

Executive Committee WebEx Meeting  
Monday, January 13, 2020 – 8:00 p.m. CST.

**Attendees:** John Fearnow, Board President; Michael Jacques, Board Chairman; Annelle Anderson, Kylie Hughes, Heidi Permatteo, Eric Steele, Executive Director; Tina Brendle, recording secretary

- John Fearnow discussed the Rink Hockey World Team Ladies Coach and Manager presented at our last Executive Committee meeting. The Rink Hockey committee was given the option to forward new nominees or keep the nominees that were put forth originally. They decided to keep the original nominees of Nic Robinson for Coach and Kevin Hayes for Manager.

Motion to ratify the committee recommendation made by Michael Jacques, Seconded by Annelle Anderson. Motion passed (one opposed).

- John Fearnow discussed National Committees and Vendors and the need for better control over the spending and budgeting for the event.
  - John Fearnow gave Eric Steele a challenge to determine what items can be pre-budgeted for and the estimated amounts.
  - Eric Steele said that there must be a level of approval for purchases. Heidi Permatteo suggest that we have a limit or an amount that can be spent without pre-authorization depending on the person/duty.
  - John Fearnow feels that multiple budgets are needed. Eric Steele said regardless, the National's Budget needs to work with our overall USARS budget.
  - John Fearnow said someone needs to lead a discussion on Vendors
- Eric Steele discussed Inline Hockey possibly becoming their own non-profit.
  - They would handle their own hotels, travel arrangements etc.
  - USARS would offer program support as usual with membership/entry fees and other related expenses, for which one single program support fee could be assessed to the AAU.
  - At the end of the day the possibility of this occurring is significant and has an impact of \$40,000 in funds delivered to USARS from the AAU possibly going away.
- Eric Steele gave an update on the USOPC compliance guidelines relative to having 33% athlete representation on the Board and specific committees, with eligible athletes coming from those competing in the Pan Am Games, Speed or Figure, within the last ten years.
  - We can only recognize Speed and Figure athletes when it comes to the Board of Directors, the Compliance Committee, Finance Committee and Executive Committee.
  - Compliance committee met and has recommended that Joe Hanna would be the recommended name for removal in order to meet the compliance guideline ratio.
  - It is advised that USA Roller Sports follow Motions #30 and #43 made at the Fall 2019 Board Meeting, and have Annette Stapleton serve as the athlete representative for both the finance (#30 Replacing Jonathan Mosenson) and executive committee (#43 Replacing Kylie Hughes). Completing this follow through will place both the finance and executive committee into compliance with the USOPC audit guidelines.
  - Regarding the Board of Directors there are two choices; Either eliminate two board members or add one board member.

- Eric Steeles recommendation is to share this with the Board and have the nominating committee make the recommendations.
  - In addition, it is recommended that the Sport Medicine Committee be eliminated and that the Board of Directors or Executive Committee appoint a Chief Medical Doctor to conduct the annual review of standing medical orders and to also appoint a Sports Medicine Advisor to assist in the coordination of athletic trainers for USARS events.
- John Fearnow discussed having an outside CPA firm in Lincoln to do our accounting.
  - The firm charges \$90 an hour and was recommended by TBK services who handle the organization's audit.
  - The Ehlers Accounting Service would be doing 10 hours of work per month once everything is established, but it is anticipated they will need to do at least double the work for the first few months of implementation.
  - Firm would handle providing numbers, reports, reconciliations for monthly and end of year audit and taxes.
  - Rod Oliverius would have his position altered to accommodate the new Compliance and Audit Coordinator position. This new position would be in support of the outside accounting services and also have a significant emphasis on meeting the standards of compliance through the USOPC, US Center for Safe Sport, Nebraska Attorney General and our annual third-party financial audit.

Motion to hire the outside accounting firm (Ehlers Accounting Services) was made by Annelle Anderson, Michael Jacques seconded.

Motion passed unanimously.

Motion to direct the Executive Director and his staff to improve the membership database as needed was made by Heidi Permatteo. John Fearnow seconded.

Motion passed unanimously.

- Eric Steele gave the following Executive Director Report:
  - Inline Hockey sent over a proposal of the same slate of coaches as last year.
  - Senior Women's Staff: Head Coach, Dave Marmorstein (Peoria, AZ), Assistant Coach, Charlie Sgrillo Jr. (Langhorne, PA), Team Manager, Charlie Sgrillo Sr. (Jim Thorpe, PA)
  - Senior Men's Staff: Head Coach, Tim McManus (Rockville Centre, NY), Assistant Coach, Greg Thompson (Bayport, NY), Team Manager, Dave Marmorstein (Peoria, AZ)
  - Junior Women's Staff: Head Coach, Alex Morrison (San Marcos, CA), Assistant Coach, Charlotte Nicholson (Astoria, NY), Team Manager, Dave Marmorstein (Peoria, AZ)
  - Junior Men's Staff: Head Coach, Jim Tamburino (Westbury, NY), Assistant Coach, Steven Boddy (Eastvale, CA), Team Manager, Charlie Sgrillo, Sr. (Jim Thorpe, PA)

Motion to ratify the coaches and managers for inline hockey as given to us by the Sports Committee made by John Fearnow. Motion seconded by Kylie Hughes. Motion passed unanimously

- The Compliance Committee discussed the use of a standard guide post punishment that there would be a 2-yr. suspension which would start when they become eligible to skate (when their A/R is paid in full), if it is discovered through the grievance and reporting process that a member on the Accounts Receivable list has knowingly skated in an event for which they were not recognized as an active member in good standing with the organization.

Tina Brendle was asked to leave the meeting at 9:39 pm. Eric Steele provided the following details:

- Eric Steele proposed the following staff update related to staff organization and job duties.
- In the proposal the staff will assume the following position titles
  - Eric Steele, Executive Director reporting to the Board of Directors
  - Brent Benson, Sport Operations Director reporting to the Executive Director
  - Tina Brendle, Director of Support Services reporting to the Executive Director
  - Rod Oliverius, Compliance & Audit Coordinator reporting to the Executive Director
  - Frank Joutras, Support Services Coordinator reporting to the Director of Support Services
  - Megan Schuller, Sport Operations Coordinator reporting to the Sport Operations Director.
- In addition, the independent contract Sport Advisors will remain for Ricci Porter-Kmetz (Speed) and Pat Jacques (Figure). Peggy Young was also approved to serve as an independent contractor for Support Services.
  - The Sport Advisors will continue to report to the Board of Directors, with the Support Services contractor reporting to the Executive Director
- Salaries and compensation were also reviewed and approved.
  - Total staff salaries approved: \$265,220.50
  - Total compensation for independent contractors: \$45,030

Motion for approval made by Michael Jacques, Seconded by Annelle Anderson.

Motion passed unanimously.

Meeting adjourned at 10:00 pm. Submitted by Tina Brendle