

## **Executive Committee Meeting – Monday, July 6, 2020**

### **Meeting Called to Order: 8:06 PM Central Time Zone**

**Attendees:** President John Fearnow, Board Chair Michael Jacques, Annelle Anderson, Annette Stapleton, Heidi Permatteo, Executive Director Eric Steele & Recording Secretary Tina Brendle.

### **Discussion on Special Committees**

- Michael Jacques motioned to have any World Skate recommended committees named as a “special committee” with in USA Roller Sports that would report to the Board of Directors and not fall under a standing sport discipline committee. Heidi Permatteo seconded.

Motion approved unanimously.

As such the motion and approval would change the Academy leaders Committee associated with the sport discipline of Figure Skating from a sub-committee to a Special Committee.

### **Conference videos and training discussion**

- Annette Stapleton motioned to have the training videos offered free with the option to purchase for \$25, prior to Sept. 1, 2020. After Sept 1, 2020 users would have to purchase at a cost of \$25. In addition, any funds collected for educational program provided by approved committees, would result in 50 % of the funds going towards the USARS General Operating Fund and 50% to the approved committee fund to be used for future education programs or educational purposes. All educational programs would need to be pre-approved by the Executive Committee and/ or Executive Board of Directors when in session. Annelle Anderson seconded.

Motion approved unanimously

### **New floor update**

- The new floor is scheduled to arrive in Cedar Rapids, IA on Weds, July 8. Final payment of shipping fees, duties etc. (\$13,177.95) will be wired tomorrow. John Fearnow will visit Cedar Rapids to ensure delivery and proper storage.

### **Suspending the loan from the Foundation interest payments**

- Eric Steele was directed to send the formal request to the Foundation requesting approval to stop the \$1,600 monthly payment indefinitely, citing the Covid-19 Pandemic as the reasoning for the request.

### **Inline hockey request for funds to pay for setup of new hockey corporation**

- The Inline Hockey committee has formed their own 501c3 which would be used for the purposes of streamlining travel for international competition.

This action is identified as a potential problem that could intrude on the USA Roller Sports bylaws as they currently stand.

Eric Steele also expressed concerns that any formation of a separate non-profit with ties to USA Roller Sports should be completely vetted to the full Board of Directors and adhere to the transparency required under the Nebraska Attorney General's Consent Agreement with USARS.

Currently, the AAU funds have an estimated \$9,600 in funds being held by USARS. It has been requested that reimbursement payment be issued to Charlie Sgrillo II and Melanie Bogus who fronted the funds set forth for the creation of the 501c3.

However, because of the miscommunication between USARS and the Inline Hockey Committee's plans that brought both organizations to this point, John Fearnow stated that USARS needs to consider putting guidelines in place going forward as to how such action should be handled in the future. And that areas around a subsidiary name, logo use, intellectual property and so forth, must be established and that a bigger picture agreement between the AAU and USA Roller sports needs to be established.

As such, it was felt among the committee that at this time until the fall Board of Directors meeting, that the corporation shall not be officially recognized by USA Roller Sports. But, that repayment to the individuals who fronted the funds be reimbursed as an act of good faith.

Eric Steele is given the directive to reimburse the amount that Charlie Sgrillo II (\$590.35) and Melanie Bogus (\$310.85) incurred and the discussion on the status of the Inline Hockey Corporation be tabled to the fall Board of Directors meeting.

#### **NGB Certification renewal**

- Eric Steele stated that the USOPC has created a new NGB Certification process that will align with compliance auditing conducted yearly. Certification is expected to occur every 4 years, and will carry with it a subjectivity aspect in achieving the certification, that goes beyond the numbers and data associated with the audit.

#### **NGB bylaws impact on Foundation**

- Eric Steele stated that there has been a new trend and growing discussion that foundations tied to NGB's should consider having athlete representation serve on their boards, but it is currently not required. As such, USARS and the Foundation may want to collaborate on the possibility of establishing new terms and seating requirements for the Foundation, that are addressed within the bylaws of USARS.

