



**USA ROLLER SPORTS FALL ANNUAL BOARD OF DIRECTORS MEETING
Friday, November 1, 2019 – Embassy Suites, Lincoln, Nebraska
Closed Door Executive Session**

The meeting was called to order in closed Executive Session at 7:06 P.M. Roll was called and the following were in attendance:

Board Members: Kay Gallatin-President, John Fearnow-Chairman, Gypsy Lucas-Vice President, Jon Roux, Misty Greer, Tom Hughes, Danny Brown, Fernando Regueiro, Annette Stapleton-Heywood, Kylie Hughes, John Fearnow, Annelle Anderson, Allison Kiger and Stephen Carter and Heidi Permatteo (via phone). Board members not in attendance included Dustin Roux, Erin Jackson and Gypsy Lucas.

Staff: Eric Steele-USARS Executive Director, Peggy Young, Corporate Secretary and Tina Brendle-Recording Secretary.

Guests: Michael Jacques-USARS Treasurer and , Jerry Pigsley-Legal Counsel.

John Fearnow introduced USA Roller Sports legal counsel, Jerry Pigsley, to the Board. Jerry gave an update of our current status with the Nebraska Attorney General. In addition, he provided board training with the topic "The Road to the AG's Office is Paved with Good Intentions" and discussed the Top 10 reasons a nonprofit can become the subject of AG investigation. This completed our AG board training requirement.

Additional items of discussion included the Committee on Committee recommendations; the RFP for the 2020 Nationals in Cedar Rapids, Iowa; USOPC Colorado Springs visit to evaluate the potential relocation of USA Roller Sports; Northwest Regional Championships Letter; World Skate America candidates; USARS Office Building maintenance needs; and an update on the number of insurance claims during the 2018-19 season.

Eric Steele, Peggy Young and Tina Brendle left the room at 10:00 P.M. to permit the Board to provide comments, concerns and feedback on the performance of the Executive Director

and/or other staff members. Michael Jacques was asked to leave the meeting a few minutes after Eric, Peggy and Tina left. The meeting recessed at 10:30 p.m.

The Board Meeting was called back into open session at 8:12 A.M., on Saturday, November 2, 2019 in the Conference Room in the USARS National Office in Lincoln, Nebraska. Roll was called and the following were in attendance:

Board Members: Kay Gallatin-President, John Fearnow-Chairman, Gypsy Lucas-Vice President, Jon Roux, Misty Greer, Tom Hughes, Danny Brown, Fernando Regueiro, Annette Stapleton-Heywood, Kylie Hughes, John Fearnow, Annelle Anderson, Allison Kiger and Stephen Carter and Heidi Permatteo (via phone). Board members not in attendance included Dustin Roux, Erin Jackson and Gypsy Lucas.

Staff: Eric Steele-USARS Executive Director, Peggy Young, Corporate Secretary and Tina Brendle-Recording Secretary, Brent Benson, Frank Joutras, Megan Schuller, Rod Oliverius and Ricci Porter.

Guests: Denise Parker-USOPC Vice President of NGB Services, Michael Jacques-USARS Treasurer, Mary and Buggy Allmond, Cathy Carmack, Jim and Jennifer Jost, Kelly Springer, Janet Pavilonis.

MOTION # 1: by Annelle Anderson, 2nd by Annette Stapleton
Ratify the mail ballots and approval of the minutes from the Spring Semiannual Board of Directors Meeting, May 22, 2019.
Carried Unanimously

The meeting began with unfinished business. Eric Steele provided a brief update on the USARS Star Skate Grassroots Developmental Program indicating that the banners, lanyards, pins and certificates have been ordered. The website is currently being designed. Staff training is still needed.

Danny Brown gave a brief report on Representative for World Skate America (WSA), formerly CPRS. Danny is the current Vice President for North America but does not wish to continue. The WSA President selects the Vice-Presidents (North America, South America, Central America and Caribbean), following the President's election in February. USA Roller Sports can propose a candidate to be Danny's replacement. Resumes were requested prior to the board meeting for anyone interested in filling this role. Kay noted that USARS has also been asked to propose

candidates to WSA sport specific technical committees. Fernando Regueiro presented a proposal to the board with significant updates to the Sport Committee Guidelines. The guidelines were reorganized to be clearer, indicating staff responsibilities and processes that were formalized or that were missing from the previous document. This document was sent to the Board for review prior to the Board Meeting.

MOTION # 2: by Danny Brown, 2nd by Annette Stapleton

To update the amended Sport Committee guidelines as proposed, with a clarifying statement regarding vacancies. (See Addendum A)

Carried Unanimously - Notes later said the consensus was to let it go out as it was presented.

DIRECTIVE 1: Special Committee of Danny Brown, Fernando Regueiro and Kelly Springer are asked to provide a clarifying statement regarding vacancies for inclusion in the Sport Committee Guidelines.

MOTION # 3: by Danny Brown, 2nd Fernando Regueiro

To form a special committee to review the general rules with specific attention given to GR21, to assure it reflects what is included in the new Sport Committee Guidelines. Volunteers for the committee: Fernando Regueiro, Danny Brown, Tom Hughes, Kay Gallatin, and Mary Allmond.

