

MINUTES
2021 USA ROLLER SPORTS
ANNUAL BOARD OF DIRECTORS WEBINAR MEETING
October 22 – 23, 2021

USARS President and Board Chair Heidi Permatteo called the meeting to order in closed Executive Session at 7:05 PM on Friday, October 22, 2021, via a Zoom webinar meeting.

The following USARS Board Members were present: Heidi Permatteo-USARS President/Chair, Stephen Carter-USARS Vice President , Kay Gallatin-Treasurer, Annelle Anderson, Joyann (Barber) Donaldson-USARS AAC Representative, John Fearnow, Misty Greer, Tom Hughes, Gypsy Lucas, William Mihay, Fernando Regueiro, and Kelly Springer. Erin Jackson, Allison Kiger, Jon Roux, and Chalie Sgrillo II were absent. Ricci Porter-Kmetz-Interim Executive Director, was also present.

Heidi welcomed everyone to the meeting. Topics of discussion included the Committee on Committee Report, the Treasurer's Report, the USOPC, Safe Sports, vendors and an office recap. The meeting was recessed at 10:48 PM.

The USARS Board Meeting was called back to order in closed session at 8:00 AM on Saturday, October 23, 2021. The following USARS Board Members were present: Heidi Permatteo-USARS President/Chair, Stephen Carter-USARS Vice President , Kay Gallatin-Treasurer, Annelle Anderson, Joyann (Barber) Donaldson-USARS-AAC Representative, John Fearnow, Misty Greer, Tom Hughes, Allison Kiger, Gypsy Lucas, William Mihay, Fernando Regueiro, Jon Roux and Kelly Springer. Erin Jackson and Chalie Sgrillo II were absent.

From 8:00AM - 9:00AM the USARS Board received training relative to Conflict of Interests with David Patterson, USOPC Associate -Director of NGB Services.

The USARS Annual Board Meeting was opened to everyone at 9:15 AM. Heidi informed them the meeting was being recorded. Staff attending the open session included Ricci Porter-Kmetz-Interim Executive Director, Brent Benson-USARS Sports Operations Director and Megan Schuller-USARS Sports Operations Coordinator. Peggy Young took the meeting minutes.

Other guests participating during all or at varying times included Mykal Pedrazza, Janet Pavidonis, Bryce Robinson, Jim White, Brent Sisson, John Patton, Bryce Robinson, Mary Allmond, Reggie Brown-Culture Roll Committee Chair, and Kim Wall-National Museum of Roller Skating President.

President Permatteo asked the USARS Board Members to any disclose potential conflict of interest for discussions and votes that may take place at this meeting.

- John Fearnow stated he is a vendor at our National Championships.
- Kay Gallatin is running for re-election as the Officials representative on the Board as well as for the position of Treasurer.
- Joyann Donaldson is running for re-election as the Chair of the Figure Sport Committee.
- Allie Kiger is running for re-election as the Figure Sport Athlete on the USARS Board.
- Heidi Permatteo will be running for re-election as USARS President.
- Misty Greer is running for the Roller Derby Athlete seat on the Board.
- Stephen Carter is running for re-election as USARS Vice President.
- Gypsy Lucas is running for re-election as the Grassroots Board member.
- Jon Roux is running for re-election for the Inline Hockey Board seat (currently one-year, with special expertise in inline hockey).

Heidi asked that any other conflicts that come up should be stated when known, so they can be included in the meeting minutes.

MOTION 1: by Tom Hughes, 2nd by Gypsy Lucas

To ratify approval of the Spring USARS Board Webinar Meeting Minutes.

CARRIED UNANIMOUSLY

Only one topic appeared under Unfinished Business. Joyann Donaldson reported the USARS International Figure Skating Guidelines are now complete and were sent to the Board earlier this week. This item will be covered under the Figure Committee Report later in the meeting.

The meeting moved on to New Business. Ricci Porter-Kmetz, USARS Interim Executive Director, gave a status report on updated policies and procedures to be compliant with USOPC standards. The USOPC let us know the items we needed to work on, and ultimately gave us updates to updates as the USOPC guidelines and staff changed. The process has included guidance from Tom James, an attorney who specializes in NGB law and who USARS worked with previously. Some items for change will be handled during the current meeting. Once more updates have been completed, she will send the full document to the USARS Board and let them know of changes made since the last meeting. An explanation of why the changes were made will be included.

MOTION 2: by Kay Gallatin, 2nd by Tom Hughes

Ricci Porter-Kmetz, as Interim Executive Director, is authorized to update policies, procedures and bylaw as required by the USOPC as well as update our Safe Sport policies, etc., and bring them back to the USARS Board for review and final approval.

CARRIED UNANIMOUSLY

To reiterate, once any documents are updated, they will be sent with a summary of changes for discussion. The current President will determine this review process, not a staff member.

There have been some questions and confusion relating to the financial responsibility of sports committees as referred to in the Guidelines for USARS Sport Committees, last amended by the USARS Board on 11-2-2019. The Finance Committee has talked about rewording the responsibility for each Sport Committee's Finance Committee Liaison. It currently reads as follows:

Finance Committee Liaison - The primary role of the Finance Committee Liaison is to act as Treasurer for the Sport Committee. The responsibilities of this individual include the coordination and monitoring of the financial activities of the committee, the enforcement and sharing of financial commitments defined by the Finance Committee and the creation of a yearly budget for the sport to be submitted to the Board of Directors.

It was agreed it can be difficult to project expenses, especially if you have not been involved in prior arrangements or payments. Kay stated the Finance Committee needs to have a budget from each sport, or an outline of activities planned for the competitive year – such as anticipated events, the number of officials/leaders, estimated participation, charge per person, venue cost, equipment needed, etc. They can use this to establish an overall budget for the organization. The idea is to use this information as a planning tool, and not a grading tool.

Kelly noted his first year as Speed Committee Chair, this was difficult to ascertain. But it has become easier with experience and knowledge of what we previously spent. Joyann asked if the sport committees might be able to get the expenses from previous years to help with their projections. Kay believes this could happen once our accounting has been completed for the season and audited, probably by January 1.

Heidi suggested the USARS Board could establish a group to study these guidelines and clarify them for new Board and Committee members. This could include an update to the timeline and doing a better job of explaining what we need.

A brief discussion followed of USARS Board members serving as chairs of sport committees. It was felt perhaps this should also be looked at from a member perception standpoint. Currently, the Sport Committee Guidelines only state "A member of the Sport Committee may be a member of a subcommittee but shall not hold a leadership position within any subcommittee of that sport."

