



USA Roller Sports Fall Annual Board of Directors Meeting
Friday, November 6, 2020 – USARS Office/Zoom Meeting
Closed Door Executive Session

The meeting was called to order in closed Executive Session at 7:10 P.M. Roll was called, and the following were in attendance:

Board Members: John Fearnow -Board President, Michael Jacques – Chairman, Stephen Carter – Vice President, Fernando Regueiro, Annelle Anderson, Allison Kiger, Annette Stapleton, Erin Jackson, Heidi Permatteo, Danny Brown, Kay Gallatin, Misty Greer, Gypsy Lucas. Board members not in attendance included Tom Hughes, Kylie Hughes, Chalie Sgrillo, Jr., and Jon Roux

Staff: Eric Steele – USARS Executive Director, Tina Brendle – Recording Secretary.

Guests: Penny Marchiel – USARS Treasurer

Eric Steele and Tina Brendle were asked to leave the meeting at 10:30 P.M. to permit the Board to provide comments, concerns and feedback on the performance of the Executive Director and/or other staff members.

The Board Meeting was called into open session at 9:14 A.M., on Saturday, November 7, 2020. Roll was taken and the following were in attendance:

Board Members: John Fearnow – President, Michael Jacques - Chairman, Stephen Carter – Vice President, Kay Gallatin, Misty Greer, Gypsy Lucas, Fernando Regueiro, Heidi Permatteo, Annelle Anderson, Annette Stapleton, Allison Kiger, Danny Brown, Erin Jackson, Tom Hughes, Charlie Sgrillo

Staff: Eric Steele – USARS Executive Director, Brent Benson, Megan Schuller, Ricci Porter – Speed Advisor, Pat Jacques – Figure Advisor and Tina Brendle – Recording Secretary.

Guests: Penny Marchiel - USARS Treasurer, Peggy Young, Nellie Anderson-Lillie, Mary Allmond, Buggy Allmond, Vickie Bateman, Jim White, Janet Pavilonis, Jim Jost, Kelly Springer

Motion #1: by Gypsy Lucas, 2nd by Kay Gallatin
Ratify the minutes from the Spring Semiannual Board of Directors Meeting, May 2, 2020.
Carried Unanimously

The meeting began with a review of unfinished business.

Unfinished Business:

The Figure Sport committee is to re-write the international competitions policy, with any questions or discussions being directed to John Fearnow specifically for the Cup Series. John Fearnow indicated that he has not received anything indicating that this has been finished. The Cup series is still viable, but there have been no finalized policies that have come from the figure sport committee so there is nothing to report.

New Business:

Michael Jacques asked if there are any additions to the agenda. Fernando Regueiro stated he submitted a proposal regarding the bylaw review/revision. Heidi Permatteo mentioned wanting to discuss creating a new subsidiary.

Motion #2: To accept the agenda as proposed with above mentioned additions– Danny Brown
2nd – Gypsy Lucas
Motion carries

Motion #3: To create a working group to review/revise the bylaws to be completed by February 1, 2021 – Fernando Regueiro.
Fernando R. offered to lead the group and work with Eric S. to schedule the meetings. Kay G. recommended that the working group meetings be open to the whole board for those that want to attend.
2nd by John Fearnow
Motion carries

National Office and Confederation Reports:

President's Report: John Fearnow acknowledged that we've had a tough year on many levels due to Covid. Not being able to conduct Nationals and membership numbers being down all added to the financial hardships many organizations are facing, including USARS. However; he was proud of the accomplishments we have made such as the switch to Sport80, Penny Marchiel as Treasurer, procuring Michelle Ehlers as our new CPA, working with the Foundation to fix the basement and the purchase of a new floor with Cedar Rapids and Lincoln being willing to work with us on our National Championships dates due to Covid-19 without having to return any funds paid to us in advance. He thanked everyone for the continued support and dedication to the organization and the sport.

Motion #4 – to accept the President's Report - Annelle Anderson

2nd – Tom Hughes
Motion carries

Executive Director's Report: Eric Steele touched on his report – USOPC NGB Compliance will be the biggest thing we have to do for them this year. It's a massive document most of which we've already completed previously. Once certified, our certification is good for a period of 4 yrs. The Center for SafeSport has taken advantage of the downtime created because of Covid-19. They've cleaned up a lot of their backlog of cases nationally, and that Roller Sport's current case load is the lowest it's been since the Center's inception. We will need to again update our Athlete Safety Guide to align with the new MAAPP from the Center. We are now part of a Master Service agreement with the USOPC, which keeps all NGB's under one agreement with the Center. The new Empowering Olympic Act calls for a significant increase in funding to the Center from NGB's and the USOPC. We could see a nearly 400% increase by 2022 as a result. Our Strategic Plan was progressing forward as planned, but there is no doubt, that Covid has significantly hindered the plans progress. As a result, USARS will need to reassess the strategic plan as we wrap up mid-year and will need a board member to lead that charge from top to bottom. Nebraska Attorney General agreement finish line is in sight. Will submit the December report to the AG and then we're three months away from the final report needing to be filed on March 31. Penny Marchiel did an amazing job with Rod Oliverius and Michele Ehrler's help in getting the audit ready, which produced the best financial reports we've seen in over 5 years. Sport80 was implemented at the beginning of the current season and although there were a few struggles out there which were anticipated, overall, it's a much better system because NCSI and the Center for SafeSport is integrated within the system. Eric stated he was beyond proud of his staff for the hard work that they put in to developing the system with Sport80. Currently the system has an estimated 160 clubs chartered. As such, Eric S. was able to secure an additional \$10k more of funding for the next year from the USOPC to assist with the Sport80 system use, plus they will fund us again with an additional \$25k for the compliance related items. In addition, USARS was informed several months ago that we were going to possibly lose our USOPC hosted website, along with the funds that we receive for the hits to the website. USARS receives 2 – \$25k deposits a year from the USOPC as part of the digital marketing agreement. Eric was able to work with the USOPC to guarantee a one-year extension to the digital marketing agreement however; at the end of the USOPC's fiscal year 2021 year the USOPC is making the change. The understanding is that the USOPC is going to work with the smaller NGB's to see if they can package them together for cost savings.