Carried Unanimously

Denise Parker, VP of NGB Services from the USOPC presented an overview of the NGB Services Department.

The purpose of the department is to support NGBs with governance, strategic planning and targeted business support and services to enhance their organizational effectiveness. Types of support include board training/onboarding, strategic planning services, ED/CEO onboarding and mentoring, policy counseling and best practices sharing, bylaw and policy templates, support/shared services, governance/leadership, compliance, membership growth initiatives, event programming and support. Some of the support services are still being developed with finalization sometime in 2020.

Eric Steele reported briefly on the need to replace our current membership system with one that can meet our current and future needs and be more user-friendly for our members. There are significant struggles with RSportz and their ability to meet our needs. Current and future SafeSport reporting requirements are a concern. A Special Committee needs to be formed to explore our options.

DIRECTIVE 2: Establish a Special Membership Platform Committee, with Tina Brendle as Chairperson. Other members will include Frank Joutras, Brent Benson, Janet Pavilonis, Fernando Regueiro, Robert Styma and Jim Jost. They are to prepare an RFP with expectations of our current and future needs. Three quotes should be secured for approval by the Executive Committee by no later than February 2020. References must also be checked.

New Business:

A Bylaw change was proposed to merge the Ethics Committee with the Membership Eligibility Committee.

MOTION #4 by Tom Hughes, 2nd by Annelle Anderson

To combine the Ethics Committee and the Membership/Eligibility Committee into a singular committee that will be known as the Compliance Committee, and amending our Bylaws as shown below.

Article VIII

~~REMOVE - Section 18. ETHICS COMMITTEE. The Ethics Committee shall be appointed and have the responsibilities as follows:~~

~~A. The Board of Directors shall appoint the members of the Ethics Committee and its chair, expect that athlete representatives shall be selected and approved according to Section 8. No director of the Board shall be appointed to the Ethics Committee.~~

~~B. The Ethics Committee shall:~~

- ~~1. Oversee implementation of, and compliance with, the USARS Code of Ethics;~~
- ~~2. Report to the Board on all ethical issues;~~
- ~~3. Develop, and review on an annual basis, a Code of Ethics for the Board, officers, employees, committee members, volunteers, and member organizations for adoptions by the Board;~~
- ~~4. Review and investigate matters of ethical impropriety and make recommendations on such matters to the Board;~~
- ~~5. Review and provide guidance on ethical questions presented to it by the Board, officers, committee members, volunteers, employees, and USARS members;~~
- ~~6. Perform such duties as assigned by the Board.~~

~~Section 19. MEMBERSHIP AND ELIGIBILITY COMMITTEE. The Membership and Eligibility Committee shall have the following responsibilities:~~

~~A. Generally administer and oversee all administrative grievances and right to compete matters filed with USARS;~~

~~B. Identify individuals who would be fair and impartial and who would have the qualifications and ability to serve on hearing panels;~~

- ~~C. Hear and render a decision, or appoint, a panel to hear and render a decision, on grievances disciplinary matters; and~~
- ~~D. Perform such other duties as assigned by the Board.~~

~~Also remove all references to both committees (Ethics/Membership & Eligibility) by title throughout the entire body of the bylaws, to be replaced with one singular committee name (Compliance).~~

REPLACE WITH - SECTION 18. COMPLIANCE COMMITTEE. The Compliance Committee shall be appointed and have the responsibilities as follows:

A. The Board of Directors shall appoint the members of the Compliance Committee and its chair, including the selection and approval of athlete representatives according to Section 8. No director of the Board shall be appointed to the Compliance Committee.

B. The Compliance Committee shall:

1. Generally administer, review, investigate, and oversee all administrative grievances, right to compete matters, and matters of ethical impropriety filed with USARS including implementation of, and compliance with, the USARS Code of Ethics;
2. Identify individuals who would be fair and impartial and who would have the qualifications and ability to serve on hearing panels;
3. Hear and render a decision, or appoint, a panel to hear and render a decision, on grievances, disciplinary, and ethical matters;
4. Report to the Board on all administrative grievances, right to compete matters, and ethical issues;
5. Develop, and review on an annual basis, a Code of Ethics for the Board, officers, employees, committee members, volunteers, and member organizations for adoption by the Board;
6. Make recommendations on ethical matters to the Board;
7. Review and provide guidance on ethical questions presented to it by the Board, officers, committee members, volunteers, employees, and USARS members;
8. Perform such other duties as assigned by the Board.

Carried Unanimously

The Board discussed term limits for membership on Sports Committees and whether the two four-year term limits should also apply to athlete representatives on these Committees. Eric sent a bylaw request to the USOPC for a membership waiver of who can be recognized on our committees as athletes. Danny is concerned with putting people on sport committees for a one-year term as a non-voting member, then restarting the two- four year term requirement is not satisfying the intent to encourage new people, with new ideas etc. All sports committees need to make sure their members know they need to submit a request with a resume for review and recommendation.

USOPC definition of an eligible athlete for Board and Committee representation - Eric indicated that essentially the USOPC Bylaws requires 20% athlete representation for all Committees, including internal NGB Committees, however that may go to 30%. The USOPC is stating that only athletes who participated in Pan Am sports within the past 10 years can be recognized as "athletes". Eric submitted a waiver request to the USOPC to permit us to recognize athletes for all sports which compete in the Pan Am Games or the sport's World Championships.

