



**MINUTES**  
**2018 FALL ANNUAL BORD OF DIRECTORS MEETING**  
**November 2-4, 2018 – Lincoln, Nebraska**  
**Board Approved 12-4-2018**

The meeting was called to order in closed Executive Session at 7:00 PM on November 2, 2018 at the Embassy Suites in Lincoln, Nebraska. Roll was called and a quorum was present: Kay Gallatin-President, Trace Hansen-Chairman of the Board, John Fearnow-Vice President, Gypsy Lucas-Vice President, David Adamy, Tom Hughes, Heidi Permatteo, Danny Brown, Fernando Regueiro, Annette Stapleton-Heywood-Athlete, Kylie Hughes-Athlete, and Annelle Anderson. The following Board members were absent: Jon Roux, Misty Greer, Dustin Roux, and Erin Jackson. Also, in attendance were Michael Jacques-Treasurer, Keith Noll-Insurance Committee Chair, Eric Steele-Executive Director and Peggy Young-Corporate and Recording Secretary. Keith Noll left the meeting following a brief insurance presentation.

USARS Executive Director Eric Steele reported on office staff, assignments, Safe Sport issues and goal setting, noting that we need to update our strategic plan. Other topics of discussion included USA Roller Sports finances, committee member selections for 2018-2019, establishment of Compliance Committee priorities, etc.

The Executive Director left the meeting at 10:54 PM. Because of the late hour, discussion of USARS staff was postponed till the following day. The meeting was recessed at 11:00 PM.

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The USA Roller Sports Fall Annual Board of Directors Meeting was called back to order on November 3, 2019, in Open Session at 8:00 AM in the Conference Room of the National Office in Lincoln, Nebraska. Roll was called and a quorum was again present: Kay Gallatin-President, Trace Hansen-Chairman of the Board, John Fearnow-Vice President, Gypsy Lucas-Vice President, David Adamy, Tom Hughes, Heidi Permatteo, Danny Brown, Fernando Regueiro, Annette Stapleton-Heywood-Athlete, Kylie Hughes-Athlete, and Annelle Anderson. The following Board members were absent: Jon Roux, Misty Greer, Dustin Roux, and Erin Jackson. Also, in attendance were Michael Jacques-Treasurer, Keith Noll-Insurance Committee Chair, Eric Steele-Executive Director and Peggy Young-Corporate and Recording Secretary. Guests included Buggy Allmond, Cathy Carmack, Bud Engle, Bernie Gilliam, Gloria Manning, Ken Shelton, Kelly Springer (arriving at 9:05 AM) and USARS Staff Members Melannie Atteberry, Frank Joutras, Megan Schuller and Tina Brendle. Ricci Porter, Advisor to the Speed Committee, was also present. Brent Benson attended the afternoon session.

Trace asked if there were any additions to the Agenda. Heidi asked to discuss the RollArt seminars and coaching and training of technicians and callers. Danny asked to add discussion

of a candidate to run for the position of the World Skate America's North American Vice President. Trace stated the order of recognition during discussions would be to accept Board input first, followed by staff input, and then input from guests.

**MOTION 1:** By David Adamy, 2<sup>nd</sup> by Annette Stapleton-Heywood B/D 11/3/2018

Ratify the Minutes of the Spring Semiannual Meeting Minutes of April 27-28-29, 2018 and the Special Board Meeting Minutes of July 1, 2018.

CARRIED (Danny abstained)

The Board turned to Unfinished Business.

A directive from the previous meeting was to establish a two to three-day educational event in Las Vegas. With the World Skate seminar scheduled for Orlando in January of 2019, the special committee conversations had turned toward directing efforts to webinars. There was no further report at this time.

The development of a USARS Star Skate grassroots program is in progress. The prior day, Gypsy Lucas gave an informal presentation to members of the Board who were present. Brochures will be available electronically and in printed format. Gloria suggested a chart for posting results. Everyone should think outside-of-the-box to get more skaters involved. Danny stated ownership of the [learntorollerskate.org](http://learntorollerskate.org) website needs to be transferred from him to USARS so the organization can become the administrators.

The relationship with the Roller Skating Association (RSA) was discussed. Danny spent some time at the last RSA Convention with some of their leaders. They have a vision of moving from their speed program into an artistic vein, but more toward urban rexing and shuffle skating. They are keen on going down that route and feel this will help pull additional skaters into rinks. He discussed the direction they are talking with quad speed skating competitions and expressed his concern about pulling from the same skater pool as we do. One meeting guest confirmed that he spoke with the RSA President who has big plans to go forward into competitive skating. There was additional discussion on claims made to their relationship with the USOC. Keith Noll feels misleading statements should be addressed immediately. Eric will get a letter from the USOC which clearly states that USA Roller Sports is the recognized National Governing Body for all Roller Sports in the United States (with the exception of Skateboarding).

There was an update on the Pan Am Championships this fall. For Speed and Figure, these competitions serve to qualify the USA to participate in the 2019 Pan Am Games in Lima, Peru. This year rink hockey is required to participate in in the Pan Am Championships order to go to the World Skate World Roller Games in 2019 in Barcelona, Spain. It has been difficult planning for rink hockey participation, as World Skate America changed the location after airline tickets had been purchased and hotel rooms booked.

The 2019 Pan Am Games Figure Team will qualify at the Americas Cup in Florida in January of 2019. The Pan Am Speed Skating Team will qualify at the 2019 Bank Track and Road Nationals planned for May of 2019.

The day prior, an informal presentation was made by Tammy Liddy, USOC Assistant Director of Business Development. She mentioned using the theme "Roll to Lima" to promote the event and raise funds. Gypsy asked for other ideas on how to get people interested in these Championships. They are a mini-Olympics with many sports involved. It is the pinnacle of achievement for figure and speed skating. She said the Education Committee will work on how to increase the enthusiasm and interest for this event.

A proposal was received from Fred Piper to again run a fund raiser to cover the costs of an organist during the 2019 National Championships for adults, as he has done for the last three years. He reported a carry-over of excess funds raised from the last two years which will be brought forward. Adults prefer live music, and they are paying for it through the fund-raiser. The Figure Committee recommended keeping it for the adults only as it has been in the past.

**MOTION 2:** By David Adamy, 2<sup>nd</sup> by Annelle Anderson B/D 11/3/2018

Give approval to Fred Piper to conduct a fundraising program to send an organist to the 2019 Roller Figure Skating National Championships, as he has done a good job in the past.

CARRIED UNANIMOUSLY

Eric Steele gave his report as USARS Executive Director. There was much discussion on the issues all sports are facing with Safe Sport, NGB services, establishment of joint benefit programs for all NGB employees, USADA, our strategic plan, compliance with the USOC, fulfilling the Attorney General Agreement and other important items. His complete report is attached as ADDENDUM A.

