ADDENDA
2015 USA ROLLER SPORTS
ANNUAL BOARD OF DIRECTORS MEETING
Lincoln, Nebraska

Revised Code of Ethics for USARS Board of Directors, Officers, Committees, sub-Committees, State and Regional Association Officers, National Team Staff and Employees.......................... Addendum A

Speed Committee Meeting Summary and Survey Results................................................................. Addendum B

Derby Committee Meeting Minutes.................................................................................................. Addendum C

Figure Committee Meeting Minutes................................................................................................. Addendum D

Rink Hockey Minutes and Approved Rule Changes............................................................................. Addendum E

Slalom Committee Meeting Minutes................................................................................................. Addendum F

Executive Committee Meeting Minutes............................................................................................ Addendum G

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USARS Board of Directors following elections.................................................................................. Addendum I

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USA ROLLER SPORTS
CODE OF ETHICS AND CONFLICT OF INTERESTS POLICY
USARS Board Approved -10-31-2015

The reputation of the United States Amateur Confederation of Roller Skating, DBA USA Roller Sports, for fair
and ethical practices, is a real and significant asset. It rests upon the ethical standards of the responsible
individuals who constitute our Board of Directors, Officers, Committees, Sub-Committees, State and Regional
Association Officers, National Team Staff and Employees. USA Roller Sports has confidence in the loyalty
and integrity of its Directors, Officers, Committee and Sub-Committee Members, State and Regional
Association Officers, National Team Staff and Employees. The formalizing of this policy statement does not
intend criticism or lack of confidence in those to whom it is applicable. It is intended as a guide for Officers,
Directors, Committee and Sub-Committee Members, State and Regional Association Officers, National Team
Staff and Employees, who might, by reason of their duties, find themselves in a position where their personal
interests could in a way conflict with those of the Confederation. This Code of Ethics and Conflict of Interests
policy applies to all Officers, Directors, Committee and Sub-Committee Members, State and Regional
Association Officers, National Team Staff and Employees of USA Roller Sports.

GUIDELINES

1. LOYALTY - It is the fundamental principal of this policy statement that USA Roller Sports requires
from its Officers, Directors, Committee and Sub-Committee Members, State and Regional Association
Officers, National Team Staff and Employees, conscious and conscientious support and loyalty, which
requires among other things, that all decisions on behalf of USA Roller Sports in which they participate
shall be made objectively and in USA Roller Sports interest, free from any undue influence of
competing personal interests.

2. LOANS AND CREDITS - No Officers, Directors, Committee and Sub-Committee Members, State and
Regional Association Officers, National Team Staff and Employees acting on its behalf, shall buy, sell, contract with or enter into any transaction with a related party. No director shall himself or herself, nor shall he or she knowingly permit a related party to buy from, sell to, contract with, or enter into a transaction with USA Roller Sports without first publicly disclosing their interest and any such person shall refrain from voting upon any matters involving such transactions.

3. CONTRACTS AND TRANSACTIONS - No Officers, Directors, Committee and Sub-Committee Members, State and Regional Association Officers, National Team Staff or Employee of USA Roller Sports acting on its behalf, shall buy, sell, contract with or enter into any transaction with a related party. No director shall himself or herself, nor shall he or she knowingly permit a related party to buy from, sell to, contract with, or enter into a transaction with USA Roller Sports without first publicly disclosing their interest and any such person shall refrain from voting upon any matters involving such transactions.

For the purposes of this section, a related party shall include a spouse or member of the immediate family.
4. CONFIDENTIALITY - Each individual affected by this Code of Ethics has the responsibility to maintain the confidentiality of the organization. This includes both proprietary and sensitive information.

5. GIFTS AND GRATUITIES - Officers, Directors, Committee and Sub-Committee Members, State and Regional Association Officers, National Team Staff or Employee shall seek or accept gifts, excessive or unusual entertainment or other favors from any individual or concerns under circumstances from which it might be inferred that such action was intended to influence the individual in the performance of his or her duties. This does not preclude acceptance of items of normal or minor value, which are of such a nature as to indicate that they are merely tokens of respect or friendship and not related to any particular transaction or USA Roller Sports activity.

6. CONFLICT OF INTEREST - All individuals who participate with the USARS will be required to complete a conflict of interest form. All such individuals will make full disclosure of the nature and extent of any actual or potential conflict of interest. In the consideration of an issue, where possible conflicts exist, such individuals will avoid evaluating, or in any other way influencing, directly or indirectly, or voting on the matter involved, and will be physically absent during the evaluation and vote. This includes, but is not limited to, the award of contracts, the purchase of goods and services, and the allocation of USA Roller Sports resources.

7. OTHER ACTIVITIES - No full-time Employee or compensated Officer shall devote time or serve in business activities when, in the sole discretion of the Board of Directors, such activity impairs the individual’s performance of USA Roller Sports duties. Officers, Directors, Committee and Sub-Committee Members, State and Regional Association Officers, National Team Staff or Employee shall devote time to or serve in another organization when in the sole discretion of the Board of Directors, such activity is contrary to or incompatible with service as a Officers, Directors, Committee and Sub-Committee Members, State and Regional Association Officers, National Team Staff or Employee of USA Roller Sports.