Eric continued his report with an update on our National Championships. John F and Eric S were able to work with Cedar Rapids and transfer everything to 2021. John F was there when the floor was delivered and helped unload it to ensure it all arrived and was in good shape. Eric S. was able to see the floor when he visited Cedar Rapids. The arena and the floor were being stored in an area that was damaged during the Derecho windstorm in August, but the floor thankfully did not sustain any damage. Cedar Rapids is set to re-open and has been very

accommodating to us. We have received a bid for the 2024 National Championships from Reno NV and interest from Colorado Springs, CO. Property update – the building continues to age and as such continues to be expensive to operate. Two days ago, the basement furnace went. The repair cost us \$850 but it needs to be replaced at a cost of \$2500 however; And that while it was being repair the heating and air company discovered another issue on the roof heating unit which will cost \$1700 to replace.

Danny B asked if it makes sense for us to go out and explore the market value and marketability of the building. What kind of valuation would the real estate market give?

Motion #5: To have a feasibility study done and speak to at least 2 real estate agents and report back to the board with the findings by the end of Jan. 30 – Kay Gallatin

2nd by John Fearnow

Motion carries

Eric S. continued with his report indicating that we are down one staff member so we're operating with 5 staff with the former membership director's duties being split between the rest of the staff.

Recommended new business: There will be three completed reports on a new conflict of interest, whistleblower and gifts and entertainment policy to review later in the meeting. And there is a recommendation to insert new language into the Employee Handbook; both related to health care benefits for staff.

Eric Steele was asked to describe his daily activities and Michael J. asked what or how he is looking at reducing expenses.

Eric S. gave a snapshot of many of the duties tied to serving an Executive Director in USA Roller Sports. Items included dedicated time to multiple conference calls and meetings with USOPC, SafeSport, and compliance related items. And that, when it comes to items like auditing, compliance, and certification it has been the belief that maintaining the NGB status is critical, and thus the need exists to be up to speed by not only attending meetings, but that it involves reading and understanding regulations the organization is required to meet, finding the items needed for compliance, adjusting items when need be, and that it is essentially a never ending cycle. In addition, he oversees everything HR related, to include payroll processing, the retirement program, benefits program, staff meetings, taking the time to review multiple documents requiring signature, oversight of the building and house, being on call for all security issues, serving as the advisor to multiple committees, completing all reports to the Attorney General, the lead on receiving all grievances, complaints and SafeSport reports, to include investigations, National Championships planning, coordination and implementation. There is much more that comes with running a National Governing Body that most do not see that come

to an Executive Directors desk that simply take time, especially when the issues come directly from members, and that during the regular time of year, he estimates that he spends between 50-55 hours per week on Roller Sports and has always been available on weekends, holidays and personal vacation time. When Nationals is underway, he estimates that the hourly count moves to 70 hours per week. And that depending on the time of year, different items take up priority in the percentage of time given. Early on his tenure he encountered the monumental request for documentation from the US Senate and Congress, and other USOPC investigations, demanded of all NGB's and that for 2 plus years, SafeSport and USOPC Compliance have dominated the landscape of daily operations. Especially now going forward with the new USOPC Certification process for all NGB's. Covid has only complicated matters.

Regarding finances, Steele indicated that there has been many cuts within the office itself and the day to day expenses of Roller Sports, but that operationally the expenses are not elaborate or outside of what we should be using to do the business of organization. And that minor cuts can still occur and continue to occur in areas such as a new landscaping and snowplow service, or new copy machine service on the horizon, and some other areas. We still have existing contracts we must honor, and the expenses related to the building are realities that are not going away. In addition, Steele elaborated that he is happy to assist in any type of research and work related to implementing a better financial position for USA Roller Sports....but, he felt that because of the Attorney General Agreement and requirement for board oversight, that the recommendation on what to explore of significance, should come from the Board as a directive. He also pointed out that, he has given unlimited access to the finances when requested of key leadership from the board of directors, to include access of the daily Quickbooks, check approvals, and other high-level financial reports. Areas for example being research of the property value and sale, an analysis of sports, new ways to deliver the National Championships or creating a secondary organization or organizational partnerships. Steele also indicated that the staff had been successful in securing the PPP loan, and that while other grants were wrote by the staff, no funding was awarded to USARS.

Michael J. indicated a need to look at all items HR related to include salaries, layoffs, and benefits offered. Kay Gallatin, agreed that, there are not many areas left to trim regarding contracts and office expenses. Fernando expressed concern on the amount of time, the Executive Director spends toward compliance and that the role of the Executive Director should be to grow the business at this time.

Motion # 6: To accept the Executive Director's Report – John Fearnow
2nd by Misty Greer
Motion carries

Speed Advisors Report - Ricci Porter stated that with Covid membership and events are obviously a huge concern. In the speed community even pre-covid a lot of members would only

update their membership for an event specifically, so without events happening memberships are down. Thankfully, Mary Allmond has had 2 sanctioned successful events. Both Mary Allmond and Gypsy Lucas have events scheduled for Thanksgiving. Ricci stated she keeps hearing the skating or racing is not going on, but it is. There is a lot of speed skating going on, however; it's going on outside of USARS. There are barriers to entry with USARS and us being quick to the task of pivoting, going virtual and doing things outside of having to double check compliance. We need to think outside the box with virtual events. From a coaching education standpoint, it's always something that's been lacking in her opinion. We've taken this opportunity during Covid to when there is a little more time to get involved with some Coaches education. We've had 7-8 coaches participate in training videos which have been super helpful for our newer coaches. Even some not newer coaches have commented on how helpful they felt the training was. We have an active coach's forum on Facebook, and they have actively participated in that whether they're contributing or taking the tips to later contribute. We've obviously had to change our education that we're going through to apply to current situations. Finally, we're accommodating our members safely, however; our membership needs to feel that we are accommodating them safely.