Eric next gave an update on progress on plans for the 2019 National Championships in Spokane. A decision needs to be made on the skating floor, whether to repair it or try to replace it. Numerous cities have indicated an interest in hosting future championships. Representatives for Lincoln would be present soon to make a presentation. Gypsy suggested perhaps we could start looking at larger spaces and run them all during a two-week period, much like World Skate is doing for next year's World Roller Games.

A report from the Museum and the Minutes of the Foundation Meeting were provided in their meeting materials as information to the Board.

The speed committee made a recommendation last season to have the World Team staff be in place for two years, but that was not communicated correctly in their minutes. The Speed Committee reaffirmed they wish to have the same staff intact for this season.

**MOTION 3:** By Fernando Regueiro, 2<sup>nd</sup> Annette Stapleton-Heywood B/D 11/3/2018

Accept the Speed Committee recommendation to approve the following World Speed Team Staff Members for the 2019 World Roller Games: Kelly Springer – Coach, Gypsy Lucas – Assistant Coach and Tony Cabral-Team Manager.

CARRIED (Gypsy Lucas abstained)

Tom Hughes gave a Rink Hockey Committee Report. They now have a Club Representative Committee that is meeting once a month with their Sport Committee to discuss ideas and situations. They have had only one meeting with them, but it seems to be working well. They are setting up Grassroots and Fundraising Committees and working on items for the Star Skate Program for hockey through the Grassroots Committee. They have just started a quarterly newsletter to hockey players, with over 200 already receiving it. They plan to include some drills, an explanation of what bullying is, etc.

**MOTION 4:** By David Adamy, 2<sup>nd</sup> by John Fearnow B/D 11/3/2018

Approve the Minutes of the Rink Hockey Committee. See ADDENDUM B.

CARRIED UNANIMOUSLY

Keith Noll, Committee Co-Chair, reported on behalf of Inline Hockey. The USA brought home medals again from the World Championships. Keith stated the Committee will work with Frank Joutras, USARS staff, to drive traffic through the USARS website to attain credit from the USOC for the visits. He discussed increasing membership revenue for USARS through athletes who participate in the USA age 10-12 events.

**MOTION 5:** by Heidi Permatteo, 2<sup>nd</sup> by Annelle Anderson B/D 11/3/2018

Accept the Inline Hockey Committee Meeting Minutes. See ADDENDUM C.

CARRIED UNANIMOUSLY

Jeff Maul, Executive Director of the Lincoln Convention & Visitors Bureau and Noelle Roza, Soccer/Field Manager of Speedway Village were present to bid for future National Championships in Lincoln. Jeff complimented Eric Steele on his role with the organization and getting himself entrenched in the community. He reminded everyone Speedway Village offers the opportunity to have two wood floors next to each other. The city worked to get funding for the sub-floor that goes down on the soccer field before the skating floor is put down. They are working on the purchase of improved bleachers. Jeff noted a trend among cities to charge for parking. Speedway will continue to offer free parking and permit trailers and RVs to park at the facility.

Noel stated Speedway is looking for some healthier food service options, but they will still offer what the younger crowds want. It was noted that older athletes like healthier options and appreciated the food trucks that came this year. They were busy every day. Chick-fil-A was there a couple of days and ran out of food. Jeff asked for us to let them know what food we want.

Several concerns were brought up and addressed. We will need to know what space within the facility can be used for dressing rooms, meeting rooms and a first aid room. The subject of renting the floor owned by Lincoln to use in other cities was also approached. Gloria Manning noted there has been a decline in marketing over the years. Jeff asked everyone to think about how we can collaboratively do better marketing.

The same offer that Lincoln gives is not as attractive when it comes from other cities, because of the benefit to being in Lincoln with the office here, floor shipment, etc., making our expenses lower. When sharing heads and beds information with others, they were asked to please keep the financial agreement with Lincoln confidential. Jeff also agreed to work on getting assistance with housing for Board Meeting when they are held in Lincoln. He requested a list of the items we want them to work on. They left the Board Meeting at 10:25 AM.

Trace stated there would not be a vote today, he was only looking for a quick response. If it is favorable, we can move forward by sending it to the Finance Committee. Once the budget is approved, we can work on analyzing their proposal.

The meeting returned to Sport Committee reports. Danny stated Sport Committees have authority to put their proposals in place themselves. They don't have to wait for the Board to approve it. If there is a change that affects the finances, they must do deeper due diligence. General Rule GR21 outlines the process. Buggy Allmond expressed his concerns that the Speed Committee was not following the process as he understood it. Kelly agreed there are questions about the process.

The proposals came through the Sport Committee from the Regional Coaches Reps. Kelly Spring, Speed Committee Co-Chair, read speed proposals 1-11, which they acted on and approved in committee. It was agreed to remove item 10 from considerations, as it is not yet correctly written. Gypsy Lucas said proposals 16-20 and 10 need more review before possibly bringing them back for ratification for 2019-20 season. According to the guidelines, these rules proposed would not normally be approved until next season, but the Board has the ability to approve them for immediate implementation. It was stated that much of what is proposed has already been adopted and is in use around the country.

**MOTION 6:** By Danny Brown, 2<sup>nd</sup> by Annette Stapleton-Heywood B/D 11/3/2018

Accept the recommendation of the Speed Skating Committee, allowing them to adopt items 1-9 and 11 from their report for implementation for the 2018-2019 season. See ADDENDUM D.

CARRIED UNANIMOUSLY

Prior to calling the above vote, there were extensive discussions and answers to questions raised by Buggy Allmond regarding the procedures used by Sport Committee. Heidi stated there have been similar problems for the Figure Committee in the past. As the Speed Advisor, Ricci Porter intends to help facilitate the process for speed. The coaches and officials are our sales force and we don't want to lose them.

Kay said the committee is only moving forward with the Regional Representative proposals. The questionnaire was just survey with questions, which was apparently somewhat confusing to the membership.

**MOTION 7:** by Gypsy Lucas, no second was forthcoming B/D 11/3/2018

Approve the Speed Committee motion, submitted as follows: Speed Committee members, authorized by the Speed Committee, and who have undergone the requisite USOC training, be allowed full access of the sport specific area pages for the purpose of additions and deletions of sport specific content, appropriate adjustments, changes and modifications that the Speed Committee sees fit.

DIED FOR LACK OF A SECOND

**MOTION 8:** By Annette Stapleton-Heywood, 2<sup>nd</sup> by Gypsy Lucas B/D 11/3/2018

Approve the remainder of the Speed Minutes. (Addendum D).

CARRIED UNANIMOUSLY

The Derby Committee report was given by Fernando Regueiro on behalf of its Chair, Misty Greer. He informed the Board of our success with RollerCon participation, a derby-specific event in Las Vegas. We sold about \$13,000 in event passes this year. Ours is the only organization that insures banked track competitions. He said we will be looking at experimenting with short track derby competitions. It is a smaller version of roller derby that can be played on a basketball court. Perhaps next year we can introduce it at RollerCon and noted anyone who wants to try that version will have to buy an event pass through USARS. Derby has had Team USA tryouts for the World Roller Games in Barcelona. The final selection of the men's team is completed. There is one final tryout in January for the women's team. There is some left-over Team USA merchandise, and it was proposed Misty could sell it to raise funding for the teams.