Joyann noted she is the Figure Committee Chair, but she is only on the USARS Board because of her election by USARS athletes to serve as the USA Roller Sports Athlete Advisory Council Representative. It was stated consideration should be given to who the electors are or were. Misty noted she is a USARS Board member and the Chair of the Derby Committee. She noted there are not a lot of volunteers who step up to take on the responsibility as Committee Chair. The USARS Board appoints the Sports Committees; and the committees chooses its chair, with ratification coming from the Board. It was stated this process does not indicate any undo control over the chair selection.

Fernando likes the idea of spreading leadership and giving opportunity to others, being more conscious others might want to lead. Kelly noted speed is already doing that. He stepped back from chair and was willing to help someone else do the job. They had two nominees who didn't want the position. Joyann experienced this situation as well with the Figure Committee.

Fernando suggested more conversations and the generation of some guidelines. Heidi noted this conversation gives transparency to the issue.

DIRECTIVE 1: Establish a special committee to review our Sport Committee Guidelines. The Committee shall include John Fearnow and Joyann Donaldson.

The USARS Board discussed member athletes skating in events not sanctioned by USARS and whether there should be penalties. It was noted many years ago, skaters who did this were suspended. Skaters who do this are not covered by USARS insurance. USARS wants to attract people and be open to increased participation in events.

It is also important to be certain everyone knows USARS is bigger and better than other groups, that we are the National Governing Body which can offer National Championships, national rankings recognized by the USOPC, etc. None of the other organizations can do this. We need to make them want to be a part of our system. Kay Gallatin noted it is understood it is an insurance and rules question for non-members to skate in our competitions, but it can also be a Safe Sport issue if they are over 18.

Regarding the issue of non-members skating in USA Roller Sports Nationals, Heidi has reached out to NGB Services for input, but has not yet received a response. Joyann also asked the AAC Representative this question and may hear back from them. Joyann or Ricci can get back to the USARS Board with any information received.

DIRECTIVE 2: Add discussion of skaters participating non-USARS events to the special committee created by Directive 1 above.

The next item on the agenda was an Executive Director discussion. Ricci, serving in an interim capacity, is extremely competent and has developed a good working relationship with Safe Sport and the USOPC. If changes are made, they should not be done until our USOPC recertification is complete. A plan needs to be made, either for succession or consideration of how we could retain our interim director. It is important not to hire someone who has no knowledge of our sport and who may have mediocre management skills. Conducting a search would be a good thing, even if we are able to retain Ricci in that position. USA Roller Sports will continue to use the process used to hire our previous Executive Director and expand upon it.

DIRECTIVE 3: Heidi established a special committee to develop additional criteria for selection of an Executive Director for USARS, to be brought back to the USARS Board for review and approval. Volunteers at this time included Kay Gallatin and Tom Hughes. Ricci Porter-Kmetz will also be included.

The next topic was the population and structure of the Elite Coaches Selection Committee and the criteria to be used for selection. The Committee on Committees had met and discussed this. Perhaps we should consider having one Elite Coaches Selection Committee per sport discipline. According to current procedures, granting this elite coach status requires a unanimous vote of the committee. The current make-up of the Elite Coaches Selection Committee includes one person per sport, with most on the committee relying on the recommendations of that person. We try to be transparent and compliant and not have conflicts. Perhaps we should utilize a structure that would permit applicants to be considered by a committee of each applicant's peers.

Other formats were discussed. Perhaps the Elite Coach Selection Committee could remain intact, with a sub-committee for each sport that could review applications and make recommendations to this overall committee. Or the sub-committees could be connected to each sport discipline committee, with their input going to an overall Elite Coaches Selection Committee, then to the Board.

USARS could eliminate the Elite Coaches Selection Committee altogether; and let the Sport Committees receive the applications and make their recommendations straight to the USARS Board. It was stated the inclusion of an overall Elite Coach Selection Committee to review recommendations, permits review of the applications on an unbiased aspect, and perhaps not basing the decision on personality but on achievements. There was also a recommendation for no change, as the current Elite Coaches Selection Committee was set up to recognize those who have worked hard to achieve excellence in coaching. There also seemed to be some confusion on the difference between this being a responsibility of the Elite Coaches Selection Committee and that of the Honors Committee and recognition being based on past performance rather than current.

It appeared that most agreed a unanimous vote should not be required. Heidi noted the existing Elite Coaches Selection Committee will need additional members to function. With so many opinions, Heidi made the following directive.

DIRECTIVE 4: Create a special committee to research and advise the USARS Board on recommendations relative to granting Elite Coach status, including whether approval should require a unanimous vote from the committee. This committee shall include Annelle Anderson, Tom Hughes, and Misty Greer. Their recommendations are due back by the first of November.

The USARS Board next discussed updates to the Bylaws to make them consistent with USOPC standards. The Board needs to discuss whether there should be consecutive term limits, for example after three terms in one position (nine years), is that director able to switch positions, or is their USARS Board service terminated? If the director is good as an official, but can also coach, can their expertise be evaluated for the coaching representative on the Board? How does the services as an athlete representative apply to term limits? For example, should serving as the USOPC Roller Sports AAC Representative count if that person moves into another Board designated position?

A motion was needed to fix some errors found in the Bylaws.

MOTION 3: By Gypsy Lucas, 2nd by Joyann Donaldson

Relative to USARS Board member term limits, update USARS Bylaws, Article V, Section 11, on page 25 to match what is shown in Article 5, Section 6, on page 19.

Relative to committees, update page 25, Article VIII, Section 10 to match Page 25, Article VIII, Section 9.

CARRIED UNANIMOUSLY

The USARS Board continued to discuss term limits for board seats. Ricci stated the USOPC has recommendations that are not sport-specific to USARS. Several thought two-terms should be the limit (terms are three years for Board members and four years for the AAC Representative).

Ricci noted that Article V, Section 6, terms are stated as three years, unless roll type states differently. Ex Officio seats are the result of service on either World Skate or World Skate America, and they should not fall under this limit. Some felt after being off the Board, that person should be able to reapply and if elected serve two additional terms, etc.

It was noted there needs to be a lot of discussion before decisions are made. It was questioned how to retain our history and knowledge while rolling people off the Board after just two terms. Perhaps we could have advisors to the Board, as has sometimes been the case. The Board needs to have more time to think about this with additional conversation.