Motion #7: To accept the Speed Advisors Report – Fernando Regueiro

2nd by Gypsy Lucas

Motion carries

Figure Advisors Report – Pat Jacques stated that Covid has impacted Figure skating a lot and that a lot of our rinks are still closed. A lot of their coaches are teaching outside in parks to accommodate. The webinars that the Academy Leaders put on this summer worked well and we had good attendance. The FSC also conducted "mini committees" – One called Building Skaters and a wonderful one with three teachers outside teaching and telling people how easy it is and telling them what the impact was for them. Pat stated she has received a lot of calls throughout Covid so far, especially coming into the fall from members and owners questioning why they should buy a charter or membership because at this point, their rinks are not open. She's told them that the office is here, and people are still skating and that we can't control Covid but that they need to make sure they are supporting the organization that going to try and support them. Most of her calls usually generate around Covid currently. Where can they find equipment to skate outside? Will there be a National's? Phone calls have decreased since rinks are still not open and people are working independently outside. There have been some artistic competitions but unfortunately, the bulk of artistic skating is still indoors.

Motion # 8: To accept the Figure Advisors Report – Fernando Regueiro

2nd by Gypsy Lucas

Motion Carries

National Museum of Roller-Skating Report –Nellie Anderson provided the report for the National Museum and stated that the museum website has been redesigned making it easier to navigate and they've produced several short video tours of the museum that could be used at trade shows. Amy Richardson was hired as a PT employee. We are using a new catalog software program called Catalog It which is working very well for us.

Our Museum Store is doing very well, and we continue to update our merchandise. They can sell our merchandise via the new web site store using a POS system. They hired Peggy Young as a consultant to work with Amy on training, to oversee the daily bookkeeping, and to do some of the jobs that they have neglected since losing the full-time curator. Her compensation is currently covered by one of our benefactors.

The museums largest fundraiser was canceled when the Las Vegas RSA Convention was canceled due to Covid. They hope that we can hold the raffle at the 2021 convention.

Currently looking at some other sources of fundraising. In September, the museum introduced their \$40 for 40 years fundraising campaign to the public in recognition of our 40th anniversary. These funds would allow for the updating of the museum with new display cabinets and some interactive displays. New WW2 exhibit should be arriving soon We would also like to add a traveling display to use at the regional meeting. There was a segment that was broadcast on CBS Sunday Morning about the Roller-Skating Museum.

Nellie thanked USARS for its exceptional support for these many years and hope that in the future we will continue to work together.

Motion # 9: To accept the National Roller-Skating Museum Report – Kay Gallatin
2nd by John Fearnow
Motion carries

Athlete Travel Endowment Fund Program update: – Michael Jacques stated that the current market value of Investments held in the UBS account is \$87,328.62 as of 8/31/2020. Principal in the endowment fund is \$78,341.28. Since we did not send a team to Worlds in 2020, the \$5,102.96 available will be carried over until the next Worlds. Kay G. updated the board of directors that may not know or may not have been involved with the conversations previously about what the Athlete Travel Endowment fund is used for. The money is set aside for the different disciplines and invested so that the proceeds from those investments can help the athletes get to Worlds. It's a great way to help the athletes get to Worlds and is tax deductible and shared among the current world team. Your donation can be sport specific. The amount that is harvested every year must be at least \$50 before we give it out. Proceeds or earned interest from the investment must be more than \$50 per athlete for it to be dispersed. Fernando

R asked how it's distributed. Kay G. stated that each athlete gets the same amount of money per sport discipline and the funds are only used for World Championship athletes.

Committee Reports:

Figure Committee Report – Ed Harney provided the report for the Figure Sport committee and summarized the motions passed or failed for each of the committee's meetings. FSC didn't have a lot to report after the Spring BOD meeting due to Covid. They made a concerted effort to get training webinars going for all facets of skating to take advantage of the down time due to Covid. Roll Art technical committee in conjunction with the Officials Committee did an excellent recent webinar on how to become an Official Referee, Tabulator, Meet Director for both Domestic and World Skate training. Figure Requirements were released on Sept 1 with minimal changes. Figure Rule books were updated and posted. Building Skating webinar had over 100 attendees. Building Skating Webinar #2 also had over 100 attendees. Selection of recommended Coaches to next World Skate level 1 training completed. Ed H. requested a policy and procedure be put in place to address the issue of any complaints done on Sport Committees that are received by the Board, Executive Committee, Executive Director, Chairman and/or the President of USA Roller Sports. There does not appear to be a process in which a complaint is lodged with the above mention Officers or high-ranking members of USA Roller Sports, which allows those complaints to be addressed by the actual Committee that is accused. The main focus of this policy change request is asking this Board of Directors to please consider a formal written process be put in place to allow Coaches or any member, the ability to complain to the their respective Sport Committees, and if not resolved can certainly take it to a higher level. However, that responsible person, must allow two sides of any complaint or discussion be heard, before any decisions are made and then a process established to address each issue for future membership and Committee satisfaction. John F. said that we would take this under advisement to make sure that it's addressed as some sort of action needs to be taken.

Motion #10: To accept the Figure Sport Committee Report – Kay Gallatin

2nd by Gypsy Lucas

Motion carries

Fernando R. stated that he feels it is extremely important that we have a mechanism in place for committees to be able to talk back to the entire board to escalate some of the issues when some of the decisions happen at lower levels of the organization. What Fernando would like to see is a group to develop that mechanism so that we can document it within the bylaws as an official mechanism. He feels that we can work it in with the working group that is doing the new bylaws by Feb 1. Fernando also feels that it should include a clause or statement that every communication that is related to an Executive Committee decision must be shared with the

entire board as standard procedure. Or if people are not comfortable with the bylaws working group working on this, we can create a separate working group to create a policy that isn't specific.