For Derby, a budget to participate will be prepared and athletes will be asked to make a deposit, as is the practice for other World Teams. The usual World Team forms will be prepared to help them understand the standard processes used for World Teams.

Fernando stated the location of Derby games at the World Roller Games in Barcelona has been changed. They will now compete outside the city, 40 minutes away. This change has already been protested. Transportation will be a concern if they stay in Barcelona. It makes sense to stay near the competition site. The same is true for Rink Hockey.

**MOTION 9:** By Heidi Permatteo, 2<sup>nd</sup> by David Adamy B/D 11/3/2018

Approve the Derby Committee Meeting Minutes. See ADDENDUM E.

CARRIED UNANIMOUSLY

The meeting recessed for lunch at 12:10 and was called back in to session at 1:34 PM. David Adamy is a member of the Figure Committee and gave their report. He said they did "housekeeping" to clean up the rules. These rules were sent to the coaching representatives to look at for mistakes, and they will have a call on Thursday.

Heidi began a discussion on education for the RollArt Program. We must have more training, especially to develop technicians and callers. David indicated there were seminars at Nationals and two computers set up on stage for people to practice. Heidi felt we should be helping people prepare for this test in January at the Roll-Art Training session. Nellie Lillie has videos she has shared with other coaches, and they call out over the phone, but this needs to be on-going. Heidi thinks there needs to be a sub-committee to put together a training program.

It was agreed these videos need to be out for training purposes and for skaters trying to qualify for the World Championships. We need to bring in some young blood to learn to be officials. Gloria pointed out the Star Program already is imitating the RollArt system and is bringing World Team members into the fold to do the judging. Jessica and Marie Gaudy are going to be callers using the point system. Callers and judges are learning and being evaluated.

Danny suggested conducting some mini-seminars. The Sport Committee needs to make a commitment to program change. It is a continuous process. Trace agreed the Figure Committee should establish a sub-committee. David noted the RollArt scoring system is not used in youth or adult, only elite. Will RollArt affect judging – yes, because their way of thinking will be changing. Michael said the callers must be 100% trained. With a financial deficit, the budget requested by the Figure Committee to fund the participation of coaches to Orlando is difficult. It would need to be considered an investment in the future or perhaps offer only partial funding. It was noted that speed pays their own expenses to become certified as international referees and athletes pay their own way to play on Team USA. It is cheaper to go to events in the USA than to go internationally.

**MOTION 10:** by John Fearnow, 2<sup>nd</sup> by David Adamy B/D 11/3/2018

Accept the report of the Roller Figure Committee, exception for the proposed budget for training during the 2019 World Skate International Coaches Seminar in Orlando. See ADDENDUM F.

CARRIED (2 abstentions – David & Heidi)

The idea was raised of putting some money toward educating a caller, who could go around the country and do seminars with a registration fee to cover expenses. The plan would need to guarantee this would ultimately not be an expense for USARS. David suggested submitting a request for a grant from the Foundation.

There were no meeting minutes or actions by the Skateboard Committee. Executive Committee Meeting Minutes were included in the agenda packet. There was nothing of financial impact, except authorizing the hire of a Speed advisor and authorizing Gypsy to attend a meeting in Barcelona as the USA delegate to get information on the 2019 World Roller Games.

**MOTION 11:** By Heidi Permatteo, 2<sup>nd</sup> by Gypsy Lucas B/D 11/3/2018

Accept the Executive Committee Meeting Minutes. See ADDENDUM G.

CARRIED UNANIMOUSLY

Finance Chair and Treasurer Michael Jacques gave an update on the status of our finances. He talked about capital investments, items that impacted our bottom line and future impacts. The Finance Committee received a preliminary budget from staff, which they worked on.

There have been several suggestions on how to improve our bottom line. At this time, he thinks realistically it could be a deficit budget.

Our new accounting program, QuickBooks, can have electronic receipts tied to it, so we are eliminating the use of Concur to submit items for reimbursement.

USARS still owes the Foundation over \$340,000. Our financial situation is still positive, but we need to fix it before it becomes a bigger problem. Suggestions on ways to trim expenses should be submitted to Michael by November 23, with a final proposed budget the Board for electronic approval by December 1.

**MOTION 12:** By David Adamy, 2<sup>nd</sup> by John Fearnow B/D 11/3/2018

Accept the Minutes of the Finance Committee. See ADDENDUM H.

CARRIED UNANIMOUSLY

Keith Noll, the Insurance Committee Chair, said they are working on a plan that could create a better partnership with rink owners. He feels we are moving in the right direction. The health plan for staff has been reviewed and our agent recommended leaving it as it is. This year the policy cost is set to go up 9.3% for staff. Sometimes our plan dips and sometimes it goes up. Eric noted that non-profit organizations should offer good benefits because salaries are less than in those in the for-profit world. There is a possibility of being included in a group plan for staff that may be coordinated by the USOC.

Membership and Eligibility Committee hearings are confidential. Ken Shelton, the Chair, gave a short oral report. We are now involved with Safe Sport issues. The new Bylaws are different and slower. There is a hearing involved with each instance. They are working through the process and getting better at it. The Committee did find an issue showing Meet Director certification needs to be addressed and the educational material updated. A Meet Director has a lot of power and responsibility, and we need to look for more training opportunities. David Adamy agreed to update the Meet Director handbook. Gloria also said everyone should be recertified. The general policy has been to extend certification when no issues are reported, but everyone needs a refresher course, perhaps every five years.

A 10-minute break was taken at 3:15 PM.

Eric shared information on our use of a Dropbox folder to fulfill the agreement with the Attorney General, which the board has access to. It contains a worksheet and actual files. He is comfortable where we are in the process.

Eric Steele gave a Board Education presentation on the USARS social media mediums and toolbox. Items of review included Facebook as the primary form of instant communication for USARS. Sport Committee Administrators have been added to permit a more immediate and on-going information flow.

Eric discussed our use of twitter, LinkedIn, YouTube and Hootsuite. Hootsuite ties our Facebook, Twitter, and Instagram Pages together into a singular post. One of the most powerful tools USARS has is Constant Contact, which currently has 7005 registered emails in the system.

Frank Joutras, USARS Technology and Website coordinator, gave a report for the Communications and Technology Committee. USA Roller Sports needs to be promoting the fact we are part of Team USA, showing USARS in a positive manner. There has been a website and social media management policy signed by those who can post. He showed some slight changes to the USA Roller Sports logo that incorporates our sport name more clearly, as shown below.



Eric emphasized the work Frank has put in on this website has made it significantly better.

**MOTION 13:** By Gypsy Lucas, 2<sup>nd</sup> by David Adamy B/D

Accept the revised USARS logo as adapted by Frank Joutras.