Term limits for committee service was next discussed. Section X, states "There are no term limits for service on a committee, with the exception of Sport Committees as referenced in Section 7.A of this Article." Section 7.A states "Members may serve no more than two consecutive four-year terms."

It was suggested some of our non-sport committees need to have term limits and perhaps staggered terms to permit better planning when someone is removed or passes away. It was stated there is confusion among the committees on when their terms are up. A better clarification is needed, and the discussion should include term limits and term length.

DIRECTIVE 5: Add the items above relative to committees to discussions of the Special Committee previously assigned to evaluate the structure used to approve Elite Coach Status (Annelle Anderson, Tom Hughes, Misty Greer). Heidi agreed to also participate.

The USARS Board has been re-electing a representative to the Board for one-year terms who has expertise in inline hockey. Rather than do this every year, the recommendation was to make this a permanent three-year USARS Board seat.

MOTION 4: by Fernando Regueiro, 2nd by Gypsy Lucas

Standardize the position on the USARS Board to be for three-years for inline hockey expertise.

CARRIED UNANIMOUSLY (Following a preliminary vote, Jon Roux recused himself from the vote and abstained. Everyone voting unanimously approved this motion.)

Because of Covid-19 and closed facilities, skating and events have been limited. Last year the Hall of Fame and Honors Committee only considered candidates for Hall of Fame based on prior accomplishments, and not any standing or annual award given in recognition of more current activities. Hall of Fame and Honors Committee Chair Annelle Anderson wanted to know if the Board wished to return to providing its regular awards this year.

It was noted this year we had National Championships with skaters, officials, coaches, and judges. Athletes and staff have either participated in Worlds in 2021 or will be soon. It was agreed it is important to give recognition, especially with the hardships due to Covid-19. The call for awards

will go out this year with a deadline prior to the Spring USARS Board Meeting. The Hall of Fame and Honors Committee will meet to review and make recommendations to the USARS Board for consideration, with awards given at the 2022 National Championships.

MOTION 5: by John Fearnow, 2nd by Fernando Regueiro

USARS will present honors in 2022, as we did prior to last year when they were limited due to Covid-19.

CARRIED UNANIMOUSLY

The USARS Star Skate program was discussed. Gypsy reported in her region they added Star Skate events to their league meet. The skater could only skate Star Skate, and not any other competitive event. They could wear rental skates, recreational inline skates, etc., and could wear whatever they wanted. The first time included was in May, they had a meet last month, and it will be included at their Thanksgiving competition and moving forward. This encourages class skaters to skate in local competitions. They become rising stars within their region. It is class skaters against class skaters and provides a progression of joining a class with a culmination in competition. The program can be utilized that way, or not. While taking place during the same event, it is not a part of the standardized skate competitions. Star Skate is truly a beginner level for "babies against babies"

Gypsy mentioned the need for national guidelines to be established. Currently it is not consistent. We should not have guidelines for skating within a single region which are different for national or cross-region participation.

MOTION 6: by Gypsy Lucas, 2nd by Allie Kiger

Allow Star Skate to be a competitive event, with a directive to the Education Committee to come up with parameters for use of the program.

Following discussion, this motion was TABLED

This discussion was tabled until Heidi could consult Foy Insurance relative to insurance questions. An electronic vote can be conducted after the information is shared with the Board.

A seven minute break was taken, returning to session at 11:30.

Heidi Permatteo, USARS President, gave a brief report. Most of her President's Report was covered during the closed session the night prior, as well as in other discussions already had. She thanked Brent Benson and Megan Schuller. They have made things happen behind the scenes. She is thankful for their continued service through a difficult year. They have fielded calls regarding membership, staff issues at nationals, world championships and given more than 100%. Heidi thanked Stephen Carter who has been fully engaged as the Vice President, involved in decision making, discussion, advise, etc. Lastly Heidi recognized the dedication of Ricci Porter-Kmetz, who has dedication like no other she has ever seen. Ricci stepped in at a difficult time and we are in a better place with Safe Sport because of her. She always performs over and above what is expected. It has been an honor to work with her.

Heidi noted it has been a very challenging year for USA Roller Sports. We have come out better than we could have hoped for with our National Championships. Virtual events have helped with

our cash flow. Our volunteers, board members, and committee members kept the organization running. She thanked everyone for their services.

USARS will end the fiscal year with a positive cash flow. We have to keep working hard. We need to find a way to support our world class skaters. We need to invest in our officials and coaches. Again, she stated she cannot thank everyone enough for all the work done.

Ricci Porter-Kmetz, Interim Executive Director, wanted to echo much of what Heidi said. Much of her report was also covered earlier. When she stepped in for a three-month time period, we found out where we were at with Safe Sport and the USOPC, and her efforts were immediately focused on that work. She thanked Heidi for all she has done with the USOPC, Megan Schuller and Brent Benson for their involvement with Safe Sport and everything else they have now been drawn into. She thanked everyone she has called for help and/or advice. She too noted Steven Carter has been super active in his role as Vice President. He has background in multiple roller sports. She could go on and on. Heidi has been engaged and welcoming and willing to step in.

Ricci's main item has been working with compliance-related issues, which has already been covered. She asked for questions and comments from the board regarding what she has been doing or if there was something she should be doing. Nothing was forthcoming.

It was announced Kim Wall, the National Roller Skating Museum President, would connect later in the meeting to report on the National Museum of Roller Skating.

Annelle spoke on behalf of the US Foundation for Amateur Roller Skating. Its trustees have been happy to provide support to USARS over the years. This year the Foundation approved funding from USARS to purchase a portable organ and equipment for video streaming. In addition, the Foundation will be providing a continuous grant to help pay expenses and training associated with preparing and competing while representing Team USA at the Pan Am Games.

Kay Gallatin, Treasurer, noted the efforts of our president and staff to help make serious cuts, sometimes choices that were not popular. A two-year comparison does not properly recognize where we are at because of the major events that were cancelled. This caused a trauma for cash flow. We did have National Championships in 2021. This was awesome for mental health as well as for the bottom line. The loan balance with the Foundation has stayed the same, but payments suspended at this time provided a cost savings.

Membership dollars were higher in 2020 than in 2021. We had memberships prior to the start of Covid-19. At the beginning of 2021, we were still in the pandemic with activities limited and facilities closed. Our membership numbers increased with the participation in the 2021 Nationals. There was no AAU income in fiscal year 2020-2021.