Directive #1: John Fearnow gave a directive for the bylaw working group to bring forth a new policy and procedure to add to our bylaws that deals with complaints from committees. Additionally, a procedure needs to be added within the bylaws for communication between the Executive Committee and committees and members so it can be discussed further.

Kay G added that the communication needs to go both ways with all parties involved.

Roller Derby Committee Report – Misty Greer reported that due to Covid there is not a whole lot going on. There was a recent situation with an Arizona team that was playing but they're getting serious back lash within the Derby community. As far as the future, the only things we have coming up is how we're going to do Team USA Tryouts so when things do start opening, we're ready to go. We're hoping to have at least 3 different tryouts in different locations. Ideally Nationals would be one, if RollerCon happens that could be a big draw as well and maybe one or more at privately owned rinks. We've already had some privately held rinks offer their rinks to us so that's getting lined up. Within the past we had good luck with the event passes being available so if that could happen again that would be super helpful. Some positive conversations have been started with JRDA and are looking forward to working with them in the future. Currently we're both offering assistance to each other so we're hoping that with Nationals coming up and Team USA try outs we're hoping that the relationship will be a bigger draw for younger members. The need to talk with MRDA about a similar relationship will need to happen at some point too. The Return to Play guidelines that 98% of the community will follow with an added paragraph of guidelines if someone were to apply for a sanction.

Motion # 11: To accept the Derby Committee Report – Kay Gallatin

2nd by John Fearnow

Motion carries

Speed Committee Report: Kelly Springer reported that he was excited to hear a lot of the things that Ed Harney talked about in his report regarding the communication factor between the committees and the BOD. Covid has completely changed our strategic plan. With Covid and losing Nationals we didn't expect to have anything incredible happen this year as far as action items. In the summertime the committee had a meeting and decided to put a hold on some of the work we were doing because we did not have the opportunity to see what the changes were because National didn't happen. Membership has got to be our top priority. One problem we have is that people are not renewing clubs, memberships or doing sanctions. We believe we must try to create a tangible value to our membership. Speed does not need the NGB. Only the 20-30 ppl going to worlds need the NGB. The largest race in the country had 4600 skaters at

one race and probably 90% have not heard of USARS. As an organization, we have got to start looking into doing something to explore other options – do we drop the NGB status? Consider class 7 memberships? Create a separate organization? Return to play/practice guidelines were submitted and basically stated to follow local guidelines, CDC and WHO.

Motion # 12: To accept the Speed Committee Report – Gypsy Lucas
2nd by Fernando Regueiro
Motion carries

Lunch was taken from 1:40 pm – 2:10 pm.

Inline Hockey Committee Report – No report given.

Rink Hockey Committee Report – Jim Jost reported that the Pan American Championship in Florida was pushed to next year in Sept. due to Covid. Return to play rules were developed using USA Hockey's guidelines but all these rules are covered by state regulations so some states may require masks where another wouldn't. There is no way for us to police these tournaments. Members are not interested in buying a membership unless they're going to Nationals or World Team. We need to pick a World Team to go to Florida next year for the Pan American National Championship. We're in the process of sending a survey to everyone we can think of in Rink Hockey to get their ideas to get the club committee participation up and running again. There is concern that the club committee members are not confident that anything they put forth to USARS really gets to them and they're not sure that USARS really cares. Summary of minutes submitted has some highlighted items that Jim felt needed to go through the board. Concern with Nationals this year with the restrictions that have been put in place by USARS with deposits. Very little time to pick a World team and put the deposits in and generate the money. Request that the venue for Nationals that dates get changed and moved up, so they have more time to field the team and get the deposits in to USARS. Eric Steele stated the preliminary dates we have scheduled for National are July 11-17th. Jim confirmed that would work for Rink Hockey.

Motion # 13: To accept the Rink Hockey Committee Report – John Fearnow
2nd by Tom Hughes
Motion carries

Standing Committee Reports:

Executive Committee Report – John Fearnow stated that he doesn't really have a report to give except to state that all the Exec. Committee minutes have been approved and ratified and were sent out to the BOD for review and that he hopes all of the members are doing their due diligence and reading the minutes. There was a concern regarding transparency within the

minutes and the release of all details from Executive Committee meetings, raised by Gypsy L. and follow up discussion occurred related to where is the line of what is shared and not shared via minutes to the public. After additional discussion, John Fearnow acknowledging that a better job can be done, apologized to the board.

There was also additional frustration shared about overall communication and that minutes in general across different areas of the organization's committees have swung from being too much information to now too little information. Additional context, as to the discussion around various areas needs to be added within our minutes, and that a balance must exist in presentation. There was also concern related to the office using the Blind Copy Method to distribute items. Some members wished for a way to reply all, while Eric Steele stated the intent wasn't for conversation around issues to not occur, but that when using traditional email and not Blind Copied, it's often times produces overwhelming reply backs and it is ineffective communication. Additional discussion occurred, and it was felt that the better idea would be to work with some better communication tools like Microsoft TEAMS for the distribution of minutes and ability to comment in specific documents. The office will explore options to increase communication and transparency.

Fernando R. also stated that the mentality of the Exec Committee should be to delay deciding until there is a BOD meeting whenever possible instead of the other way around. Fernando said that he understands the Exec. Committee deals with some emergency issues but that when he reads the minutes, he sees a lot of things that could be decided upon at the normal BOD meeting.

Additional discussion occurred around the concept and need for more frequent full BOD meetings. And that with virtual meeting and voting ability more could be reviewed fully by the BOD to create decisions more aligned with a full board review.