CARRIED UNANIMOUSLY

**MOTION 14:** By David Adamy, 2<sup>nd</sup> by Gypsy Lucas B/D 11/3/2018

To accept the Communications and Technology Committee Meeting Minutes. See ADDENDUM I.

CARRIED UNANIMOUSLY

The Personnel Committee updated the USARS handbook.

**MOTION 15:** By Annette Stapleton-Heywood, 2<sup>nd</sup> by John Fearnow B/D 11/3/2018

Accept the Personnel Committee Meeting Minutes. See ADDENDUM J.

CARRIED UNANIMOUSLY

Gypsy reported the Special Education Committee is working on webinars and will work with Frank on getting access to the YouTube channel. We should begin with beginner material and work up. We can start getting video material and forward it to Frank for use on our website and with our social media.

The Star Skate program brochure will be electronic, so it can be used electronically, downloaded and printed, or printed copies obtained through USA Roller Sports. John Fearnow provided his thoughts on how it could have more generic advertising for learning to skate to make it more appealing to rink operators.

Annette Stapleton-Heywood, the USARS Representative on the USOC Athletes Advisory Committee provided a report on the AAC meeting she attended. It is attached as ADDENDUM K.

Fernando Regueiro, Chairman of the World Skate Derby Committee, reported that most of the work they have been doing is in preparation for the Barcelona World Roller Games. As noted earlier, Gypsy went to Barcelona to the delegates meeting. The map she received shows three locations for rink hockey, all outside of the city of Barcelona. As previously stated, Derby has also been moved to a venue outside of the city. Tickets will be available for purchase on November 15 and we will know schedule then. The room prices listed on the material she received show the maximum cost, which is high. Gypsy is working on booking

housing outside of the Organizing Committee and utilize existing transportation, such as the subway or city buses.

Danny Brown reported on World Skate America (WSA - formerly CPRS). Most pressing right now are the World Skate America Pan Am Championships, which qualify the USA for speed and figure competitions at the 2019 Pan Am Games in July in Lima.

Sometime preceding these Games, WSA will have an Executive Board Meeting. It is important for a person from each Federation to attend. We need to budget sending a US representative to that meeting. They will elect officers (President and Vice Presidents), select their Executive Committee, and three Vice-Presidents and a Chair for each Committee. If the person going does not speak Spanish, we may need to send a translator, because you miss a lot of side opportunities if you don't have a translator.

Danny is not able to stand for an additional term, past 2019. The WSA President selects the Vice-Presidents, and we need a representative to be submitted as the North American Vice-President. Mexico is lobbying for the position and Canada has a small federation. With a solid candidate he believes they would appoint that person as the North American Vice-President. He stated when he resigns from WSA he will no longer be on the USARS Board, as he is now on it in an Ex Officio capacity because of his WSA position.

Trace thanked the staff for attending the Board Meeting. Guests and staff left at 5:00 PM, and the Board went into closed session after a short break.

In closed session, there was additional discussion on committee assignments and ways to clarify and educate everyone on the selection process. A packet should go out including the By-Laws, General Rules, Roberts Rules of Order, Brand Guidelines, etc. Committee guidelines should also include a removal process from committee.

Eric thanked the Board for permitting staff to attend the meeting. He left the meeting at 5:49 PM. Board members then turned to staff review.

The meeting was recessed at 6:35 PM.

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The meeting was called back to order at 8:00 AM on Sunday, November 4, 2018. The same Board Members were present as in attendance the previous day, along with Eric Steele-USARS Executive Director and Peggy Young-USARS Corporate and Recording Secretary. Keith Noll, Insurance Chair, was not present. Guests again included Buggy Allmond, Cathy Carmack, Bud Engle, Bernie Gilliam, Gloria Manning, Ken Shelton, Kelly Springer.

The meeting began with New Business. There was discussion of the new sports under the World Skate membership umbrella. Danny mentioned downhill skating and Scott Peer, who was very excited to be part of the USA Roller Sports Program in Nanjing, China in 2017. We

should be following up with him. This activity is primarily in the Los Angeles area, with about 50 athletes who regularly participate.

World Skate is now offering competitions for scooters. There is a Scooter Association, and it was suggested we might want to send a letter to them about the opportunities we can offer through World Skate.

**DIRECTIVE 1:** Eric Steele will contact Heidi Lemmon about gaining potential scooter memberships, as she has some contacts; and Kelly Springer will approach Scott Peer in the downhill skating community to see if they wish to organize through USA Roller Sports.

There was discussion of term limits for sport committees, which was approved in our recently revised Bylaws. Anyone elected to a Committee in the Fall of 2009, who served two four-year terms, cannot get an additional voting term at this time. They can, however, be off for one year, and then would be eligible again for two more four-year terms.

**MOTION 16:** By John Fearnow, 2<sup>nd</sup> by David Adamy B/D 11/4/2018

Maintain the USARS Bylaws as currently written, keeping a limit of two four-year terms on Sports Committees.

CARRIED UNANIMOUSLY

There was a request to permit Chairs of Sport Committee be elected to a four-year term, instead of being elected each year.

**MOTION 17:** by John Fearnow, 2<sup>nd</sup> by David Adamy B/D 11/4/2018

Maintain the USARS Bylaws as currently written and not permit election of Committee Chairs for four-year terms.

CARRIED UNANIMOUSLY

The Committee Guidelines need to be updated. It was also noted that our recently revised Bylaws give staff members a vote on Committees. It was felt they should serve as advisors without a vote. The Bylaws also need to clearly state the Committees can elect their Chairs, with the Board having the authority to affirm their selection.

**MOTION 18:** By Danny Brown, 2<sup>nd</sup> by Tom Hughes B/D 11/4/2018

To waive notice to the members to consider Bylaw changes.

CARRIED UNANIMOUSLY

**MOTION 19:** By Danny Brown, 2<sup>nd</sup> by Tom Hughes B/D 11/4/2018

Amend the USARS Bylaws, ARTICLE VIII. COMMITTEES. Section 7: ~~The Board will elect the Chairman of the Leadership Committee.~~ Insert "Sport Leadership Committees shall elect their chairperson at the first meeting following the Fall Annual Board Meeting. The Executive Committee or Board will affirm those actions."

CARRIED UNANIMOUSLY

**MOTION 20:** By Fernando Regueiro, 2<sup>nd</sup> by Danny Brown B/D 11/4/2018

Delete The chairperson of the Sport Leadership Committee for each sport may be the sport director if so designated by the Board. Staff members will (insert "not") have a vote on the committee.

CARRIED UNANIMOUSLY

**DIRECTIVE 2:** Danny Brown, Fernando Regueiro and Kelly Springer will review the Committee Guidelines to clarify meaning and update them according to the recently approved USARS Bylaws.

Heidi suggested we also need to have similar Guidelines for Regional Representatives.