Listing accounts with credit management. See Guidelines and Collections Agreement.

Eric Steele was asked to look at options, investigate different methods we may have to manage World Team travel and reach out to USOPC to see if using their NGB Travel services may be beneficial. He was asked to have three bid options to consider by next committee meeting. Sports Committees will need to look at their calendars and provide a timeline of events coming up to include estimated attendance numbers, size of teams, staff members etc., in order to weigh our options.

DIRECTIVE 3: Eric Steele to secure three bids for collection agencies to consider prior to next committee meeting.

USARS could partner with a collection agency. Of the amount collected, 40% would go to the agency and 60% would stay with USARS. Ultimately will need to write off the uncollectable funds at some point. It is our responsibility to make sure the athletes understand their responsibility to pay upfront. This is where the finance liaison is critical. Kay recommended that we go at least one round with the collection agencies to see if we can get anything. We need to have transparency with our athletes' funds and provide break downs – make it clear as to what the funds are going for. We need to explain why they can't get Airbnb's, SafeSport requirements, etc. Committees need to be educated also. Multiple notices of the fees need to be provided.

DIRECTIVE 4: Add notice of potential fees for Nationals/Worlds etc., to membership forms. Working team documents are to be reviewed and used uniformly across all sports.

MOTION # 5: Danny Brown, 2nd Annette Stapleton

Hire a collection agency when the policy and procedures dictate this is a step in the process. Try to collect three times, after 30 days, 60 days, and 90 days. After that turn it over to a collection agency.

Carried Unanimously

Eric Steele reported on the need for our USARS staff to be imbedded in the terminology of our procedures to identify them as investigators for ethics protests and grievances. When the USOPC did our audit, we did not have in our procedures who our investigators were. Our policy currently states "an independent investigator" but we do not have the resources for independent investigators. The best option is for USARS staff to be listed as the investigators.

MOTION # 6: Tom Hughes, 2nd Kay Gallatin

To use "USARS Executive Director or designee" as the terminology to be identified as investigators for protests/grievances.

Carried Unanimously

A lunch break was taken from 11:30 -1:09pm.

Kay Gallatin gave a brief verbal President's Report. She thanked the volunteers, board, staff and committees for their continued hard work this past year. She expressed her concern about how we grow our membership numbers and indicated that SafeSport is a concern regarding both issues/reporting and increased fees. She suggested that the USARS office needs to put a building maintenance plan in place to address the aging facility moving forward. We also need to discuss ways to finance teams. She is looking forward to the 2020 National Championships in Cedar Rapids, Iowa.

Eric Steele gave his Executive Director Report. See Addendum B) He said the Strategic Plan is complete and posted, but now the real work begins with implementing the plan. We have passed the 50% mark on the Nebraska Attorney General's requirements. Just because it will eventually come to pass, doesn't mean that we stop doing what it required of us as they are our Best Practices. We had to switch the staff over to a new medical insurance plan recently because BC/BS dropped our old plan. The new plan coverage is comparable, with higher deductibles but no increase in fees is being passed along to the staff. The Museum now has its own credit card, which will help avoid USARS paying for items with reimbursements coming back from the Museum. USARS has a new membership report that removes the money aspect of it, so it only reports membership numbers. There is a need to bring Roller Derby into the same competitive season dates as the rest of the disciplines (as later discussed during the Derby report). Conducting Nationals in Cedar Rapids is super exciting. It will be a great facility because it is a sport venue and provides free parking. The host hotel is already set with a good rate, better than in Spokane. We are hoping to use about 15k rooms for Cedar Rapids. Lincoln has put a proposal on the table for the National Championships in 2021 and 2022.

A brief Museum report was given by Annelle Anderson. Give to Lincoln Day had good participation this year. Annelle sent out personal thank you emails to each donor. The new

museum website is up and running. Museum Trustees will next meet in May in Las Vegas at the Tropicana in conjunction with the 2020 RSA Convention and the US Foundation for Roller Skating meeting. Cort Wahlig, RSA Representative, and Andy Star, former rink operator, are now Museum Trustee. Eric Steele and Peggy Young were also added as Trustees. The Museum was repainted this year. Rhonda Cann does a great job with the museum. There has been an increased effort to increase museum membership on Facebook, via emails, in USARS Bulletins, etc. Some board members have lapsed in their membership but can now sign up as a recurring member with auto-renewal. Frank Joutras created a virtual Hall of Fame and has posted all the photos of our HOF members online. The Museum received its first anonymous \$1,000 benefactor.

Kay Gallatin gave a brief report on the Foundation. USA Roller Sports received a \$30k grant that was awarded to USARS this year - \$10k was for Star Skate, \$10k for Roll Art, and 10k for SafeSport. Marian Spooner and Steve Findlay are new Foundation Trustees. They will next meet at the 2020 RSA Convention.

Speed Committee Report – Kelly Springer, Speed Committee Co-Chair, gave a report on speed issues. There is a problem with the Northwestern Region not having a Regional Championships host bid. Kelly is not completely in favor of doing an open national but does believe our qualifier is currently outdated and something needs to change. The financial loss to USARS caused by loss of skaters from that region has a potential 40k hit to USARS.