There were significant salary decreases starting January 1 with reduction of staff. Our insurance payment procedure was renegotiated resulting in an expense reduction. Additional income was received from grants. Fewer memberships resulted in less expense in background checks. The copier lease and phone system agreements were renegotiated, resulting in a change of equipment and reduction in expense. In fiscal year 2020, there were more expense in repairs and maintenance. John Fearnow, as USARS President, obtained support from the Foundation to fund those repairs.

Kay advised in the future we need to be more proactive than reactive. In this year's budget there were differences in how funding provided by USARS should be used. In the past it has gone to support team staff.

Kay has struggled to figure out how we can best compensate officials at our National Championships, volunteers who put in long days. She questions recruiting more officials to spend 50 to 60 hours on an event and still provide the same expense compensation as we gave ten years ago. We couldn't have a National Championship without officials.

We appreciate everything the staff has done, they stepped up and did an excellent job. It is time to figure out how to lift the burden. There has been a directive to Ricci to study the office and its needs, perhaps getting interns or one more paid staff member. Kay thanked everyone for listening and having her on board for the last six years and allowing her to be the Treasurer. Kay noted the Board was sent detailed reports as well as copies of reports that went to USOPC. There was a draft of our final expenses, which is representative of where we should end up. Heidi noted the only outstanding debt USARS has now is the loan from the Foundation.

Heidi stated the question about AAU funding will be pursued with Keith Noll. Jon Roux suggested he could best give information on the background of these funds as well as answer questions relative to current funding from the AAU. Jon confirmed that anyone on an Inline Hockey World Team who did not hold a USARS membership has not been allowed to participate.

Allison noted the expenses are high for World Team members and appreciated the work done for them. Joyann also agreed anything we can do to help athletes would be appreciated. Further, it is important to provide better financial support for our officials. In the roller figure skating sport, many are older, as they are the only ones who can afford to volunteer for such a long period of time. They do an important job. We need to be able to fill those positions when they become vacant. Getting additional funding for athletes and for officials is really important for our sport.

Kay announced USARS had received a generous donation for the USA World Speed Team this year in the amount of \$11,500. This came from Dan Shea and Stephanie Stokes and represents \$500 per athlete. The Board expressed their appreciation.

Kim Wall, National Museum of Roller Skating President, joined the webinar meeting. He has been in rink since he was born. He was elected four years ago as the Museum President. While not in the Museum he talks to Peggy every week and she has helped him with reports etc. He noted the Museum was closed when USARS was closed due to Covid-19. Our museum staff member worked from home. Our raffle did not occur in 2020, but we did have income from Give to Lincoln Day.

For 2021, Kim again touched on the Give to Lincoln fund raising program, the museum raffle held annually at the RSA Convention and there was a fund raising skating party during the RSA Convention hosted by Brad Armstrong. Billy Thompson sold t-shirts with funds going to the Museum. We are looking at the possibility of a new fund raiser next year and are open to ideas. He noted the Museum is debt free.

Amy Richardson, our archivist during this period, has moved on but is still available to us. Alexis Cruz has replaced her and proven to be very capable and is doing a great job so far. The Museum is working toward submission of an application for a grant, which could be used to purchase some

professional grade equipment, such as a camera, scanner, lightbox, etc. This will bring us further into the digital world and allow for improved records of all of the Museum's artifacts.

We are sad to note the passing of Bud Engle. Bud was a member of the USARS Foundation Board and a Trustee on the Museum Board. Bud, with wife Shirley, was one of its largest donors. He was a source of information who will be truly missed.

Kim noted Museum memberships are down, and this will be discussed at the next Museum meeting. We are looking at rearranging the displays in the Museum, so visitors would not see exactly the same things, and with our permanent displays being presented in a better way. The museum has a new display professionally designed featuring roller skating during WWII. Another new display is almost ready for installation on charities that have historically received support from skating.

Museum Trustees truly appreciate what USARS does for us by providing space and many other things. Whatever is good for USARS is good for the Museum and for roller skating and skating rinks. We all need to work together to build skating. Heidi thanked Kim for his report.

A lunch break was taken at 12:18 PM. The meeting was called back to session at 1:00 PM.

The USARS Board next turned to Committee Reports. Misty Green, Chair of the Roller Derby Committee, reported other than the National Championships, there has not been a lot of activity due to Covid-19. Overall, their skaters had a great time at Nationals and are eager for what comes next. Behind the scenes during setup there was some confusion, and much of the work had to be done when they arrived.

Work had to be done on the floor and time was spent time setting up for live feed for hockey. There were locker rooms perfect for their use, but it took a while to get access to them. The WFTDA did not allow skaters to skate in our event. The previous agreement with them for cross-insuring is no longer in place, so only USARS members were able to compete. USARS needs to work hard on building its derby membership.

Two teams want to host tournaments in the future. The Committee is working on establishing an event pass for a single tournament. We are now waiting to hear if this can be done and the price, relative to insurance cost. RollerCon will not be happening this year. There is discussion of doing a two-day skate park event for adults, again waiting for insurance costs. The Derby Committee has publicly announced December 4 for their first USA Team tryouts, which will take place in Gypsy's rink in Texas.

Gypsy asked what the Derby Committee is planning to educate people on the LGBTQ community. Steven Carter said there is a lot of USARS bashing saying our organization is anti-tran and anti-non-binary. However, USARS welcomes everyone. Perhaps we need to make a blanket official statement but be careful how we approach this issue and be sure it is stated correctly, so it is not open to scrutiny. Perhaps we need a gender form for trans or non-binary to use to declare. This would be required at a higher level. He feels on a domestic level we have autonomy to do different things.

Misty questioned why the cost of the derby membership card is more expensive than for other USARS disciplines, because of higher insurance costs. Other sports have contact too. Heidi has

provided information on the game to our insurer and asked them to provide an explanation. It is hoped that cost can be reduced so the cost of a derby membership card can be reduced.

Kay questioned whether single event cards are included in the member numbers sent to our insurer each month. Heidi indicated this is also being reviewed.

MOTION 7: by Allison Kiger, 2nd by tom Hughes

To accept the Roller Derby Committee Meeting Minutes. See Addendum A.

CARRIED UNANIMOUSLY

Kelly Springer, Chair of the Speed Skating Committee, reported speed skating has also been on a roller coaster this last year. There is lots of evaluation of how Nationals went. They are using survey money to get input on having open national championships versus using a different qualification process. There have been a wide range of opinions, and the committee is working on how to move forward. Their biggest dilemma is in moving events, changing qualification requirements, etc. He said it has been challenging to set up and be consistent and be successful. However, he feels it was a fairly successful year. Both the Indoor National Championships and the Outdoor National Championships did better than was expected. The World Championships begin this next week. Receiving correct information has been a problem for the Speed Committee in their planning for participation.

