volunteers who are willing to put time in can get free entry for the day, free practice for art. During speed skating events, they had good volunteer turnout with over 50 volunteers over the seven days. Annelle stated Mykal Pedraza did a good job too. Gypsy organized the vendors and when speed was over she passed the necessary information for roller figure over to Mykal. Kay stated having a volunteer coordinator was awesome.

Gypsy asked for comments to be emailed to her, as the first National Championships Planning Committee is this week. When we are trying to sell these packages, the biggest complaint is we are so late that budgets have already been set for the year. Once agreed upon, the packets will immediately be updated for 2018.

Renee said there is an opportunity to do something cooperatively with US Speed Skating (ice). They would be interested in discussing a joint membership card. A relationship between our two organizations could be mutually beneficial, especially with the banked track in Salt Lake City. Renee has agreed to be the point person.

**MOTION 44:** by David Adamy, 2<sup>nd</sup> by Kay Gallatin BD 10/22/2017

Approve Renee Hildebrand and Kelly Springer to work with US Speed Skating on the development of a program that could be mutually beneficial to both organizations, with the details provided to the USARS Executive Committee prior to approval.

CARRIED UNANIMOUSLY

**MOTION 45:** by Danny Brown, 2<sup>nd</sup> by Kylie Hughes BD 10/22/2017

To adjourn the 2017 Fall Annual Board of Directors Meeting.

CARRIED UNANIMOUSLY

The meeting was adjourned at 12:07 PM.

Respectfully submitted,  
Peggy Young  
USARS Corporate Secretary



**ADDENDA**  
**2017 USA ROLLER SPORTS**  
**FALL ANNUAL BOARD OF DIRECTORS MEETING**  
**Lincoln, Nebraska**

Strategic Action Plan.....	Addendum A
President’s Report.....	Addendum B
Skateboard Committee Report.....	Addendum C
Inline Hockey Committee Minutes.....	Addendum D
Speed Committee Minutes.....	Addendum E
Figure Committee Meeting Minutes.....	Addendum F
Rink Hockey Committee Meeting Minutes.....	Addendum G
Executive Committee Meeting Minutes.....	Addendum H
Finance Committee Meeting Minutes.....	Addendum I
USARS AAC Representative Report.....	Addendum J
2017-2018 Officers and Committees Listing.....	Addendum K