Motion # 14: To accept the Executive Committee Report – Fernando Regueiro

2nd by Annette Stapleton

Motion carries

Finance Committee Report – Penny Marchiel reported that membership and revenue is down. Currently the unaudited loss is \$242k for fiscal yr. ending Aug 31st. Anticipating \$10-15k additional adjustment/loss taking us to \$250-260k loss overall. Extra ordinary expenses included two audit fees of \$17k. Another Accounts Receivable write off \$6900. We wrote off about \$18k worth of old inventory. The Foundation helped us with mold remediation and continuous flooding issues in the basement. The Foundation has suspended our loan payments and interest. Our interest is accruing still on that loan. The Foundation also purchased the new floor this year which is being currently stored in Cedar Rapids. We received 100K from Cedar Rapids for Nationals last year which we have used for operating expenses but it's on the balance sheet as

accrued liability. We will go into the line of credit this month for our operating expenses. Cash Forecast did not include any revenue or expenses for Nationals. Usually we net about \$100-150k at Nationals. Consolidated a lot of the accounts to make the accounting cleaner. Sport80 reports are nice and are easier to reconcile to the GL. Fernando R. asked how long the line of credit would last? Penny M. stated that perhaps April/May at which time we'd have to start putting deposits down for Nationals. Expenses run about \$50k, but only predicating \$20k in revenue.

Motion #15: To accept Finance Committee Report – John Fearnow
2nd by Annette Stapleton
Motion carries w/1 abstention.

Compliance Committee Report – Eric Steele reported that the committee agreed on the need to have a re-training and kick off meeting when the new committee is decided. Compliance handles the cases. Since Covid, only 5 cases have presented, with 2 being dismissed, 2 resulting in warning letters and one resulting in a re-training requirement.

Motion #16: To accept the Compliance Committee Report – Fernando Regueiro
2nd by Kay Gallatin
Motion carries

Hall of Fame & Honors Committee: Annelle Anderson reported that due to the pandemic the committee felt it best that not to accept any recommendations for awards *except* for our Athlete HOF, Distinguished Service HOF and Coaches HOF. These awards are in honor for long exceptional contributions to the sport of roller skating and can be justified for presentation this year. There may be a possibility of an award that might come up that maybe someone would deserve if they've done extraordinary service throughout this pandemic but at that time, we would just have to address it later and that could be done at the Spring BOD meeting.

Motion # 17: To accept the Hall of Fame Report – Annette
2nd by Allison Kiger
Motion carries

Committee on Committees Report – John Fearnow stated that this was reviewed in the Closed BOD session last evening. Michael Jacques clarified, for those observing today's meeting, that the BOD met in closed session last evening and went through the list of committee's line by line and the reasons why the committee did what they did. After some discussion, the motion was made to accept the Committee on Committee report as shared.

Motion #18: To accept the Committee on Committees report – Fernando Regueiro
2nd by Gypsy Lucas
Motion carries

Roller Sports Athletes Advisory Committee Report – Annette Stapleton reported that Olympic Committee has a Rule 50, which is to prevent the athletes from protesting on the podium. We haven't had that problem, but the athletes are trying to get rid of it to be allowed to protest. 33% athlete representation on our board as we've discussed previously. SafeSport is also going to start taking on the verbal and emotional abuse by 2023 so those will no longer be kicked back to the NGB jurisdiction. This will also mean that they will add additional video training requirements for our members.

Motion #19: To approve the Athletes Advisory Committee Report - Gypsy Lucas
2nd by Misty Greer
Motion carries

Athlete Nominating Committee Report – Eric Steele presented the report to the BOD. The sports of Rink Hockey, Speed and the AAC positions were up for election. The results of the election were Bill Mihay for Rink Hockey, Erin Jackson for Speed and Annette Stapleton retained her AAC position with Joyann Barber being elected as the AAC alternate.

Ratification by sitting members of the Board of Directors who are elected athletes occurred with the following athlete only voting results:

Kylie Hughes – No Vote Given, Absent from the meeting.

Erin Jackson – Approve

Ali Kiger – Approve

Charlie Sgrillo – No Vote Given, Absent from the meeting.

Annette Stapleton - Approve

Fernando asked what the process would be for creating a Roller Derby athlete position on the BOD and whether we'd have to wait until next Fall to elect that person. Eric S. stated that we can do a special election for that position and we do not have to wait until next year. Michael J elaborated further and stated that we would have to announce the position to our members, allow the votes to be cast within a specified time frame and then the athletes currently on the board would have to ratify the winner just as we've done here today.

Motion #20: To accept the Athlete Nominating Committee report – Heidi Permatteo
2nd by Annette Stapleton
Motion carries

Elite Coaches Selection Committee Report – Eric Steele stated that the committee reviewed three candidates. All three did not qualify. A recommendation was made for someone that was approved, but it was discovered later that that person was already an Elite Coach. Eric stated that there more detailed application process is now in place. Heidi P. asked if they added the

interview process. She was contacted by two of the coaches and she specifically asked them, and they said they were not interviewed. Eric S. stated the interview process did not occur this last year, but the application process has been revised for this coming year to include an interview.

Motion # 21: To accept the Elite Coaches Selection Committee – Kay Gallatin
2nd by Gypsy Lucas
Motion carries

Special USARS Committees:

Communication & Technology Committee – Heidi Permatteo gave a brief report for the committee and stated that they are in the process of creating a cohesive look for social media across all the disciplines so they had the National office create a Canva account to help with this. Patricia Bauler has been working with Google classrooms for training purposes and we should be ready by the end of the year to use this as a training tool for coaches, officials etc.