Kelly stated the Speed Committee Meeting Minutes were sent to the USARS Board, however they were not sent to the committee first. Prior to Board approval, he wants the Speed Committee to review them. He is looking forward to next year and in offering and updating clinics that have been successful in the past.

MOTION 9: by Tom Hughes, 2nd by Gypsy Lucas

Send the Speed Committee Meeting Minutes back to the Speed Committee for their review and approval prior to USARS Board acceptance.

CARRIED UNANIMOUSLY

Brent Sisson, Chair of the Rink Hockey Committee, said this was his first meeting. He thanked USARS staff members Brent Benson and Megan Schuller for their help. Rink hockey had a good turnout at this year's National Championships, all things considered. Brent became the chair one month before Nationals. Being there he realizes hockey is in a rare position now to review how we look to others, etc.

The facility was awesome for most sports, but not for hockey. He liked the floor. It has been a dire year for rink hockey. He noted another group is hosting a tournament in February that offers cash prizes. We are doing the best we can for a year damaged by Covid-19. The committee will be asking for more assistance than normal.

Brent Sisson said the National Championships turn-out was great, the floor was decent, but there was an issue with referees. The Rink Hockey Committee is asking for help to bring in two paid World Skate international referees. He expressed his appreciation to Michael McKay who was able to get a grant for live streaming. It is difficult to find people to do this work voluntarily, and they would like to get compensation for live streamers included in next year's budget. His biggest

personal request would be for new USARS dasher boards/rink walls. Our current dasher boards have probably been used for the past 15 years or more and have needed to be replaced for a long time. The manufacturer is no longer in business. These walls have been held together in an unprofessional manner using 35 water barrels. He feels replacing them will cost up front, but this will result in a long-term savings.

Rink hockey would like to have an announcer, like derby and speed have. This will make the competition appear more professional and be beneficial for everyone, with the ultimate goals of all changes to attract kids and parents. Stephen Carter indicated the derby announcer may be interested in becoming the announcer for rink hockey. It is understood one announcer cannot cover the entire event, but there are parents who could help out.

Scorekeepers work from 10:00 am until 10:00 or 11:00 at night. It is a hard and demanding job. They would like to give more compensation on travel and hotels for scorekeepers. Brent Sisson thanked Heidi and Stephen for the attention they have been giving to their sport. He knows what USARS is doing and is working to get the message out that USARS cares.

Gypsy asked if the Rink Hockey Committee can put together a budget for the National Planning Committee to include the costs for the referees, an announcer, increased funding for scorekeepers and the cost of a new dasher board, etc. If a new dasher board is purchased, it should be one which can be put up in any location (perhaps even a hotel ballroom). This year the figure practice took place on their floor, so whatever is purchased can be used by our other sport disciplines.

MOTION 10: by Annelle Anderson, 2nd by Gypsy Lucas

To approve the Rink Hockey Committee Report and Minutes. See Addendum C.

CARRIED UNANIMOUSLY

The Figure Sport Committee Chair, Joyann Barber, also noted it has been a tough year. Roller Figure had a successful National Championships, and the turnout was better than expected. There were some problems during Nationals they plan to address. Covid-19 obviously was detrimental, the days were long, starting at 6:00 am and going past midnight. This year the World Championships took place in Paraguay. The Junior Team brought home three medals (one gold, one silver and one bronze) and there was one medal won by a Senior Team athlete. She had previously shared some guidelines for attending international competitions (other than the World Championships). Their rule book has been approved with some minor changes.

She is excited to work on improving our image in the field. The competitive requirements went out to the field early, for their input. They have completed the internal competitions document, and also had their rule book approved with some minor changes.

MOTION 11: by Allie Kiger, 2nd by Gypsy Lucas

To approve the Figure Sports Committee Meeting Minutes. See Addendum B (including International Rules).

CARRIED UNANIMOUSLY

Heidi stated Culture Roll is a new sport which has been invited to come on. Reggie Brown is their Chair. Other members of their board include Darius Stroud, Jeri Marie Baskerville and Amirah Palmer. Reggie noted everyone faces challenges with their sports, but we need to keep our heads up, and push forward. On October 17 they had a community discussion to explain to their participants what USARS is, what it does, what it means to be a member and how an NGB works. This is all new territory for them. They needed to clarify some things and educate those lacking this understanding. It was a great discussion, and they answered a lot of questions. Many had no idea of why it is important to be a member. They plan to make sure they educate people. There is a lot of international participation on call, however, they first must organize competitions in their own countries.

Culture Roll has finalized their Board, but still is missing an athlete. They would like to get with people who are current USARS members who practice their discipline, and they could perhaps join the USARS Board further on along in the process. He understands there is a learning curve. They are working on their rules and educating others on how to expand.

They have a lot of corporate interests and sponsors who could be utilized for all sports. There are some things they may be able to help with. He is looking forward to getting more information and clarity on different aspects. For a new sport they will need a lot of support. He appreciates everyone's patience. They are here and ready to contribute. Reggie plans to have weekly meetings and will be working on their competitive structure for next year. He thanked everyone for their time. Heidi thanked him for his report

Heidi stated the Executive Committee has only met once since the Spring USARS Board Meeting. There was a delay in the vote on the Officials board seat and the athlete position, so that will be completed shortly following this meeting. She further stated her belief it is more important to have Board calls to include everyone, rather than Executive Committee calls.

MOTION 12: by Annelle Anderson, 2nd by Tom Hughes

Accept Executive Committee Meeting Minutes. See Addendum E.

CARRIED UNANIMOUSLY

Kay Gallatin gave the Finance Committee Report. She mentioned the importance of receiving proposals from each sport for things they need for their next National Championships. We need to be looking for grants and other additional resources. We need to have conversations now on officials and how to pay for them. What is proposed results in a difference in the cost to run their event, so the conversations need to take place now so we can make these proposals happen.

MOTION 13: by Tom Hughes, 2nd by Kelly Springer

To approve the Finance Committee Minutes. See Addendum F.

CARRIED UNANIMOUSLY

Gypsy Lucas gave the National Championships Planning Committee's Report. Overall, they were happy with the venue this year. We try to keep our members as safe as possible wherever we go, however, there were some things they were not aware of.

Moving forward we need to make sure our championship site managers are prepared, especially with new facilities. Even then, no matter how much we tell them, they don't always believe what we say.