Eric Steele indicated that the Speed World Team uniforms bid process will include a bid template with specific requirements. Kay stated bids based on the RFP should be presented anonymously so as not to show favoritism to specific businesses. Each should be reviewed by the Speed Committee and consideration given to their recommended selection. It does not involve USARS funds, so the recommendation can go directly to the Board or Executive Committee and not require review by the Finance Committee.

MOTION #7: Danny Brown, 2nd Annette Stapleton

To approve the Speed Committee report and minutes (See Addendum C).

Carried Unanimously

Misty Greer reported at the 2019 World Roller Games in Barcelona, the Men and the Women's Teams both came home with gold medals. RollerCon was not as successful as in the previous year due to three other groups selling insurance this year. A National Championship was not conducted in 2019, because of the timing of the World Roller Games and potential participation. Derby has agreed to switch their season to match those of the other USARS sport disciplines, starting September 1 and concluding on August 31 each year. **Note:** Following the

close of the meeting it was determined by Eric Steele and John Fearnow that pro-rating the membership fee for a shorter season would result in a significant financial loss to USARS. The decision was made by Eric and John to make no changes at this time and that information was communicated to the Derby Committee by Brent Benson.

MOTION #8: Kay Gallatin, 2nd Tom Hughes

Approve the Derby Committee Report and Minutes (See Addendum D).

Carried Unanimously

Ed Harney, the Figure Committee Chair was not present. The Board received the Committees Minutes prior to arrival. The policy provided by the Figure Committee to manage advancement of skaters to international competitions, not coordinated by USARS, was briefly discussed.

DIRECTIVE 5: Figure Sport committee is to re-write the international competitions policy with any questions or discussions being directed to John Fearnow.

MOTION #9: Fernando Regueiro, 2nd Heidi Permatteo

Approve the Figure Committee Report and Minutes (See Addendum E).

Carried Unanimously

Tom Hughes and Jim Jost-Hockey Committee Chair gave a brief report on rink hockey. We had 50 teams at our 2019 National Championships. This is the most teams participating in close to 50 years. They asked for two additional scorekeepers at \$10 a game to relieve the two women that currently sit there for 10-12 hours a day. They want to align the hockey coaches' card, the same way USARS does their Figure/Speed cards. Experience levels need to be identified for coaches. We have been approached by Colombia to host the Pan American Rink Hockey Championships in the US and have requested the financials for the event with Lubbock, Texas and Florida being site options. They attended "Skatefest" and talked to them about doing a Rink Hockey event next year. The Committee would like to investigate have reoccurring memberships.

MOTION #10: Danny Brown, 2nd Annelle Anderson

Accept USARS interpretation for coaching levels by requiring written test to advance coaching certification, beginning with Level 1 Certification through Level 3.

Carried Unanimously

MOTION #11: Kylie Hughes, 2nd Tom Hughes

Approve the Rink Hockey report and Minutes, as amended, excluding Brent Sisson's proposal for reoccurring multi-memberships. In addition, Items 5.3.1.1 and 5.4.3.1 from the October 23 Committee Minutes are stricken. Parameters for being a Team USA Coach are needed from the committee as well as written tests for coaching levels as approved in concept by the previous motion. See Addendum F)

Carried Unanimously

There was no report from the Extreme Sports Committee.

John Roux, Inline Hockey Co-Chair, briefly reported on Inline Hockey. At the 2019 World Roller Games, the Senior Men and Senior Women's teams each brought home Gold Medals. The Junior Men and Junior Women's Teams each brought home Silver Medals. The Committee is concerned about participation by Junior Teams in the 2021 World Championships in Colombia and waiting to see where in Colombia the event will be held.

The application to apply to be a member of the 2020 Inline Hockey team staff is now on our website, with December 1 as the application deadline. The Inline Hockey Committee will submit their recommendations for approval after that date.

MOTION #12: Fernando Regueiro, 2nd Allison Kiger

Approve the Inline Hockey Committee Report and Minutes (See Addendum G).

Carried Unanimously

Kay Gallatin, Executive Committee Chair, gave a brief report. Minutes were sent to Board Members prior to the meeting. Board and Committee members were reminded to read, review, and sign our media policy and not to engage members online. A Code of Ethics form must also be signed each year.

MOTION #13 – Annette Stapleton, 2nd Tom Hughes

Approve the Executive Committee Minutes (See Addendum H)

Carried Unanimously

Michael Jacques gave a Finance Committee report. They are still working on the budget. The goal is to have a balanced budget. Janet Pavilonis and Kay Gallatin have put in a lot of hours to assure our books are in order. Our financial records need to be sent to our auditor by December 1 in order to file our tax.

MOTION # 14 – Heidi Permatteo, 2nd Tom Hughes

To approve the Finance Committee report and Minutes (See Addendum I)

Carried unanimously

Insurance & Risk Management Committee – Committee Chair Keith Noll provided a written report, indicating there were quite a few more claims this year than normal. This could result in an increase in our insurance expenses.

MOTION # 15 – Danny Brown, 2nd John Roux

To approve the Insurance and Risk Management Report and Minutes.