**DIRECTIVE 3:** After the Committee Guidelines have been updated, Heidi Permatteo, Gypsy Lucas, and Trace Hansen will work on guidelines for the work done by Regional Coach representatives.

USARS needs to have specific Safe Sport language in our Bylaws, Article X, Section 2.

**MOTION 21:** By John Fearnow, 2<sup>nd</sup> by Tom Hughes B/D 11/4/2018

USA Roller Sports will align our Safe Sport policies with those of the USOC and make adjustments as they make changes.

CARRIED UNANIMOUSLY

There was discussion on formally adopting the World Skate Transgender policies. Fernando worked with Pat Wallace, World Skating Doping Control, on this policy. Doctors worked with the IOC and WADA to set the guidelines being used. It is the athlete's responsibility to prove they meet the requirements through testing.

MOTION: by David Adamy, 2<sup>nd</sup> by Annette Stapleton-Heywood - Adopt the World Skate Transgender policies for our elite athletes, as a living document which can be update when World Skate updates their policy. This applies to Elite athletes as defined by the USOC.

MOTION WITHDRAWN

A question was raised on whether the whole team gets disqualified if one athlete fails. Fernando offered to check.

There was discussion about this only applying to those who transition, and not to those who identify. For elite athletes, Gypsy thinks our document should go in the World Team packet and include a request to provide the appropriate documentation if the athlete falls in this category. Medical records showing testosterone levels could be used, but we would need to know how to read the numbers.

The motion as stated above was withdrawn and restated as below.

**MOTION 22:** By Annette Stapleton-Heywood, 2<sup>nd</sup> by Annelle Anderson B/D 11/4/2018

Accept the World Skate Transgender Policy as a living document which can be updated when World Skate updates to their policy. See ADDENDUM L.

CARRIED UNANIMOUSLY

**DIRECTIVE 4:** Do an email blast to the membership with the approved Transgender Policy. The Policy should be included in all World Team Packet. Any athlete who falls into the transgender category must provide documentation. This could also be made a part of the membership information when applying for and renewing membership. Heidi asked for a sub-committee for on-going education of the RollArt system for all aspects, including callers. Nellie would be willing to co-chair.

**DIRECTIVE 5:** The Figure Committee is asked to establish a sub-committee on Education of the RollArt System with Nellie Lillie as a co-chair. There was discussion of the Membership and Eligibility Committee, relative to requiring a minimum of five to be in attendance to have a meeting. Because of the importance of the decisions, three does not provide enough diversity on the committee.

**MOTION 23:** By John Fearnow, 2<sup>nd</sup> by Tom Hughes B/D 11/3/2018

Amend ARTICLE XII. COMPLAINTS, Section 9. Hearing Panel, "The chair of the Membership and Eligibility Committee will then appoint at least ~~three (3)~~ five (5) disinterested individuals to serve as the hearing panel that will hear the matter (the "Hearing Panel").

CARRIED UNANIMOUSLY

**MOTION 24:** By David Adamy, 2<sup>nd</sup> by Annelle Anderson B/D 11/3/2018

Insert a statement in the Bylaws stating the Corporate Secretary has the authority to make clerical corrections such as formatting, grammar, changes in a fiscal year, etc., without Board approval.

CARRIED UNANIMOUSLY

**DIRECTIVE 6:** Move forward with a group to set up a Fanatics program with the USOC. This is an on-line store that ties in with other USOC sports. In addition to generating income, this inclusion validates roller sports.

**DIRECTIVE 7:** Establish a small working group to begin the process of an updated the USA Roller Sports Strategic Plan.

Fernando volunteered to be on it. Eric gave an overview on how he thought it should be updated and the structure.

**DIRECTIVE 8:** Set up a working group to establish guidelines on background checks, in light of safe sport. We need to make sure we have policies and procedures in place, so we know exactly what we want checked, how far back they look, etc. We need it to include how to handle red lights. The Committee will include John Fearnow, Kay Gallatin, Eric Steele, and Annette Stapleton-Heywood.

Danny asked for a review of the criteria for Hall of Fame awards, questioning whether they sometimes exclude people from selection. He suggested a sub-committee to review the criteria.

**DIRECTIVE 9:** Establish a Special Committee to review criteria for USARS honors and awards. This should be done by the Honors Committee and include Danny Brown, Buggy Allmond and a Staff Advisor.

Fernando questioned the track suits given for World Teams. The men's derby team did not go last year and did not receive anything. It was confirmed that we get a set amount each year. Any above that number is paid for by USARS. Athletes who do not compete in the championships do not receive this apparel. Athletes who receive items, are put on notice they must use them the following year.

Fernando asked for permission for the Roller Derby Committee to set up a bank account for Team USA fund raising. If it is separate from USARS and has its own 501 (c) 3 number, all roller sports can do this. The banking information must be separate.

A short break was taken, and the Board was back in session at 10:20 AM.

A signature page was passed around to verify that each Board Member had received a copy of the USARS audited financials.

It was originally planned to have the 2019 Spring Board Meeting in Spokane but decided to have it in Lincoln to minimize costs. A calendar was provided earlier that showed dates of events already planned for 2019. The operating budget must be approved by December 10. Board Members signed the Code of Conduct forms. All ethics codes have now been incorporated into the membership process. National Championships

Eric clarified that the bid for National Championships in Lincoln was for 2021, 2022 and 2025. They could also do 2024 instead if that worked better – two years in and two years out of Lincoln.

Regional site information will be sent to the Board for approval when it has been compiled. The bid forms need to be updated as to pricing, etc.

Foundation member elections were next.

**MOTION 25:** By David Adamy, 2<sup>nd</sup> by Tom Hughes B/D 11/4/2018

Approve additional three-year terms as trustees for Bud Engle and Bill Spooner on the Foundation for the US Amateur Roller Skating.

CARRIED UNANIMOUSLY

**MOTION 26:** By John Fearnow, 2<sup>nd</sup> by David Adamy

Reaffirm Annelle Anderson as a Foundation Trustee, filing the balance of a term expiring in 2019.

CARRIED (Annelle abstained)

Board Elections for the 2018-2019 season were conducted. Allison Kiger ran for the Figure Athlete seat on the Board unopposed. Electronic polling to eligible figure athlete electors confirmed her for this position.

**MOTION 27:** By David Adamy, 2<sup>nd</sup> by Heidi Permatteo B/D 11/4/2018

Ratify the election of Allison Kiger as the Figure Athlete Representative on the USARS Board for a three-year term, expiring at the close of the 2021 Fall Board Meeting.

CARRIED UNANIMOUSLY

Kay Gallatin ran for the Officials Representative on the Board unopposed. Electronic polling to eligible officials confirmed her re-election to this position.

**MOTION 28:** By David Adamy, 2<sup>nd</sup> by Annelle Anderson B/D 11/4/2018

Ratify the election of Kay Gallatin as the Officials Representative on the USARS Board for a three-year term expiring at the close of the 2021 Fall Board Meeting.