The new floor, purchased by the Foundation, was used for rink hockey competitions and as the practice floor for figure skating. We had never put it together before, and it took two days to prepare. This put derby behind and speed and figure behind with rolling new plastic. This floor is something new and has its own learning curve. Now we know how to put floor together.

Any complaints on officiating need to go to our Sport Committees. The National Planning Committee is about setting up and running the event as a whole, having the needed supplies, making sure food and beverage service is good and whatever else is happening behind the scenes. Someone there has to be a liaison between the individual sport and the national office.

The Meet Director must coordinate the competition and not deal with the venue. We may need to add an addition compensated position to do this. It is a great time to make changes to move forward. Gypsy talked about trying to utilize locations that have larger impact. Perhaps running all sports simultaneously during a ten-day period, like World Skate does for their World Roller Games. This might make our event attractive to more locations, those which cannot give 30 days for our use. Using a larger city could provide better access by air, more hotels, bring in more spectators, maybe more athletes, and they may stay and visit local attractions. This could also cut down on the cost for officials and staff. We cannot ask someone to voluntarily work 30 days and not pay their expenses. With cities coming back on-line and travel picking up, now may be the time for a format change.

Following the conclusion of the National Championships in Iowa, the National Championships Planning Committee had a brief meeting to discuss plans for 2022. All agreed we need to start working on event planning and event running earlier. We need more hands on helpers. This event is a huge task.

Mykal Pedrazza gave a report from the Education Committee. Mykal said he is happy to pick up the ball and start running down the field. He needs photos, clips and verbiage for each discipline from the ground up, beginner to world teams getting medals. He wants to be fully focused on it. He is able to produce through narration, photos and videos, a commercial that can be sent out. It can include a tag line that states "For more information, contact your local rink or USA Roller Sports."

We need to broaden our net to capture more skaters. Mykal is connected with a rink filled with birthday parties. They run a promo and he answers the calls. He SELLS them their premier packages. He works with his rink operators to promote the Star Skate program. He is scrambling to get things more prepared for Nationals, and he is excited about the contests and competitions. He took seven "rising stars" to the Texas Roller Games. All have now transitioned to their competitive

team. This happened because they were in an event where kids were doing standard events. If we replicated this format for all disciplines, he believes membership could go up.

A moment was taken to recognize the passing of Richard Kounce, Mykal's spouse. Most connected to the meeting knew Richard. On behalf of the Board, Allie stated how much we appreciate all Mykal and Richard have done for skating and our sorrow for his loss. She said "Richard will be skating with us forever".

No one was connected from the Communications and Technology Committee. Minutes from their meeting were included in the agenda packet.

MOTION 14, by Tom Hughes, 2nd by Kay Gallatin

Approve the Communications and Technology Committee Minutes. See Addendum G.

CARRIED UNANIMOUSLY

Next up was the Committee on Committees. During the Friday night meeting, USARS Board members reviewed their recommendations and suggested changes. Heidi restated the changes and will update the report as recommended and send to the Board. Notification should go out prior to publishing the lists of committee members as approved.

MOTION 15: by Gypsy Lucas, 2nd by William Mihay

Approve the Committee on Committees Minutes as amended. See Addendum H, which includes the final Committee list for 2021.

CARRIED UNANIMOUSLY

Trace Hansen, Chair of the Nominating Committee, provided a written report on their committee's meeting. It included their recommendations for filling the At-Large and Grassroots seats on the USARS Board and for the election of officers. Candidates advanced were Jim Trussell and Stephen Carter for the At Large position; Hannah Patawaran, Meagan Renick and Patty Leazier for the Grassroots position; Heidi Permatteo for re-election as President and Stephen Carter for re-election as Vice President.

MOTION 16: by Kay Gallatin, 2nd by Misty Greer

Accept the Nominating Committee Meeting Minutes.

CARRIED UNANIMOUSLY

Joyann Donaldson, the USOPC AAC Representative for USA Roller Sports, provided a written report on the AAC meeting she attended. Most of their discussions were connected with the Olympics. She has reached out with questions on funding for athletes who medaled at our World Championships. Joyann also reported the USARS Athlete Nominating Committee had only one formal meeting to finalize athletes eligible to run for the open Board position.

World Skate Roller Derby Committee Chair, Fernando Regueiro, gave a brief World Skate report. Their main focus has been on skateboard's Olympic participation. They are now working on two initiatives. The first is a plan to standardize the certification process for derby, but also for artistic. Specifically, the way regulations are shared and courses are conducted around the world. They are working on academy programs - instructional videos and courses. Although there is not complete support of doing this by all World Skate Federations, some do want to provide that in their countries. The main focus is on the Elective Congress in Rome at the end of November. This has traditionally been also attended by whoever is the USARS President at that time.

John Fearnow, World Skate America's First Vice President for North America, stated last week he was invited to a meeting with a number of Federation Presidents from the Americas. They would like to prepare a formal plan to increase all types of skating throughout the Americas (which includes countries in North America, Central America and South American). They want to promote training for judges, referees, coaches and leaders and work to develop skating in countries in the Americas where it is weak. They would also like to coordinate a continental calendar of events for all sport permitting increased competition among the countries of the Americas.

John was looking for suggestions to take back to the committee. They will be meeting soon. As North American Vice President for World Skate America, he was invited to the World Speed Championships in Colombia. As previously noted, the World Skate Congress will take place in early November. Heidi questioned whether this training was repetitive to what World Skate plans. John confirmed it only includes countries in the America. Rather than each country doing own their thing, they are proposing we come together with a program, believing that will increase the level of competitions for all sports in the Americas.

A ten-minute break was taken at 2:40 PM.

The Board next turned to the elections. To assure adequate representation on the Board, we have repeatedly elected an Inline Hockey Board member for special one-year terms.

A new Independent Board Representative up for election by the Board at this meeting. According to our amended Bylaws, (one three-year term) he or she shall be from the community and be independent from personal involvement with roller sports and other related roller sports connected involvement (such as manufacturing, rink ownership, etc.). Three candidates were advanced for consideration by a committee which included Heidi, John, and Annelle.

Brent Benson set up honeycomb election vote process that included Kevin Houseknect, Charles Platt and Arjun Chowdri for the Independent Board Member seat. While waiting for the final vote, the Board moved on to the seats traditionally elected at this meeting by the Board.