Carried Unanimously

Hall of Fame and Honors Committee - Annelle Anderson, interim Chair, gave a verbal report. Honor nominations are due in February of 2020. At the last meeting a committee was formed to review the criteria for HOF selection. Annelle indicated they will review the recommendations made earlier by Buggy Allmond and come back next meeting with any resulting recommendations.

MOTION #16 – Annette Stapleton, 2nd Misty Greer

To approve the Hall of Fame and Honors Committee report and Minutes.

Carried Unanimously

Annette Stapleton-Heywood, USARS AAC representative for Roller Skating, gave brief overview of the Roller Sports Athletes Advisory Committee minutes.

MOTION #17 – Annelle Anderson, 2nd Stephen Carter

To approve the Roller Sports Athletes Advisory Committee Report (See Addendum J)

Carried Unanimously

Special Communications and Technology Committee - Frank Joutras reported a “story to share” template is going to be emailed to all coaches which will allow us to create special reports for our newsletter. He is also working on updating our YouTube channel. Patricia Bauler is working with Google classroom and the Figure Committee is using it to conduct RollArt training. Eventually, other disciplines will also be able to use it. Streaming of live performances at next year’s National’s will be done via Brightcove through the USOPC which will allow “pay-per-view”. We had over ¼ million views of our videos last season. He suggested we could charge \$4.95 for the whole session, which could bring in \$50-75k. Volunteers will be required to run the various cameras. The platform is free for us through the USOPC. Kay recommended that we pay people to video record the event, instead of depending on volunteers. The Star Skate website has been laid out and is waiting for content. We are close to

being able to implement the program. The Communications and Technology Committee is asking to officially add Patricia Bauler to the committee.

MOTION #18: Annette Stapleton, 2nd Tom Hughes

To accept the Special Communications and Technology Committee report and Minutes.

Carried Unanimously

It was announced the meeting would be called back to order in open session at 8:00 AM on Sunday. The Board went briefly into closed session. Discussion included a report on the World Skate Congress Bylaw changes, ways to benefit from USOC NGB services as presented earlier that day, and finances. The meet recessed at 6:00 PM.

The meeting was called back to order at 8:19 AM on Sunday, November 3, 2019, at the USARS National Office in Lincoln, Nebraska. The same Board members were present as the day prior. Staff members Eric Steele, Peggy Young, Tina Brendle, Frank Joutras, and Ricci Porter were present. Guests included Mary and Buggy Allmond, Cathy Carmack, Jim and Jennifer Jost, Kelly Springer, Janet Pavilonis and Michael Jacques.

New Fundraising Special Committee – Eric Steele indicated that Mykal Pedraza suggested we disband the committee as it is currently structured. Eric felt we needed more vision for USARS driven grants, and marketing for promotions. He recommended one more meeting of this Committee before making a final decision to disband.

National Championship Planning Committee – Danny Brown reported on the timeline for our 2020 National Championships, which includes arrival in Cedar Rapids on the July 6th for overall set up through the 8th. Tentative competition dates (subject to entry) follow: Figure - July 9-22, Speed – July 24 - on the 31, Rink Hockey – July 25 - 31 (if needed). Derby – July 31 – August 2. We need to be out of the building by August 2. Derby needs to be self-sufficient on their side, since all other staff and volunteers will most likely be involved with packing up and leaving. Two other logistical issues – no airwall and we need to be very careful with the tape we're putting down.

Special Committee on Education – An update was given by Heidi Permatteo. The Committee has been working on compiling information for the Learn to Skate website. Coaches will be able to access the website at no cost. They are also adding a "Find a Program in your Area" function. We are trying to keep the website designed for strictly new skaters who have no idea how to skate. The basic and figure section is finished, and they are waiting for Speed and

Hockey. For Derby, for insurance purposes, we're not able to call it "Learn to Skate Derby" so we're calling it Adult Program. Stephen Carter suggested calling it "Star Skate RD" to improve the identification with their sport. Photos are needed for the website, which will also include links to videos on YouTube. Lanyards and cards have been purchased. Pins still need to be ordered but this will be on an as-needed basis. It should be up and running in two weeks.

Committee on Committees – Committee Chair Kay Gallatin stated all resumes were sent to the respective Sport Committees to allow them to voice their opinions on applicants. The responses went directly to Kay to maintain confidentiality. Recommendation for Sport Committees were made in the Committee on Committee Report, which resulted in the following motions.

Figure Committee – Replaced Jessica Gaudy with Jamie Meloy. According to the Bylaws, Jessica had completed two consecutive four-year terms and could not be elected to a voting position. The recommendation was to keep on all three non-voting members for one year, however, Chris Baerg has resigned leaving only two non-voting members.

MOTION #19 – Allison Kiger, 2nd Kylie Hughes
To accept the athlete nominee for Figure committee
Carried Unanimously

MOTION #20 – Danny Brown, 2nd Allison Kiger
To accept the committee as follows for 2019-20:

Lawaun Modrich - non-voting-1st alt	Fall 2020
John Peck - non-voting-2nd alt	Fall 2020
David Adamy	Fall 2020
Ed Harney	Fall 2020
Janet Pavidonis	Fall 2020
Tony Berger	Fall 2021
Joyann Barber - Athlete	Fall 2021
Doug Adams	Fall 2021
Curt Craton	Fall 2022
Jodee Viola	Fall 2022
Jaymee Meloy - Athlete	Fall 2023

Pat Jacques - Figure Advisor
Megan Schuller - Staff Advisor

Carried Unanimously

Roller Speed - Three members terms were expiring. Many good candidates were received. The recommendation was for Erin Jackson to stay on the committee as an athlete representative. Mary Allmond and Dennis King will remain. Removed Brandon Hall and replaced him with McKenzie Brown (athlete).