CARRIED (Kay Gallatin Abstained)

Danny Brown, Chairman of the Nominating Committee, said his Committee reviewed the candidates who applied for At-Large and Grassroots positions on the Board by the deadline for the Committee Meeting. Their report was provided to the Board at our Spring Board. All candidates were eligible and good members of USARS. His Committee did make recommendations for each position. He noted nominations can also come from the table. He also mentioned that one-year terms have in the past been given to balance representation by the sports, etc.

The Nominating Committee proposed the names of Gypsy Lucas and Michael Jacques to run for the open Grassroots position on the Board. Trace called for any other nominations from the floor and there were none. Voting was done by secret ballot, with Kelly Springer and Gloria Manning counting the votes.

**RESULT FOR GRASSROOTS DIRECTOR:** Gypsy Lucas was elected as a Grassroots Director to the USARS Board for a three-year term, expiring at the conclusion of the Fall 2021 Annual Board Meeting.

The next election was for a three-year term in the At Large position on the Board. The Nominating Committee forwarded the name of Trace Hansen for this position. Trace stated he could not commit to three more years on the Board, but he would be willing to serve for one more year if someone wanted to nominate him. With that, he withdrew his candidacy for the three-year At-Large seat. The Nominating Committee Chair then put forth Michael Jacques as their candidate for this position.

Heidi Permatteo nominated Michael Jacques, Tom Hughes nominated David Adamy and Fernando Regueiro nominated Steven Carter.

If one candidate receives a majority of the secret ballot votes, the election will be complete. Fernando spoke about the credentials of Steven Carter and why he nominated him. Steven was a long-time member of the speed skating community and a member of Team USA. He started Derby 8 to 10 years ago and was doing both sports. He is an amazing figure in team derby, one of the best jammers, and is respected in both communities. He has been active on the Derby Sport Committee. Gypsy was his coach for the 2003 World Speed Skating Championships in Venezuela. He is an amazing human who loves roller skating and everything about it. He is respected internationally in both sports.

Heidi spoke briefly on behalf of Michael Jacques, who was already well known by the Board. He has done a fabulous job with the financials. He is willing to listen to what people say and

knows how to deal with people. David Adamy, also running for the position with a history with the Board, is a good guy and highly respected.

No one candidate received a majority vote on the first round of voting, with Michael removed from the balloting. Three more rounds of voting produced a tie.

David gave his extensive skating background and Gypsy provided additional information on Steven, who did also submit a resume for consideration, but after the Nominating Committee met earlier in the year. Another round of voting concluded the election.

**RESULT FOR AT-LARGE BOARD SEAT:** Steven Carter was elected to the Board for a three-year term expiring in the Fall of 2021.

At-Large one-year terms are at the discretion of Board. Inline Hockey is represented by Dustin Roux as an Athlete-Representative. Jon Roux's term was set to expire in 2018. Gypsy Lucas nominated Jon Roux to return with a one-year term representing inline hockey. There were no other nominations coming forth.

**ONE-YEAR SPORT REPRESENTATION TERM RESULT:** By acclamation, Jon Roux was elected to the USARS Board for an additional one-year term representing Inline Hockey.

Misty Greer's one-year At-Large Board term was set to expire in 2018. Gypsy Lucas nominated Misty Greer for a one-year term representing Derby. David moved to close nominations.

**ONE-YEAR DERBY REPRESENTATION TERM RESULT:** By acclamation, Misty Greer returns for an additional year as a Derby representative.

Gypsy Lucas nominated Trace Hansen for a one-year term in recognition of his Board expertise. No other nominations came forward.

**RESULT ONE-YEAR BOARD EXPERTISE TERM:** By acclamation, Trace Hansen was elected to the Board for a one-year term.

The election of officers was the next order of business.

Heidi Permatteo nominated Kay Gallatin for USARS President. There were no other nominations.

**RESULT FOR PRESIDENT:** By acclamation, Kay Gallatin was elected to serve as the USARS President for an additional one-year term.

Annelle Anderson nominated Trace Hansen for Chairman of the Board. A motion to close was made by David.

**RESULT FOR CHAIRMAN OF THE BOARD:** By acclamation, Trace Hansen was elected to serve as the Chairman of the Board for an additional one-year term.

John Fearnow was nominated as a Vice President

Gypsy Lucas was nominated to be a Vice President by Annette Stapleton-Heywood Hearing no further nominations, the nominations were closed.

USARS may have more than one Vice President. Either there would need to be a ballot vote or we could have two Vice Presidents.

**MOTION 29:** By Annette Stapleton-Heywood and Kylie Hughes B/D 11/4/2018

Continue for 2018-2019 with two USARS Vice Presidents.

CARRIED

**RESULTS FOR VICE-PRESIDENTS:** Gypsy Lucas and John Fearnow are both elected for an additional one-year term as Vice Presidents.

Heidi Permatteo nominated Michael Jacques for Treasurer. No other nominations were forthcoming.

**RESULT FOR TREASURER:** Michael Jacques was elected by acclamation as Treasurer for an additional one-year term.

Next item of consideration was population of USARS Committees. Sport Committee terms are for four-years, with a limit of two four-year terms. Terms are staggered. A maximum of nine votes can be cast from those attending each meeting. Committee members without a vote serve one-year terms. If there are less than nine voting participants, non-voting member can vote. All Sport Committees will elect their Chairmen at the first meeting following the Fall Board Meeting. These Chairmen will be approved by the Executive Committee or the Board. Staff advisors will not have a vote on their committee.

Because of the revised Bylaws approved earlier this year, effective with this meeting, Standing Committee terms are for two-years, with no term limit. All terms expire following the close of the Fall Annual Board Meeting.

**MOTION 30:** By Annette Stapleton-Heywood, 2<sup>nd</sup> by Kay Gallatin B/D 11/4/2018

Approve the Figure Committee as follows, with terms expiring as shown:

Jessica Gaudy - Athlete – term expiring Fall 2019

Chris Baerg – non-voting (2<sup>nd</sup> alt) – term expiring Fall 2019

Lawaun Modrich - non-voting (1<sup>st</sup> alt) – term expiring Fall 2019

John Peck - non-voting (3<sup>rd</sup> alt)-term expiring Fall 2019

Tony Berger – term expiring Fall 2021

David Adamy - term expiring Fall 2020

Ed Harney - term expiring Fall 2020

Janet Pavilonis – term expiring Fall 2020

Joyanne Barber – athlete -term expiring Fall 2021

Doug Adams – term expires Fall 2021

Curt Craton – term expires Fall 2022  
Jodee Viola – term expires Fall 2022

CARRIED (David Abstained)

Megan Schuller will serve as the Staff Advisor to the Figure Committee.