It was clarified that all nominations must be vetted prior to election by the Nominating Committee or the Athlete Nominating Committee. According to our revised Bylaws, nominations from the floor are no longer accepted. The wording is not "forwarded" but "vetted". Fernando felt that Board Members have been previously vetted so their election or re-election is permissible, but we must be sure our rules are very clear and consistent.

MOTION 17: by Fernando Regueiro, 2nd by Gypsy Lucas

Modify the USARS bylaws to make a clarification on the nominating process to include the vetted definition process.

CARRIED UNANIMOUSLY

MOTION 18: by John Fearnow, 2nd by Gypsy Lucas

Suspend the USARS Bylaws for 2021 to allow people who have been vetted for our own Board to be nominated from the floor for this election.

CARRIED UNANIMOUSLY

This discussion on clarification to our rules can be added to the responsibilities of the committee previously named.

The recommendations from the Nominating Committee for the At Large Board seat were Stephen Carter and James Trussell. There were no nominations from the floor and nominations were closed. Brent will put in the two nominees for vote via Honeycomb.

Advanced by the Nominating Committee for the Grassroots seat were Hannah Patawaran, Meagan Renick and Patty Leazier. Gypsy Lucas was added as a nominee. There were no others from the floor and nominations were closed.

The Inline Hockey seat was up for consideration. As approved earlier in the day, the term would be for three years. Jon Roux was nominated. There were no other nominations coming from the floor and nominations were closed

Jon Roux was elected to represent Inline Hockey by acclimation for a three-year term.

Gypsy questioned whether it was a conflict of interests for her to vote on the Grassroots position. It was felt this should be alright, since even the President of the United States gets a vote during National elections.

Kevin Houseknect was elected by honeycomb vote to serve as the Independent Director for a three-year term.

Stephen Carter was re-elected to serve as the At-Large Director for an additional three-year term.

Because Heidi and Stephen were both up for re-election as USARS officers, Kay took over the meeting for the election of USARS President. The Nominating Committee proposed the re-election of Heidi as the President, and Stephen as the Vice President. John Fearnow indicated he had submitted a resume to run as President but was withdrawing it. No other nominations were forthcoming.

Heidi was re-elected by acclimation as the USARS President for a one-year term.

For Vice President there were no other nominations, other than that of Stephen Carter

Stephen Carter was re-elected by acclamation as the USARS Vice President for a one-year term.

Joyann nominated Kay Gallatin for re-election as Treasurer. There were no other nominations forthcoming.

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

Kay is up for re-election to her Officials Board position. However, it was noted the Treasurer does not need to be a USARS Board member.

USARS Board positions elected by the membership this year included the Officials Representative, the Figure Athlete, and the Derby Athlete. Balloting will conclude shortly after the close of the USARS Annual Board Meeting, at which time those elected will take their seats on the Board.

The Board looked at election of Foundation trustees. Annelle indicated she would like to remain on the Foundation. Nominations were closed and she was re-elected by acclamation. *NOTE:* It was found later that her existing term does not expire until 2022. The confusion stemmed from her filling an unexpired term of one year for Kay Gallatin when she became the President, at which time she was a Foundation Trustee in an ex officio capacity. After completing that one year term, Annelle was re-elected to her own three year term, which will expire in 2022.

Approval of USARS Committees was handled earlier in the meeting during committee reports.

It was noted no new contracts have been completed since the USARS Board last met.

After discussing potential date conflicts for the 2022 Spring USARS Semiannual Board Meeting, which included the RSA Convention on May 1-5, etc., it was determined the best date would be April 30. At this time the plan is to have one more meeting by webinar before returning to face-to-face meetings.

Fernando reported World Skate would be removing positions and the criteria under which he sits on the USARS Board could no longer be used. This may also be an issue with World Skate America. They may only have a President, Vice President and Secretary in the future, and eliminate Continental Vice Presidents. We may at some point need to determine how we want to handle this as it relates to these ex officio positions on our Board. John indicated he would step down from the Board if his World Skate America position no longer exists.

Fernando says it may be structured for sports to choose a representative from each country to be a part of a commission, which could spread the word and make efforts more targeted for each sport. This change is not official at this time. He feels this move would weaken the continental organizations. This new structure was approved when the name was changed to World Skate America. Other changes approved are for the positions held by the President and Vice President, one must be female and one male. Fernando indicated more will be known during the elections in Rome in November.

It was noted approval of the USARS Annual Operating Budget was done prior to this Board Meeting.

Ricci gave a brief update on plans for the 2022 National Championships in Lincoln. Conversation about the venue contract took place with the previous Executive Director, and she was not involved. We are only now discussing the Speedway Sports Complex premises agreement. In addition to what was agreed upon, they are now asking for \$10,000 more. They say the \$10,000 is to cover their responsibilities to the Lancaster County Health Department for how they must handle cleaning, etc. Ricci noted Lincoln is still under a mask mandate. A board member stated the facility needs to answer to the Lancaster County Health Department and not try to pass this expense along to us.

We should keep the same timeline as far as days, but possibly add a few set up days at the beginning to accommodate any situations we may encounter with the floor set up, if this can be done without adding cost to the agreement. We could plan on moving in on July 1, with competition starting on July 5 or 6. Extra days are needed for sanding. Gypsy said her experience with sanding shows six days are needed for a 70' x 140' floor.

DIRECTIVE 6: Ricci Porter-Kmetz was directed to speak to the Speedway Sports Complex management about additional time for move in and our costs.

John stated his concern about Speedway raising the price every year we there. The last time they wanted additional money for bleachers.

Brent Benson noted the temporary help provided by Cedar Rapids this year was not very effective. They had to train them each day they worked. Instead of paying temporary help, he suggested we could reach out to the skating community.

Gypsy and Kay visited a college in Colorado Spring to look at their facilities as a potential site for hosting our Nationals. They have multiple venues close to each other, offering multiple spaces for multiple floors. It may be a good time to have a conversation with new sources. They are also finishing an ice rink that would be nice for our use. Gypsy and Fernando both have contacts they will send to Ricci.

Regional Championship bid forms have not yet been sent out. Kelly said speed skating may want to continue with open entry for their National Championships. They are using survey money to better understand the wishes of their members. He will let the office know the results. If they return to having Regional Championships, they should be reconfigured. Figure skating wants to have Regional Championships in 2022. Heidi indicated the deadline for Regional Championship bids should be in February.

The question of Regional Championship performance bonds was raised. Kay believes there is no longer a need for them and wants to get them off our books. At question is who originally put the money down, the region or perhaps a meet host or someone else. We need start by communicating with each region.