MOTION #21 – Kylie Hughes, 2nd Annette Stapleton
To accept the athlete nominee.
Carried Unanimously

MOTION #22 – Annette Stapleton, 2nd Danny Brown
To accept the Roller Speed committee as follows for 2019-20:

	Terms Expire
Chris Payne	Fall 2020
McKenzie Brown - Athlete	Fall 2020
Gypsy Lucas	Fall 2021
Jay Ingram	Fall 2022
Kelly Springer	Fall 2022
Harry Stuart	Fall 2022
Tony Cabral	Fall 2022
Erin Jackson - Athlete	Fall 2023
Mary Allmond	Fall 2023
Dennis King, Jr.	Fall 2023

Ricci Porter (Lead Advisor)
Megan Schuller (Staff Advisor)

Carried Unanimously

MOTION #23 – Allison Kiger, 2nd Annette Stapleton
To approve the Rink Hockey Committee to be as follows:

	Terms Expire
Duane McMinn one year (referee)	Fall 2020
Don Allen - Non-Voting	Fall 2020
Jim Jost - Chair	Fall 2020
Rodrigo Calvo-Leni - Athlete	Fall 2020
Scott Ferguson - Athlete	Fall 2021
Bryce Robinson	Fall 2022
Rachel Trussell	Fall 2022
Jim Trussell	Fall 2022

Tom Hughes

Fall 2023

Pat Ferguson

Fall 2023

Brent Benson (Staff Advisor)

Carried Unanimously

MOTION #24 – Annette Stapleton, 2nd Allison Kiger

Motion to approve all sport committee athletes.

Carried Unanimously

Inline Hockey – No athletes terms were to expire this year. The Committee members with terms expiring this year all wished to remain on the committee, and this was the recommendation from the Committee on Committees.

MOTION #25 – Annette Stapleton, 2nd Tom Hughes

To accept Inline Hockey committee to be as follows for 2019-20:

Inline Hockey	Term Expires
Arlene Lehman (1yr non-voting)	Fall 2020
Charlie Sgrillo, Jr - Athlete	Fall 2020
Keith Noll	Fall 2021
David Marmorstein	Fall 2022
Charlie Sgrillo	Fall 2022
Jonathan Mosenson - Athlete	Fall 2022
Jon Roux	Fall 2023
Melanie Bogus	Fall 2023
Brent Benson - Staff Advisor	

Carried Unanimously

Roller Derby - The Committee members with terms expiring this year all wished to remain on the committee, and this was the recommendation from the Committee on Committees. In addition, Stephen Carter should be identified as an athlete representative.

MOTION #26 – Allison Kiger, 2nd Annette Stapleton

To approve identifying Stephen Carter as an athlete representative.

Carried Unanimously

MOTION # 27 – Tom Hughes, 2nd Danny Brown

To approve committee as follows for 2019-20:

Derby	Term Expires
Christina Gerrish	Fall 2020
Carrie Craft	Fall 2020
Fernando Regueiro	Fall 2021
Robyn Clark	Fall 2022
Misty Greer - Athlete	Fall 2023
Stephen Carter - Athlete	Fall 2023
Sabra Bunger	Fall 2023
Brent Benson - Staff Advisor	

Carried Unanimously

MOTION #28 – Danny Brown, 2nd Annette Stapleton
To add Mykal Pedraza on the National Championship Planning Committee.
Carried Unanimously

MOTION # 29 – Annette Anderson, 2nd Heidi Permatteo
To add Patricia Bauler to Communication and Technology Committee.
Carried Unanimously

MOTION # 30 – Danny Brown, 2nd Tom Hughes
Finance Committee – Need to remove Jonathan Mosenson (athlete) because of lack of participation.
Carried Unanimously

Opened nominations to replace Jonathan Mosenson with another athlete. Danny Brown nominated Annette. Annette Anderson nominated John Burchfield, Allison Kiger nominated Jessica Gaudy. Kay Gallatin voiced her concern that given the nominations and current members could result in the committee being made up of only Figure members. **The athlete and Board vote for the Finance Committee member resulted in Annette Stapleton.**

USOPC Update – Eric briefly reported that the USOC officially changed their name to the United States Olympic & Paralympic Committee (USOPC)

World Skate (FIRS)– Fernando gave a brief report. Bylaws changes were passed. Getting ready for Buenos Aires. Changing of everything to English only by-laws. One of the biggest conflicts during the meeting was the name change to World Skate. No longer International Federation of Roller Sports.