#### **Inline hockey funds to USARS from the AAU**

- Michael Jacques reported that Keith Noll indicated that a check from the AAU would be cut on July 3<sup>rd</sup>. The amount was not specified. In addition, the consensus agreement among the Executive Committee is that the relationship with the AAU and USARS needs to be more firmly established and that at the least a Memorandum of Understanding or Agreement between the organizations must be established to provide consistency with interaction between the 2 organizations.

## **Athletes representation on board per USOPC**

- Eric Steele reported that the USOPC and NGB's are moving to a 33.33% representation requirement on athletes being fully in effect by the end of 2021. Understanding the 10-year rule vs. the 10 + rule vs. the 24-month active rule is going to be a bit of a challenge, and the role of the AAC is going to need to be expanded. In addition, there will need to be a review of our committees to determine which committees are standing vs. special committees. Groups like Elite Coaches Committee for example, may need to be re-classified in our bylaws as a special committee. As all standing committees will need to adhere to the 33.33% requirement. Specifically, it is important that as an organization this work begins now and not at the last minute during the 2021 fall Board of Directors meeting. It is recommended that this fall Board of Directors meeting not seat Non-athletes for more than a 1-year terms at the most, and that athletes should remain on 3 year terms. Once restructuring has been completed, and it is safe for the organization to adhere to the 33.33% requirements, then from there Non-athlete terms could then return to 3-year terms at the 2021 fall Board of Directors meeting.

## **Basement repair bids**

- Eric Steele reported that we still have significant water coming in the basement at the National Office. 3 evaluations have occurred on the property, with 3 recommendations/bids being submitted. In addition, it was recommended by Michael Jacques that the museum be included in potentially assisting, with the purchase of commercial dehumidifier as a way to protect the collection.

Michael Jacques motioned to accept the bid of \$15,230 from CLS to fix basement issues and to forward the payment request to the Foundation, as this falls under the grant previously approved by the foundation to implement the repair. In addition, Eric Steele is directed to request funds from the museum to cover the cost of the dehumidifier. Annelle Anderson seconded.

Motion approved unanimously.

- **Future funding on website and digital media agreement with USOPC**

Eric Steele reported that the USOPC is ending the digital marketing agreement tied to the use of the website platform at the end of 2020. Which essentially means a combined loss of USOPC financial assistance to USARS in 2021 of \$50,000. This is significant, and as such 23 other NGB's who are equally affected by this decision have expressed their concerns to USOPC Leadership.

**Executive Director Note:** On July 8, a message was received from the USOPC stating that the DMA would now be extended through 2021. However, 2022 is uncharted territory and as an organization, USA Roller Sports/NGB's currently on the platform will need to finalize their plans moving forward on how to participate in the DMA/website platform.... most likely a hybrid approach of shared revenue generation.

- **Extend deadline for resumes for Athletes for board seats until August 15**

Eric Steele, shared that to date the organization has received extremely low requests from athletes to serve on the Board of Directors and various supporting committees within the organization. This is significant, because the organization will need to move sooner rather than later in implementing the 33.33% rule. As such, it was requested that the deadline for submissions be extended.

Michael Jacques motioned to extend the deadline for submissions for the athlete board and committee seats until August 15, 2020. Annette Stapleton seconded.

Motion approved unanimously

- **Diversity and Inclusion**

John Fearnow stated that due to the current events happening in our country Heidi Permatteo reached out to him and they discussed at length the need for membership training and more discussion on diversity and inclusion.

At this time, it was decided that at the very least the call must exist to establish a working group or special committee that can study the issues at hand and look into positive solutions for the organization and its membership.

Heidi Permatteo, as agreed to begin the process of reaching out to members who could be interested in participating and exploring what the initial steps of forming a group/committee could look like and will report back to Executive Committee on any progress made.

- **Financial Accounts Access**

Michael Jacques pointed out that currently, Penny Marchiel does not have access to view the financial bank accounts. It was requested that the Executive Committee grant Penny Marchiel “view only” access to the USARS Union Bank and Trust accounts, as well as the UBS account. John Fearnow asked the committee if there were any objections from the committee. There were no objections.

Michael Jacques motioned to adjourn the meeting. Annette Anderson seconded.

Motion accepted.

Meeting adjourned at 10:01 P.M. Central Standard Time.

**\*\*\* Next meeting scheduled for August 3, 2020 at 8:00 P.M. C.S.T. \*\*\***