

**Executive Committee WebEx Meeting
February 17, 2020**

Attendance: John Fearnow, Board President; Michael Jacques, Board Chairman; Eric Steele, Executive Director, Annette Stapleton, Heidi Permatteo, Annelle Anderson, Tina Brendle, recording secretary.

Meeting was called to order at 8:06 P.M. CST.

- John Fearnow welcomed Annette Stapleton as our athlete rep. John Fearnow will be non-voting. Kylie Hughes and Annette Stapleton can both vote as athlete rep.
- Heidi Permatteo motioned to ratify the Rink Hockey manager for U19, Kevin Lemons. Michael Jacques seconded. Motion unanimously approved.
- USOPC Compliance – A discussion regarding the USOPC athlete compliance requirements took place. John Fearnow recommended that we approach the USOPC about suspending our bylaws at the Spring board meeting in reference to the athlete selection process timeline and would ask the athletes on the board to nominate a recommended/qualified athlete until the Fall board meeting. Eric Steele noted that if the USOPC says no to our recommendation then the only solution is to drop 2 non-athlete board members or potentially take the “red-light” on the compliance audit, which could ultimately mean the organization is subject to the Section 8 decertification process by the USOPC.
- 2020 National Update – John Fearnow sat in on the staff meeting last month during his visit where the 2020 National Budget was outlined. Both John Fearnow and Eric Steele feel the plan is solid and accurate moving forward on spending. Gypsy Lucas will continue to secure booth vendors however; there will be a written contract that Eric Steele will handle with those vendors to ensure we receive the booth rental payments this year up front.
- Fall Board Meeting is scheduled for Oct. 30th- Nov. 1st.
- Foundation Grant proposal – Eric Steele is working on the Foundation Grant proposal for the office building maintenance needs. The grant is projected to be at a \$70,000 request, and specifically designed around the issues with the basement/foundation. Phase one of the project has already been completed.
- World Team Speed Uniforms – Annette Stapleton motioned to overturn the Speed Committee’s decision to propose VIE13’s bid and move to accept CCN’s bid solely for the free product benefits to the athletes with no other benefits or obligations from USARS or the Athletes to CCN. Michael Jacques seconded. Motion approved unanimously.

- Budget approval – The Finance committee meeting was held last week, and the budget adjustments were reviewed and addressed to reflect a bottom line net ordinary income of \$7.00 in the positive. Currently the organization has over \$150k in the operating bank account but to date the organization has not paid all the insurance premiums in full, as the organization is currently using a monthly payment plan. In addition to date, the organization has not had fund any World Teams yet for this current year.

Annette Stapleton motioned to accept the budget for this year. Heidi Permatteo seconded. Motion unanimously approved.

- Replacement for Treasurer: 3 candidates were reviewed. John Fearnow spoke to them all extensively and he felt Penny Marchiel was the best choice. She has a skating and finance background and is retired so she has the time to devote to the position and is very willing to take on the duty. She would not serve as the finance committee chair at this time.

John Fearnow motioned to accept Penny Marchiel as the board Treasurer until the November board meeting. Michael Jacques seconded. Motion approved unanimously.

John Fearnow motioned to fill the Finance Chairperson position with Michael Jacques until the Fall board meeting. Heidi Permatteo seconded. Motion approved with 1 abstention.

- 2021-22 Nationals – The Lincoln Convention and Visitors Bureau has requested the organization sign a contract locking in 2021 and 2022 for the USARS National Championships.

Michael Jacques motioned to hold Nationals in Lincoln for 2021 and 2022. Annette Stapleton seconded. Motion unanimously approved.

- The Compliance Committee is required under the USOPC rules to have 20% athlete representation. Upon review it was discovered that one non-athlete must be removed from the committee in order to satisfy the requirement. As such, the compliance committee has made the recommendation that Joe Hanna be the individual to separate from the committee.

John Fearnow motioned to remove Joe Hanna from the compliance committee. Annette Stapleton seconded. Motion approved unanimously.

Annelle Anderson motioned to approve Eric Steele to sign the Sport80 contract. John Fearnow seconded. Motion unanimously approved.

- Michael Jacques discussed purchasing a new floor. There is concern about the amount or percentage of import fees that may need paid. John Fearnow will reach out to his contact that deals with imports and tariffs as a reference. A sample of the floor has been made available to make sure the floor is conducive to all our sports.

- Eric Steele received an email late last week regarding a member and post shared via their personal social media. And while alarming in content, it was discussed on how far the scope of the organization can reach. As such it was decided that if the issue does not reference or reflect USA Roller Sports or it's members directly, then the organization's reach in such a situation is non-existent.
- Board Members Not in Good Standing – A discussion was had regarding board members not in good standing. The organization currently has two board members who would not meet the good standing requirement. Michael Jacques, agreed to follow up with each member and remind them of their responsibilities. Until then, like any member of the organization not in good standing, they would be ineligible to participate.
- Michael Jacques asked Eric Steele why our payroll amount decreased. Eric Steele indicated that with one employee retiring and another museum employee resigning, that the funds naturally would reflect a decrease in payroll.
- A brief discussion occurred regarding the \$40,000 annual payment from the AAU to support the inline hockey program needs.

At 10:18 P.M. CST Eric Steele and Tina Brendle were asked to leave the meeting.

- There was a discussion about Eric Steele's performance review and contract extension.
- The next Executive Committee meeting was scheduled for March 2nd at 8pm central time.
- John Fearnow was asked to leave the meeting at 10:45 P.M CST and Michael Jacques lead the rest of the meeting and reported the following:
- A discussion about the Cricket Loft providing the sweats for World Team 2020 occurred without John Fearnow, as to eliminate any conflict of interest. The Cricket Loft will provide for the *new* World Team members at the members expense. There is no "trade" agreement with Cricket Loft in exchange for the contact. The Cricket Loft will be required to pay for their booth space. Cricket Loft will also pay for the Exclusive Rights to use the National Championship logo for printing.

Heidi Permatteo motioned to extend the contract with the Cricket Loft for the 2020 World Team Sweats. Annette Stapleton seconded. Motion approved unanimously.

Motion to adjourn the meeting made by Annette Stapleton. Heidi Permatteo seconded. Motion accepted. Meeting adjourned at 11:10 P.M. CST