World Skate America (formerly CPRS and Roller-Skating Pan American Confederation) –

Terms for USA representatives Fernando Regueiro (Derby) and Danny Brown (North American Vice President) were thought to be at the beginning of 2020. A change in the World Skate Statutes make the expiration date in 2021, not 2020. Fernando said that World Skate will now only have one official language, English. Previously they had two, Spanish and English. World Skate is working to exert a lot of control on the structure of the continental organizations, which may extend to the National Governing Bodies for each country.

Danny asked that a written request be sent to World Skate America, to add the 2020 Americas Cup to their calendar of events.

Nominations for World Skate America - The below names are being put forth as our recommendations for the committee:

Nominations for WSA North American Vice President – A notice was sent out lettering the membership know this position would be opening, since Danny Brown did not wish to serve an additional term. USARS received resumes from Michael Jacques, Al Taglang, Tom Hughes, Carlos Pulido, Rodrigo Calvo-Leni and Joe Hanna. In addition, Fernando nominated Kelly Springer. Michael Jacques withdrew his name. **By secret ballot it was determined Kelly Springer will be submitted as the nominee for the North American Vice President.**

WSA Art Technical Committee - Michael Jacques and Al Taglang were candidates who submitted resumes. **By secret ballot, it was determined Michael Jacques will be submitted as our nominee for WSA Art Technical Committee.**

WSA Speed Technical Committee - Only speed applicant submitted their resume, Joe Hanna. In addition, Annette Stapleton nominated Gypsy Lucas. **By secret ballot it was determined Gypsy Lucas will be submitted as our nominee for the WSA Speed Technical Committee.**

Rink Hockey – Three resumes had been received - Carlos Pulido, Tom Hughes, and Rodrigo Calvo-Leni. **By secret ballot it was determined Tom Hughes will be submitted as our nominee for the WSA Rink Hockey Technical Committee.**

Inline Hockey – No applications were received from an Inline Hockey candidate. Danny nominated John Roux. **By acclamation John Roux was approved for submission and our nominee for the WAS Inline Hockey Technical Committee.**

Fall Board Meeting Elections – Foundation for Amateur Roller Skating and USA Roller Sports

MOTION # 31 – Annette Stapleton, 2nd Stephen Carter

Ratify and approve the re-election of **Jim Ball and Al Taglang** for three-year terms on the Roller Skating Foundation.

Carried Unanimously.

Annelle Anderson was returned to the Foundation as an USARS Ex Officio Representative by acclimation.

MOTION # 32: Allison Kiger, 2nd Danny Brown

Ratify the electronic election of **Charles Sgrillo II** as the Inline Hockey Athlete on the USARS Board, for a three-year term.

Carried Unanimously

MOTION # 33: Kay Gallatin, 2nd Kylie Hughes

Ratify the electronic election of **Heidi Permatteo for the Coach Representative** on the USARS Board for a three-year term.

Carried Unanimously

At-Large Board Seat – Michael Jacques was nominated by the Nominating Committee. Kylie Hughes nominated Tom Hughes, Danny Brown nominated John Roux.

MOTION #34 - Annette Stapleton, 2nd Danny Brown

To close nominations.

Ballots were counted and Tom Hughes was approved as an At-Large Board Member for a three-year term.

The Board next reviewed representation by sports on the Board. Two one-year sport specific seats expire at the close of this meeting - Jon Roux (representing Inline Hockey) and Misty Greer (representing Derby).

Kylie nominated Jon Roux for an additional term. No other names were forthcoming. **Jon Roux was elected by acclimation to the Board for a one-year sport-specific Inline Hockey At-Large Board seat.**

Kylie re-nominated Misty for another year for Derby. No other names were forthcoming. **Misty Greer was elected by acclimation to the Board for a one-year sport-specific Inline Derby At-Large Board seat.**

Election of Officers:

President – The Nominating Committee nominated John Fearnow. Misty Greer nominated Stephen Carter.

MOTION #35 – Tom Hughes, 2nd Kylie Hughes
To close the nominations.

Ballots were provided to Board members for vote and counted by Ricci Porter and Kelly Springer. **John Fearnow was elected as the new USARS President for a one-year term.**

Vice President – The Nominating Committee recommended Gypsy Lucas stay in that position. Annette nominated Stephen Carter.

MOTION # 36 – Kylie Hughes, 2nd Tom Hughes
To close the nominations.

Ballots were provided to Board members for vote and counted by Ricci Porter and Kelly Springer. **Stephen Carter was elected as the new USARS Vice President for a one-year term.**

Chairman of the Board – The Nominating Committee nominated Michael Jacques for this position (who must be an elected Board Member). Because he had not been elected earlier in this meeting, he asked for a special one-year At-Large seat which would make him eligible to run for Board Chair.

In closed session, the board discussed whether to add a seat and the qualifications needed for the addition of a one-year At-Large seat on the Board. The meeting returned to open session, and the following motion resulted.

MOTION # 37 – Kay Gallatin, 2nd Fernando Regueiro
To create a one-year seat on the Board for a candidate with special expertise in Finance.
Carried Unanimously

MOTION # 38 – Kay Gallatin, 2nd Annette Stapleton
Nominate Michael Jacques for the special one-year At-Large position just created.
Carried Unanimously

Danny nominated Tom Hughes. Annelle nominated Kay Gallatin. Ballots were cast resulting in a three-way tie. Kay asked to withdraw her name. Tom and Michael were given the opportunity to speak to the board about why they felt they were the best candidate. Michael spoke about his passion, his history with USARS and his experience as a board member with the RSA and the financial knowledge he had gained as the USARS Treasurer. Tom mentioned his passion and history with USARS, but ultimately withdrew his nomination.