Motion #22: To accept the Communication & Technology Report – Gypsy Lucas
2nd by Annette Stapleton
Motion carries

National Championship Planning Committee – Danny Brown reported that in the absence of a National Championship there is nothing to plan for at this time. Gypsy L stated that the Vendor packets have been re-done for 2021. There is artwork that needed to be corrected and the plan was to send out the vendor packets in January but asked whether we want to send them out without knowing for sure that there will be a National Championship in 2021. The consensus was that we move forward with the planning for the 2021 National Championships. Gypsy L said there will be questions from our Vendors as to whether there will be a refund policy or the possibility of moving funds to the follow year's event. John F. stated he would be open to either option. Eric S. stated that there are still vendors that owe us money from Nationals 2019 and for any vendors that still owe us money and want to be a part of the 2021 Nationals, they'll need to pay their past due balance first. Gypsy L. asked for the list of outstanding vendors to see if she can move things along. Kay G. said that from an accounting standpoint, refunding the money is better than transferring their money to the next year's event. Michael J asked if we're dealing with the same timeframe that we ran into last year with determining whether or not these events will take place because there are going to be questions as we get closer to our Regionals and Nationals as to whether or not they're going to happen. Can we wait until the Spring BOD meeting to make the call? Eric S. said those questions are already coming in on almost a daily basis and is the primary reason that membership is not coming in. Eric S. said that the Spring BOD meeting timeframe should be sufficient to make the call as to whether or not Regionals and Nationals takes place however; he doesn't think we're have the ability to get out

of any of the contracts this time around, because the pandemic is showing that events are able to occur unlike this past summer, where everything was more of a question across all sports. John F. stated that the force majeure clause should take effect, in the event we find ourselves having to cancel because of the pandemic.

Motion # 23: To approve the National Championship Planning Committee Report – Gypsy Lucas
2nd by John Fearnow
Motion carries

Special Committee on Education – Heidi Permatteo reported that nothing has changed since our Spring BOD meeting. One thing the committee has started working on in running 4 different webinars, free to our membership starting Jan. 10th. Nonmembers would be charged \$25, hoping through social media we can grab some of the people that have purchased skates during the pandemic. We have reached out to all the sport committees and Annette has reached out to the USOPC for some training tips. The Jan 10th training will be USOPC videos and Star Skate. The next training will be Figure followed by Speed and Rink Hockey, then Derby and Inline. Working with a member of our Comm & Tech committee. Want to try to capitalize with vendors and adds to try to make some money. If we can't get cash, perhaps we can get merchandise which will allow us to do raffles.

Motion # 24: To accept the Special Committee on Education report – Misty Greer
2nd by Fernando Regueiro
Motion carries

Academy Leaders Committee – Vickie Bateman reported that the current US World Skate Coaches Academy Leaders Committee is the first group of highly regarded coaches with no athletes or officials on the committee. The committee was formed back in Jan. 2019 through submission of resumes, recommendations through the FSC and our BOD which was sent to WS for a final decision of coaches to attend a 3 yr. training worldwide program. Upon completion of first yr. of training, they were tasked with promoting the values, techniques, terminologies and methodologies of our training to coaches here in the US. With the WS philosophy, their passion and goals for improving the quality of skating here in the USA from beginning to the elite level they began working right away with planning how to share this info via seminars and coaches here in the USA. Presented first in-person seminars in Apr 2019 but not yet designated as a sub-committee with USARS. Two months later in June 2019 the FSC recognized the need for continued education and training that they were already doing – at this point the FSC made them a sub-committee as stated in the FSC minutes from June 2019. Two months later in August, the FSC added a member to their committee as a WS liaison who was working closely with the WS organization. Currently they are a committee of 10 consisting of 4 dance coaches, 3 free skating coaches, 2 pairs coaches and 1 precision and show coach. Since then, they have

presented 2 consecutive yrs. of detailed educational webinars available to coaches that are discipline specific that share the WS information they were provided. They have created a spreadsheet for tracking Coaches participation in training and their accomplishments which has been deemed helpful to the USARS staff as tracking of training had not been done for some time. Since the Spring BOD meeting and after becoming a special committee we have accomplished the following: created our own mission statement, vision and strategies. Presented via Zoom level 2 discipline specific webinars in June and July of 2020, provided assistance to the rules committee on the FSC on updating the technical manual dictionary to include the ES terminology. Provided participation documentation to the FSC regarding special applicants that had applied for federation selected positions for the WS level 1 this year. Most recently helped our coaches w/open forum zoom presentation for questions and answers regarding the WS courses that are currently available now around the world. Most of their committee is currently attending courses for their 3rd yr. of training and will be bringing this info back to our coaches this coming summer as their classes end in May. Most importantly in conjunction with the figure advisor and her directive from the FSC the committee has developed a much needed and updated comprehensive system of continued education for our coaches including discipline specific testing and tiered levels of coaching certs which allow both our domestic and WA programs to follow in education. Currently working with the technical and office staff to input test data into Google classrooms to use as an online platform for coaches testing. This platform has been approved by the both the Academy Leader Committee and the FSC and we look forward to board approval to move forward with this program.

Fernando R. asked if the move to make this committee a special committee was done by the BOD or the Executive Committee. Vickie B. stated that the current selection of coaches this year went through the FSC, but she wasn't sure if it went through the BOD or the Executive Committee. Kay stated that the original conversation when this came to the BOD was that the selected people were going and USARS chose to help support them by paying for their trip so they were charged with coming back to the US to spread the word. No committee was formed at that time, it was just a matter of supporting them so they in turn supported USARS members. Vickie B. stated that the original committee that was selected back in 2019 is what currently makes up the Academy Leaders Committee. Last year, there were two additional people that went for level 1 training and this year there will be 5 more attending level 1 training. The original group of 5 plus Marie Gaudy who was added is the original group that went the first time and still make up the current Academy Leaders Committee. The first group went to Rome, but Vickie B stated that she didn't think the first group was tasked with coming back to train other coaches which is what her current committee was tasked with doing. Kay G stated that they were absolutely tasked with coming back and training which is why USARS paid for them to attend. Ed Harney added that the first group the BOD selected to go to Rome FSC didn't have any input on, which 2 members are no longer involved with the sport. The FSC got very involved the selection of coaches that went to Orlando for the first academy. Those discussions were what coaches would we be selecting that would be best to then train the trainers. When the Academy