MOTION 19: by John Fearnow, 2nd by Annelle Anderson

Ask the Finance Committee to delve into the \$18,000 carried on the USARS books as Regional Championships Performance Bonds, to figure out who originally paid the bond to be certain it goes back to the region or the correct person within the region. This should be completed by the 2022 Spring USARS Board of Directors Meeting.

CARRIED UNANIMOUSLY

Gypsy suggested if this is not possible, the money should go back to the region to decide what to do with it.

Gypsy noted it is time to put out RFPs for national championships vendors, world team uniforms, winning jersey sponsors, etc. We may want to consider once again having a flower vendor at our nationals. This needs to go out as soon as possible before the end of the year. Ideally, the deadline for receipt would be January 1, with a decision by February 1 so vendors and sponsors can make their plans. They may also have to deal with supply chain issues, so the Spring USARS Board Meeting is too late for approval.

The Figure World Team outfit agreement is up for consideration. These athletes only wear the costume when they are on the winner's podium. The Speed World Team gets uniforms, skin suits, track suits and t-shirts were donated. All teams need something to wear that says USA when they are not on the track or floor. There is the option to do a large bid for all teams. Next year Roller Games will held in Argentina, and they will include all sports in the same location. Do we want one bid for all the sports since they will be in the same place and the entire USA Team could look alike. It is a huge investment for that many athletes in one year. Heidi suggested we should contact the USOPC about Team USA apparel that may be available from this year's Olympics.

Heidi noted we are trying to update our Code of Ethics and Conflict of Interest and Policies to include vendors. Kay stated there is a difference between being a vendor and being a sponsor. Sponsors have more access to athletes; however, they should sign a contract to abide by the USA Roller Sports Code of Conduct and not expect special treatment at USARS events.

Ricci viewed sponsorship as a business agreement with the athlete, the parent or guardian and their private business. Private infers we should not get involved. She likened it to USARS trying to get into day to day rink management. As long as they meet our guidelines for sanctioned events, their business relationships have nothing to do with us, in her opinion.

Vendors in our national venue, are like tenants. What we decide for them to agree to is USARS decision. Sponsorship is a separate situation from being a vendor. A sponsor for Team USA would enter into an agreement with USARS, that agreement is a personal business relationship with us, and she believes we can apply whatever we want to that relationship.

Gypsy noted USA Gymnastics is in a world of hurt for safe sport related problems. Their athletes are saying they didn't do anything to protect them. She questioned how to protect our underage members from people in our sports who are sponsors, etc., who may not be USARS members. Sometimes they have more access than coaches and certainly more than officials. There is no jurisdiction to follow Safe Sport guidelines. This can include mentally and physically abusing kids. And beyond that, it was asked how to protect them from someone who is not a member of our organization.

Heidi said if you hear anything about abuse, call. Ricci noted in the past only a member could lodge a protest against another member. That is not the case now. Everything we have is in the process of being updated. You can file a grievance or report on anyone. If Safe Sport declines jurisdiction, a member process will be followed.

It was suggested that once all Safe Sport policies are finalized, USARS should provide webinar education on the process. Parents, athletes, coaches, sponsors and everyone involved with our sport needs to understand what is expected as far as the USARS Code of Conduct. Skaters need to know what inappropriate behavior by adults is, and parents need to be aware of their minor child's interactions. We need to educate everyone about the ramifications of this behavior and the process and steps to take to report it.

We need to make sure all parties are represented properly, that the athletes are safe and not being bullied or hazed or put through the ringer for no reason. We also need to be able to protect coaches or others from frivolous accusations. The goal is to find a happy medium for all.

Fernando agrees 100% to the need to develop as an organization to deal with these things. Safe Sport has all these processes. The burden should be put on them, they get all the money to deal with the process. All complaints they reject go to the sports to deal with. Pressure needs to be put on Safe Sport to scale up their operations to relieve all NGBs.

Ricci said Safe Sport has stated that they didn't originally realize the number of cases that they would be dealing with. Based on the amount of cases they see, they have and are continuing to increase staff to be able to handle more. It has also been stated that some of the items they currently decline jurisdiction on, may eventually fall under their jurisdiction.

It was restated by a board member that USARS event vendors need to uphold the USARS Code of Conduct, and it appeared all agreed.

Ricci left the meeting briefly at this time. Heidi stated relative to USARS Board education, we are checking with NGB services for refresher courses via the USOPC's Boardspan program. It can be used to build high performance in boards and includes a comprehensive suite of assessment tools. The Board will also be using Boardspan to review its current Interim Executive director as well as for the future Executive Director.

There was one quick last item. USARS is looking into to getting an automatic DocuSign account to use with our Code of Conduct and Conflict of Interests forms. Those who complete it must make sure they include all conflicts, even if only slightly questionable they should be reported. We will meet with the Chairs of all Sport Committees and inform them their committees also need to sign these documents and that the Chair should ask at each meeting about conflicts.

Gypsy suggested investigating a new app that might be beneficial to individuals and committees that are not tech savvy. It features task management and can include a check list of everything that needs to be done. This might help everyone be more efficient. There is a monthly fee for a larger plan. Fernando likes the program and Heidi agreed to look into this application.

It was restated the RFP requests for bids for all national services and Team USA should be put out with a due date of January 1, with notification taking place by February 1. As a vendor, John Fearnow agreed we cannot put this back any further than that. Heidi will have a USARS Board call in January to review the bids received for approval. Items that could be put out for bid include the official floor coating supplier for the National Championships, perhaps for floor repair services, medals, etc.

MOTION 20: by Gypsy Lucas, 2nd by Heidi Permatteo

To adjourn the USARS Fall Annual Board Meeting.

CARRIED UNANIMOUSLY

The meeting was adjourned at 5:03 PM.

Respectfully submitted,
Peggy Young
Recording Secretary



ADDENDA
USA ROLLER SPORTS
2021 ANNUAL BOARD OF DIRECTORS MEETING
WEBINAR MEETING MINUTES
October 22 – 23, 2021

Derby Committee Meeting Minutes.....	Addendum A
Figure Committee Meeting Minutes.....	Addendum B
Rink Hockey Committee Meeting Minutes.....	Addendum C
Inline Hockey Committee Minutes.....	Addendum D
Executive Committee Meeting Minutes.....	Addendum E
Finance Committee Meeting Minutes.....	Addendum F
Communications and Technology Committee Minutes.....	Addendum G
2021-22 Committees.....	Addendum H

Note: The Speed Committee Minutes were returned to the committee prior to being approved by the USARS Board.