MOTION # 39 – Allison Kiger, 2nd Danny Brown

To close nominations.

With no other nominations on the floor, Michael Jacques was elected by acclamation as the new Chairman of the Board for a one-year term.

USARS Treasurer: The Nominating Committee recommended Michael Jacques as USARS Treasurer, with Janet Pavilonis as an alternative candidate should he be elected as another officer. Janet Pavilonis declined her nomination. Annette, Danny and Annelle all nominated Kay Gallatin.

MOTION # 40 – Tom Hughes, 2nd Annette Stapleton

To close nominations.

By acclamation Kay Gallatin was elected as our new USARS Treasurer for a one-year term.

Corporate Secretary: Peggy Young is our current Corporate Secretary. No other nominations were made.

MOTION #41: Danny Brown, 2nd Tom Hughes

To close the nominations.

Peggy Young was elected by acclamation as our Corporate Secretary for a one-year term.

Executive Committee: It was recommended that Kylie Hughes remain on the Executive Committee as its Athlete Representative. With the requirement for specific athlete representation expected from the USOPC, it was suggested we should approve an alternate athlete.

MOTION #42 – Danny Brown, 2nd Kylie Hughes

To keep the current Executive Committee in place and add an alternate athlete in the event we need to increase athlete representation on this committee. This would result in a six member

committee, with voting rights taken away from the President (thus meeting the requirement of only five voting members).

Carried Unanimously

Nominations for the sixth person can only be a Board member athlete whose sport participated in a Pan America Games in the last ten years (Allison Kiger-Figure, Annette Stapleton-Heywood-Speed or Erin Jackson-Speed). Fernando nominated Annette. Kay nominated Allison. Because she was new to the Board, Allison declined the nomination.

MOTION # 43 – Danny Brown, 2nd Tom Hughes

To close the nominations

By acclamation, Annette Stapleton was elected as the alternate athlete to the Executive Committee, if needed.

Following the above elections, the Executive Committee now consists of John Fearnow-Chair of the Committee and USARS President, Michael Jacques-Board Chairman, Annelle Anderson Heidi Permatteo and Kylie Hughes-Athlete Representative, subject to the addition of Annette Stapleton-Heywood as the alternate if needed to fulfil revised athlete representation requirements.

Hall of Fame and Honors Committee: With the passing of Bill Spooner, former Committee Chair, Annelle Anderson was temporarily appointed to fill the position until this meeting. **The Board indicated their desire for Annelle to continue as the Chair of the Hall of Fame and Honors Committee and she accepted the position.**

Nominating Committee: Trace Hanson served as the chair this past year and is willing to serve another year. In addition to a past officer of USARS and the AAU representative for USA Roller Sports, three addition regional reps are included on a rotating basis by region. **The Board accepted Trace Hanson as the chair of the Nominating Committee for an additional year.**

A listing of Officers, Board Members and Committees, effective at the close of this fall Annual Board meeting, can be found at Addendum K.

2021-22 National Championships in Lincoln. USARS has received a bid packet from Lincoln. Kelly Springer reported that the 2021 World Games are going to be in Birmingham, Alabama, and they're already making us front and center in their marketing of the World Games. In his opinion, by having our Nationals there right after the games, we have an opportunity to

partner with the city to make our event larger. Eric will make a point to meet with them this week while attending a USOPC Teams Conference in California.

Spring Board Meeting - Dates were discussed. The second weekend in April is Easter and the Spring UNL football game is either the week before or after. Eric recommended holding the meeting on March 27th in Lincoln. If anyone has any conflicts let us know. It has not been if we will have a face-to-face or a teleconference meeting. It is also possible that we could hold the meeting at the USOPC if the discussion to move there is still on the table.

Buggy Allmond briefly addressed the board on his concern about how rule changes were made by the Speed Committee.

Eric Steele gave a brief closing statement and thanked Kay Gallatin for all her hard work and dedication to the organization and the sport over the past few years as Board President.

MOTION # 44 - Misty Greer, 2nd Annette Stapleton
To adjourn the 2019 Fall Annual Board of Directors Meeting.
Carried Unanimously

The meeting adjourned at 12:00 P.M.

Respectfully submitted,
Tina Brendle
Membership Services Director



ADDENDA
2019 USA ROLLER SPORTS
FALL ANNUAL BOARD OF DIRECTORS MEETING
Lincoln, Nebraska

Revised USARS Committee Guidelines.....	Addendum A
Executive Director Report.....	Addendum B
Speed Committee Minutes.....	Addendum C
Derby Committee Minutes.....	Addendum D
Figure Committee Meeting Minutes.....	Addendum E
Rink Hockey Committee Meeting Minutes.....	Addendum F
Inline Hockey Committee Minutes.....	Addendum G
Executive Committee Meeting Minutes.....	Addendum H
Finance Committee Meeting Minutes.....	Addendum I
USARS AAC Representative Report.....	Addendum J
2019-2020 Officers and Committees Listing.....	Addendum K