Leaders were still under FSC as a sub-committee we wanted them to be added to add new blood and expertise. As we keep training each year through level 1, 2 and 3 Ed believes we can break these out into different disciplines and have various committees with freestyle, pairs etc. to continue to build this group higher and higher. Vickie B said there are some questions about the committee guidelines - whether they were a sub-committee or a special committee - how or when membership should be added. The FSC did want to add, for example, Jessica and Susan to the committee. Jessica is an athlete and WS doesn't like mixing athlete and coach responsibilities. They don't do it throughout their WS system. The question comes into play when you have a committee and have more and more people added, for example the freestyle area right now we have three new coaches going this year. If they're all added to the committee then the committee becomes freestyle strong. So, one discipline has stronger voting privileges than another. There are just a lot of questions about how members should be added. If it is under the direction of the FSC that's fine if it's special committee that fine too but we need direction as to how to move forward with those sorts of things. Regarding Rome vs Orlando the difference is Orlando was very discipline specific and Rome was not. Orlando geared more towards the specific training of coaching, judges, technical specialist, the RollArt system and judging. There were different seminars for each one of those disciplines where in Rome, it was one big room full of this is what our vision is, and this is what our priorities are going to be. Gypsy L stated that she feels that there is some miscommunication between the FSC and the special committee. John F stated that he would like to schedule a meeting between the two chairmen to sit down and talk this out. Fernando R suggested we establish some requirements so that the committee has a more defined structure and he feels like that's a responsibility of the BOD not the two committees.

Motion # 17: Motion to accept the Academy Leaders Committee report – John Fearnow
2nd by Tom Hughes
Motion carries

Directive # 2: To the bylaws working group, to find a clarification for all sports, something that is unique across the board, so that we can come up with a good alternative to give these committees direction as to how to handle it. To include a population of the committee members with the thought in mind being around how we do it and that do we don't add a lot of people to a committee, so it doesn't have uneven athlete representation.

New and Additional Discussion: There was a long conversation about money earned and earmarking funds for committees. Specifically, around what is permitted by being a nonprofit and not. Motions were started, then withdrawn with no end solution determined.

World Skate (FIRS): Fernando Regueiro reported that WS has concentrated on working on creating ideas and programs internally and following up on them and now they are moving in to developing academy programs for all sports. They also have another program where they are

creating instructional videos. WS moved the Roller Games to 2022. Normally that would mean elections would also move but, in this case, they are not moving, and elections will be done 2021. They were asked to create a 4 yr. plan for their sports. Sport Commissions are being asked to have representatives from each Continent.

Motion # 18: To approve the World Skate America report – Gypsy Lucas
2nd by John Fearnow
Motion approved

World Skate America (formally CPRS and Roller-Skating Pan American Confederation):
John Fearnow reported that they have had one meeting where the Pan-Am Championships game dates and location were set and right now, the plan is to move forward with it as of now. Gypsy L. stated that we need clarification from WS on the ages of members that are able to attend qualifiers. Data received from WS is not clear.

Motion # 19: To approve the World Skate America report – Gypsy Lucas
2nd by Tom Hughes
Motion carries

Meeting Adjourned at 6:30pm

The meeting was called to order on Sunday, November 8, 2020 at 8:00 AM

Attendees: Annelle Anderson, Stephen Carter, Kay Gallatin, Misty Greer, Erin Jackson, Michael Jacques, Gypsy Lucas, Heidi Permatteo, Fernando Regueiro, Annette Stapleton, Allison Kiger, Danny Brown, Tom Hughes, Jon Roux, John Fearnow, Eric Steele

Guests: Buggy Allmond, Ricci Porter, Tina Brendle, Brent Benson, Megan Schuller, Janet Pavilonis, Kelly Springer, Nellie Lillie, Peggy Young, Jim Jost.

Nominating Committee Report – Michael Jacques stated that the nominating committee report was sent to everyone for review. According to the bylaws the seats on the board are currently: Speed – Erin Jackson; Figure – Allison Kiger; Rink Hockey – Bill Mihay; Inline Hockey – Charlie Sgrillo. Officials – Kay Gallatin; Club Seat – Annelle Anderson; Coaches – Heidi Permatteo; World Skate Representative – Fernando Regueiro; World Skate America – John Fearnow; AAC Rep – Annette Stapleton; AAC Alternate – Joyann Barber; Grassroots – Gypsy Lucas; At-Large – Tom Hughes; At-Large – Stephen Carter. Three seats that we had last year but are not mandated by our bylaws are 1yr seats; 1 yr. At-Large Rep. Inline Hockey – John Roux; 1 yr. At-Large Rep. Derby – Misty Greer and 1 yr. Financial Expertise – Michael Jacques. An additional

proposed seat was to add in a Roller Derby Athlete seat since all other sports are represented on the board and an independent board seat, not related to roller sports that the USOPC has been mandated. In addition, Michael Jacques shared the officer recommendations from the Nominating Committee.

President: John Fearnow

Board Chair: Michael Jacques

Vice President: None, with needing to be filled at the BOD meeting

Treasurer: Penny Marchiel

Corporate Secretary: Eric Steele

Motion #20: To add a new Class 1 Athlete BOD seat for Roller Derby – Fernando Regueiro

2nd by Gypsy Lucas

Motion carries

Danny believes we can temporarily fill that seat with the intent to hold that election at a time going forward to allow the athletes to vote a person in that position. Eric S. suggested that we create an interim sport representative seat that would be vacated upon the ratification of the athlete seat that you wind up ultimately placing keeping the current role in place that would then vacate the day the athlete position is ratified then thus the sport is still represented at the table.

Motion # 21: To fill the Roller Derby Athlete seat, in the interim with Misty Greer, who is charged to represent the roller derby athletes until a qualified athlete can be elected at an election occurring in the next 60 days – Danny Brown.

2nd by Gypsy Lucas

Motion carries with 1 abstention

Motion # 22: To have an independent board seat as mandated by the USOPC – Fernando Regueiro

2nd by John Fearnow

Motion carries

Motion # 23: To re-establish a 1 yr. at large Inline hockey position – Danny Brown

2nd by John Fearnow

Motion carries

Directive # 3: John Fearnow directed the bylaws working group to give more equity amongst all the sports disciplines in board representation.