*Note: The above motion reflects slight modification by Executive Committee following discussion and vote.*

**MOTION 31:** By Kay Gallatin, 2<sup>nd</sup> by Heidi Permatteo B/D 11/4/2018

Approve the Speed Committee as follows, with terms expiring as shown:

Chairman – to be elected by Committee – without vote  
Laura Gustafson – term expiring Fall 2019  
Erin Jackson – Athlete- term expiring Fall 2019  
Mary Almond – term expiring Fall 2019  
Chris Payne – term expiring Fall 2020  
Brandon Hall – Athlete – term expiring Fall 2020  
Gypsy Lucas - term expiring Fall 2021  
Jay Ingram – term expiring Fall 2022  
Kelly Springer – term expiring Fall 2022  
Harry Stuart – term expiring Fall 2022  
Tony Cabral – term expiring Fall 2022

CARRIED (Abstentions by Gypsy Lucas and Annette Stapleton-Heywood)

Ricci Porter–Lead Advisor and Megan Schuller will serve as Advisors to the Committee

Membership on the Rink Hockey Committee was discussed. There was concern expressed about the ability of some proposed members to support USARS and work in harmony, considering an issue at the last National Championships. In addition, the size of the Committee would be large, but it was noted that by engaging people in the sport, sometimes the conversations educate them on the issues involved.

**MOTION 32:** By Danny Brown, 2<sup>nd</sup> by Gypsy Lucas B/D 11/4/2018

Approve the Rink Hockey Committee as follows, with terms expiring as shown:

Duane McMinn (Head Referee) – term expiring Fall 2019  
Pat Ferguson – term expiring Fall 2019  
Don Allen – term expiring Fall 2019  
John Fearnow – non-voting – term expiring Fall 2019  
Tom Hughes – non-voting – term expiring Fall 2019

Brian Stallman – non-voting – term expiring Fall 2019  
Brent Sisson – non-voting – term expiring Fall 2019  
Jim Jost – term expiring Fall 2020  
Rodrigo Calvo-Leni – Athlete – term expiring Fall 2020  
Scott Ferguson – Athlete – term expiring Fall 2021  
Bryce Robinson – term expiring Fall 2022  
Rebecca Guyer – term expiring Fall 2022  
Rachel Trussell – term expiring Fall 2022

DEFEATED (6 in favor, 3 opposed 3 abstentions)

Brent Benson will serve as the Staff Advisor to the Rink Hockey Committee.

*Note: After the conclusion of the meeting, the above motion was determined by USARS Attorney Jerry Pigsley to have been DEFEATED, requiring 7 votes in favor to have a majority in order to pass. Until a determination can be made by the USARS Ethics Committee, the Rink Hockey Committee will remain intact on an interim basis as follows:*

*Tom Hughes - Chairman  
Bryce Robinson  
Pat Ferguson  
Don Allen  
Jim Jost  
Rodrigo Calvo-Leni - Athlete Representative  
Scott Ferguson - Athlete Representative*

*Brent Benson - Staff Advisor*

**MOTION 33:** By David Adamy, 2<sup>nd</sup> by Gypsy Lucas B/D 11/4/2018

Approve the Inline Hockey Committee as follows, with terms expiring as shown:

Jon Roux – non-voting -term expiring Fall 2019  
Arlene Lehman – term expiring Fall 2019  
Melanie Bogus – term expiring Fall 2019  
Charles Sgrillo, Jr. – Athlete – term expiring Fall 2020  
Keith Noll – term expiring Fall 2021  
David Marmorstein – term expiring Fall 2022  
Charlie Sgrillo – term expiring Fall 2022  
Jonathan Mosenson – Athlete – term expiring Fall 2022

CARRIED UNANIMOUSLY

Brent Benson will serve as the Staff Advisor to the Rink Hockey Committee.

**MOTION 34:** By Gypsy Lucas, 2<sup>nd</sup> by David Adamy B/D 11/4/2018

Approve the Inline Hockey Committee as follows, with terms expiring as shown:

Misty Greer – Athlete – term expiring Fall 2019

Stephen Carter – term expiring Fall 2019

Sabra Bunger – term expiring Fall 2019

Christina Gerrish – term expiring Fall 2020

Carrie Craft – term expiring Fall 2020

Fernando Regueiro – term expiring Fall 2021

Robyn Clark – term expiring Fall 2022

Benjamin Tweel – term expiring Fall 2022

CARRIED (Fernando Regueiro abstained)

USARS did not receive NGB status from the USOC for skateboarding. Since there is another NGB established, it was felt this committee should be renamed and include other World Skate and extreme sports.

**MOTION 35:** By Gypsy Lucas, 2<sup>nd</sup> by Heidi Permatteo B/D 11/4/2018

Change the name of the Skateboard Committee to be the Extreme Roller Sports Committee.

CARRIED UNANIMOUSLY

The Committee membership was not changed at this time.

As earlier agreed, we will reach out to Scott Peer (Inline Downhill Skater) to see if he would be interested in being on that Extreme Roller Sports Committee. Heidi Lemmon (Skateboarding) should also be consulted on committee membership.

The efforts of the Freestyle/Slalom Committee to develop the sport was questioned. From a national level, there doesn't appear to be much activity. Perhaps it should be rolled into the Extreme Sports Committee, to give them time to develop before standing as an individual Roller Sport committee. We want to give them the support they need to develop, and it was acknowledged Freestyle/Slalom skating is big in Europe.

**MOTION 36:** By John Fearnow, 2<sup>nd</sup> by Heidi Permatteo B/D 11/4/2018

Include the Freestyle/Slalom Committee within the Extreme Sports Committee.

CARRIED (Fernando Regueiro opposed)

Next to be discussed was the Executive Committee, made up of five Board members. It was stated it must contain the President (Kay Gallatin) and the Board Chair (Trace Hansen), leaving space for one athlete and two other Board members.

Heidi nominated Annette Stapleton-Heywood as the athlete representative to the Executive Committee. Tom nominated Kylie Hughes as the athlete representative. A secret ballot election resulted in Kylie Hughes being the athlete representative on the Executive Committee.

Two more positions on the Executive Committee needed to be filled. Tom Hughes nominated John Fearnow. Gypsy Lucas nominates Heidi Permatteo. David Adamy nominated Annelle Anderson. After four rounds of secret ballots, the Executive Committee was finally determined to be as follows:

**RESULTS FOR EXECUTIVE COMMITTEE:** The Executive Committee shall be made up of:

Kay Gallatin – Chair – ex officio (President)  
Trace Hansen – Ex Officio (Board Chairman)  
Annelle Anderson – term ending Fall 2020  
Heidi Permatteo – term ending Fall 2020  
Kylie Hughes – Athlete – term ending Fall 2020

Eric Steele – Staff Advisor

Next to be finalized was the Finance Committee. The Committee on Committees, hearing the committee was too large as previously structured, had recommended a reduction in size. This was due in part also to only having one athlete, which would limit committee size to five voting members. The Board recommended two additional members, which resulted in the following.

**MOTION 37:** By Tom Hughes, 2<sup>nd</sup> by Kylie Hughes B/D 11/4/2018

Approve the Finance Committee as follows, with terms expiring in 2020 unless otherwise noted:

Michael Jacques – Treasurer/Finance – Chair – Ex Officio  
Scott Clifford  
Janet Pavilonis  
Annelle Anderson  
Jonathan Mosenson – Athlete  
Al Taglang - Foundation Representative – non-voting – Ex Officio  
Kay Gallatin – USARS President – non-voting – Ex Officio  
John Fearnow – non-voting – term expiring Fall 2019

CARRIED

**MOTION 38:** By David Adamy, 2<sup>nd</sup> by Tom Hughes B/D 11/4/2018

Make no changes to the Insurance Committee, with terms expiring 2020 unless otherwise noted:

Keith Noll – Chair

Fernando Regueiro

Jim Foy – non-voting – term expiring Fall 2019

CARRIED UNANIMOUSLY

**MOTION 39:** by Heidi Permatteo 2<sup>nd</sup> by Tom Hughes B/D 11/4/2018

Approve the Membership and Eligibility Committee to be as follows, with terms expiring in 2020:

Ken Shelton – Chair

Gloria Manning

Curt Craton

Hannah Patawaran

Joe Hanna

Jessica Gaudy – Figure Athlete

Lani Nacol – Speed Athlete

Joy Garvey – Inline Hockey Athlete

Kimberly Hughes – Rink Hockey Athlete

Derby Representative to be added

CARRIED 9 (David Adamy abstain)

Staff Liaisons will be Eric Steele and Tina Brendle.

**MOTION 40:** by Kay Gallatin, 2<sup>nd</sup> by David Adamy B/D 11/4/2018

Make no changes to the Athlete Performance Committee, other than to rename it to be the Sports Medicine Committee.

Dr. John Hultquist – Chair

Dr. Scott Kleiman

Lori Brandon

Brian Richardson

Jay Ingram

Kylee Berger Qualey - Athlete

Dustin Roux – Athlete

CARRIED UNANIMOUSLY

Eric Steele will serve as the Staff Advisor. He offered to look for people to expand the committee to include sports psychology, etc.

**MOTION 41:** By David Adamy, 2<sup>nd</sup> by Fernando Regueiro B/D 11/4/2018

Make no change to the Hall of Fame and Honors Committee, terms to expire 2020.

Bill Spooner  
Tom Hughes  
Annelle Anderson  
John Gustafson  
Keith Noll

CARRIED UNANIMOUSLY

Peggy Young will be the Staff Advisor.

It was noted the Committee on Committees will stay in place till the Spring meeting when a new committee is elected.

**MOTION 42:** By Heidi Permatteo, 2<sup>nd</sup> by John Fearnow B/D 11/4/2018  
Approve Trace Hansen as Chair of the Nominating Committee. In addition, the AAC Representative for Roller Sports (Annette Stapleton-Heywood) and three regional representatives will serve.

CARRIED (Trace Hansen abstained)

Annette Stapleton-Heywood, as AAC representative, is Chair of the Athlete Nominating Committee and the Roller Skating Athletes Advisory Committee, and she will serve along with other athlete representatives.

**MOTION 43:** By John Fearnow, 2<sup>nd</sup> by David Adamy B/D 11/4/2018

Approve the Elite Coaches Committee to be as follows, with terms expiring in 2020:

Tom Hughes – Chair  
Bob Labriola  
Ken Shelton  
Gloria Manning  
Jim Pringle

CARRIED UNANIMOUSLY

Next the Board reviewed the Special Committees.

**MOTION 44:** By David Adamy, 2<sup>nd</sup> by Tom Hughes B/D 11/4/2018

Make no changes to the Special Compliance Committee and work on Guidelines to establish priorities.

CARRIED UNANIMOUSLY

*Note: This Committee was renamed "Ethics Committee" and is listed in our Bylaws as a Standing Committee.*

**MOTION 45:** By Danny Brown, 2<sup>nd</sup> by David Adamy 11/4/2018

To accept the Fund Raising Special Committee as follows:

Mykal Pedraza -Chair  
Joe Hanna  
Fred Piper  
Kylie Hughes - Athlete  
Kelly Springer  
Jonathan Mosenson - Athlete

CARRIED UNANIMOUSLY

**MOTION 46:** By Annette Stapleton-Heywood, 2<sup>nd</sup> by Heidi Permatteo B/D 11/4/2018

To accept the Special Committee on Education as follows:

Gypsy Lucas – Chair  
Annette Stapleton-Heywood  
Heidi Permatteo  
Jon Roux  
Steven Carter  
Ricci Porter-Kmetz – Speed Advisor  
Figure Advisor – TBD

CARRIED UNANIMOUSLY

Megan Schuller will serve as the staff advisor.

**MOTION 47:** By David Adamy, 2<sup>nd</sup> by Danny Brown B/D 11/4/2018

To accept the Special Committee on Communications and Technology as follows:

Charlie Sgrillo II – Chair  
Chris Payne

Roberta Jackson  
Christina Gerrish  
Heidi Permatteo  
Cara Ross

CARRIED UNANIMOUSLY

See ADDENDUM M for the current list of Officers, Board Members and Committee Members.

MOTION: By David Adamy - Motion to adjourn. DIED FOR LACK OF A SECOND

Buggy gave his input on the joint seminars involving inline speed skaters and ice speed skaters. He recalled this was tried earlier and was not successful for our organization and ultimately made our program a feeder program for ice. Eric said right now there is no formal agreement and it is just two training camps. Gypsy said the thought is to have cross-over athletes from each active on wheels in the summer months and ice in the winter months. The program of the past had been addressed. This could be a positive program, that could provide our athletes things we don't currently have access to.

**MOTION 48:** By David Adamy, 2<sup>nd</sup> by Heidi Permatteo B/D 11/4/2018

To adjourn the 2018 Fall Annual Board Meeting.

CARRIED UNANIMOUSLY

The 2018 Annual Board of Directors Meeting was adjourned at 12:17 PM.

Respectfully submitted,  
Peggy Young  
USARS Corporate &  
Recording Secretary



**ADDENDA**  
**2018 USA ROLLER SPORTS**  
**FALL ANNUAL BOARD OF DIRECTORS MEETING**  
**Lincoln, Nebraska**

Executive Director Report.....	Addendum A
Rink Hockey Committee Meeting Minutes.....	Addendum B
Inline Hockey Committee Minutes.....	Addendum C
Speed Committee Minutes.....	Addendum D
Derby Committee Minutes.....	Addendum E
Figure Committee Meeting Minutes.....	Addendum F
Executive Committee Meeting Minutes.....	Addendum G
Finance Committee Meeting Minutes.....	Addendum H
Communications and Technology Committee Meeting Minutes.....	Addendum I
Personnel Committee Meeting Minutes.....	Addendum J
USARS AAC Representative Report.....	Addendum K
Transgender Policy.....	Addendum L
2018-2018 Officers and Committees Listing.....	Addendum M