Gypsy Lucas nominated Jon Roux for the 1 yr. at-large position for Inline Hockey

No additional nominations were put forth

By acclimation the seat was awarded to Jon Roux for a 1 yr. at-large Inline Hockey position.

Motion # 24: To accept the club vote and accept Annelle Anderson as the Club vote for Director member – Gypsy Lucas

2nd by Tom Hughes

Motion carries

A request was made to go into closed session.

The BOD went into a closed-door session from 9:20 AM to 9:30 AM.

Motion # 25: To suspend the bylaws to allow the acceptance of nominations from the floor for all the seats - Danny Brown

2nd by Gypsy Lucas

Honeycomb vote used for anonymous yeas/nays: 12 yes to allow floor nominations, 3 no.

Nominees for the Grassroots Position:

Michael Jacques was recommended through the Nominating Committee.

Kelly Springer was nominated by Stephen Carter.

Motion #26

Honeycomb vote results: 9 votes for Kelly Springer and 6 votes for Michael Jacques, 1 abstention.

Motion # 27: To postpone the vote for the independent board member and to schedule a meeting to meet with the proposed independent board member so the entire board can meet

him – Kay Gallatin

2nd by Gypsy Lucas

Motion carries with 1 abstention

Board President Nomination:

Heidi Permatteo was nominated by Misty Greer

John Fearnow was recommended through the Nominating Committee.

Motion to close nominations – Misty Greer

2nd by Kay Gallatin

Nominations closed

Honeycomb vote – Heidi Permatteo 10 – John Fearnow 6

Chairman of the Board Nomination from the floor:

Motion # 28: To combine the Chairman of the Board seat responsibilities and the President into one position – Danny Brown

2nd by Fernando Regueiro

Motion carries w/ 2 opposed and 1 abstention

** There was a mention of a Directive to add the adjustment of officer positions to the bylaws by Fernando. John Fearnow agreed. Danny Brown said the directive should be to explore it – but no directive was actually given.

Nominations for Vice President:

Stephen Carter was nominated by Gypsy Lucas

Jon Roux was nominated by John Fearnow

Motion to close nominations – Kay Gallatin

2nd by Gypsy Lucas

Honeycomb results – Steven Carter 12, Jon Roux 3

Nominations for Treasurer:

Penny Marchiel was recommended from the Nominating Committee to serve as the Treasurer.

No other nominations were submitted

By acclamation Penny Marchiel will be the Treasurer

Corporate Secretary:

Eric Steele was recommended from the Nominating Committee to serve as the Corporate Secretary.

No other nominations were submitted.

By acclamation Eric Steele will serve as the Corporate Secretary

Executive Committee:

President – Heidi Permatteo

Vice President – Stephen Carter

AAC Representative – nominated by Kay Gallatin

Allison Kiger – nominated by Annette Stapleton

Kay Gallatin – nominated by Misty Greer

Motion to close nominations – John Fearnow

Motion accepted to close nominations

Accepted by acclamation

Foundation Trustees:

At their last Trustee Meeting, the US Foundation returned David Ramsey and Scott Kleiman to additional three-year terms. With the election of Heidi Permatteo as the USARS President, she will now fill the ex officio position provided to the USARS President as a Foundation Trustee, replacing John Fearnow. With the re-election of Annelie Anderson to the USARS Board, her ex officio position as a USARS Board Member on the Foundation remains in place.

Finance Committee Nomination: Michael Jacques is resigning from the Finance Committee and recommend Kay Gallatin take his place.

John Fearnow nominated Kay Gallatin

2nd – Fernando Regueiro

Motion accepted with 1 abstention

Motion #29: To accept the Conflict of Interest policy – John Fearnow

2nd by Kay Gallatin

Motion carries w/1 abstention

Motion # 30: To accept the Whistle Blower Policy – John Fearnow

2nd by Kay Gallatin

Motions carries

Motion # 31: Eric Steele stated that we need to add recommended language in the Employee Handbook that states all employees will contribute financially toward the healthcare plan, and that the determined amount will be reviewed annually and recommended via the budget through the finance committee and approved by the Executive Committee/BOD on or before July 15th each year and prior to each fiscal year start date of September 1. In addition, we need to adjust our Employee Handbook to offer an incentive plan for employees 65 years of age or older, to enroll in Medicare, with an incentive that USA Roller Sports will pay for Medicare Parts B&D and a Medicare supplement at least the equivalent of Plan G or a Medicare Advantage plan that provides similar benefits to the organizations current provider plan for employees under age 65.

Motion by John Fearnow

2nd by Danny Brown

Motion carries

The meeting went into Closed Executive Session. at 11:00 A.M – 11:45 A.M.

Open Session continued with the following:

Motion # 32: To create a working group to analyze the financial situation and to create a transition plan for the new leadership. – Fernando Regueiro

2nd by John Fearnow

Motion approved

The suggested group will consist of Heidi Permatteo, John Fearnow, Tom Hughes Penny Marchiel, Janet Pavilonis, Stephen Carter and Annette Stapleton.

Motion # 33: To adjourn the meeting – John Fearnow

2nd by Kay Gallatin

Meeting adjourned – 12:02 P.M.



**Addenda
2020 USA ROLLER SPORTS
FALL ANNUAL BOARD OF DIRECTORS MEETING
Lincoln, NE**

President’s Report.....Addendum A
Executive Director Report.....Addendum B
Speed Committee Minutes.....Addendum C
Derby Committee Minutes.....Addendum D
Figure Committee Minutes.....Addendum E
Rink Hockey Committee Minutes.....Addendum F
Inline Hockey Committee Minutes.....Addendum G
Executive Committee Minutes.....Addendum H
Finance Committee Minutes.....Addendum I
USARS AAC Representative Report.....Addendum J
2020-21 Officers and Committee Listings.....Addendum K