ENFORCEMENT

1. Violation of the Guidelines by an Officer or Director, shall be sufficient reason, in the sole discretion of the Board of Directors, evidenced by a three-fourths (3/4) vote of the Board, to remove said Director or Officer, in accordance with Article V, Section 8, B., of the By-Laws of the United States Amateur Confederation of Roller Skating, dba USA Roller Sports. Violation of these Guidelines by a Committee Member, Sub-Committee Member or National Team Staff elected, appointed or approved by the Board of Directors shall be sufficient reason, in the sole discretion of the Board of Directors, to remove said Committee, Sub-Committee Member or National Team Staff by a majority vote of the Board.
2. Violation of the Guidelines by a State or Regional Association Officer shall be sufficient reason, in the sole discretion of the Board of Directors, by majority vote, to withhold recognition of that individual as a bona fide State or Regional Association Officer and direct disposition of this condition back to the electorate of the State or Region.

3. Violation of the Guidelines by an Employee shall be sufficient reason, in the sole discretion of the Board of Directors, to terminate the employment agreement.

4. Any transaction entered into by USA Roller Sports in violation of Guideline 3, shall be voidable by USA Roller Sports at the sole discretion of the Board of Directors.

5. Each Board Member, Officer, Committee or Sub-Committee Member, State and Regional Association Officer, National Team Staff and employee shall upon taking office for the first time agree in writing to observe all Guidelines of the USA Roller Sports Code of Ethics and Conflict of Interests Policy, which statement shall be held in the archives of USA Roller Sports. Any change in status or relationships which may possibly cause a violation of the Guidelines, must be noted on a new submission in writing by a Board Member, Officer, Committee or Sub-Committee Member, State and Regional Association Officer, National Team Staff and employee and refiled with the Board Chairman or the President of USA Roller Sports. Upon demand of the Chairman, President, or any member of the Board, these agreements will be available for inspection at a meeting of the USA Roller Sports Board of Directors.

ACCEPTANCE

Having read the preceding statements of policy regarding the Code of Ethics and Conflict of Interests and to the best of my knowledge or belief, have without exception, no potential conflict of interest with any transaction or activity, except as stated immediately herein:

____________________________________________________________________________
____________________________________________________________________________

I agree to abide by the Code of Ethics and Conflict of Interests Policy of USA Roller Sports.

________________________________________  _______________________________
Print Name  Date

________________________________________
Sign Name
Speed Committee Meeting Summary

On July 15, 2015 at 2:15 p.m. Mountain Time the Speed Committee met in New Mexico at the Indoor Speed National Championships.

- The Committee discussed the proposals submitted by the regional representatives
- The 2015 Vote and Survey is attached

The Committee selected proposals to put forth to the coaches for a vote. The 2015 Coach’s Vote and Survey results are attached. The results of the vote and survey will be discussed by the Committee at a future meeting. Those items requiring Board approval will be submitted for the spring BOD meeting.

The meeting adjourned at approximately 6:45 p.m. Mountain Time.

Attendance:

Buggy Allmond – Chairman
Ricci Porter
Richard Hawkins
Shaun Pattison
Harry Stuart
Laura Gustafson-Sweers
Joe Hanna
Michael Cheek (guest)
Coaches:

- These questions came as a result of the Regional Representative’s meeting and the Speed Committee meeting at the 2015 Indoor National Championships in Albuquerque, New Mexico.

- Prior to submitting your vote and feedback, please review GR21.00 (the entire rule can be viewed in the 2013 General Rules Book: “General Rules for Competitive Roller Sports.”).

- SC1 (Registered) coaches, please answer the Administrative Change question only. Only votes from SC2 (Certified), SC3 (Advanced) and SC4 (Elite) will count toward the voting totals for Program Changes.

GR21.00 SPORT PROGRAM CHANGE PROCESS
GR21.01 Objective: To describe in detail the process by which the sport can be changed by proposals from the grassroots level (from coaches through the regional reps). All program changes from the grassroots level must be approved by a majority of the current USARS certified coaches in the nine (9) regions, approved by the USARS Sport Committee and approved by the USARS Board of Directors. This change process is to provide an opportunity for coaches to submit proposals to the USARS Board of Directors through their specific Sport Committee.

(a) A program change is defined as: Any change in events, divisions, requirements (except international CIPA or CIC events) or age groups to be skated in USARS Regional and National Championship competition. Proposals for program changes may come from the Regional Representatives through the Sport Committee or directly from the Sport Committee. All proposals must be approved by the USARS Board of Directors.

(b) Administrative changes are not the responsibility of the Regional Coaches Representatives, but rather the responsibility of the USARS Sport Committee and must be approved by the USARS Board of Directors. Administrative changes are defined as: Rulebook corrections/clarification, officiating standards/requirements and changes pertaining to the conduct of championships.
Q1 Change the Classic Two Woman relay to read: Two women skating a total distance of 2000 meters. Each woman must skate not less than one lap nor more than five laps before each relay, with the last woman to skate a minimum of one lap.

Answered: 60  Skipped: 3

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Q2 Add an 8 and under division to the Banked Track Championships in Colorado Springs. This is something that we have wanted for several years. In past years, this was not a possibility due to Olympic Committee policy. However, changes are in place for 2016.

Answered: 58  Skipped: 5

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Q3 Adopt the following rule for Outdoor Nationals/Team USA Trials: The Outdoor National Championships will utilize the CIC rulebook, with modifications to fit National and Team USA selection requirements. Currently, the CIC rule book is used for outdoor nationals. Since our championship is also trials for Team USA, modifications may be necessary in order to accommodate the selection process. We want to select the best Team to represent the United States while ensuring fair play for all national participants.

Answered: 60  Skipped: 3

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Q4 Should athletes be allowed to wear their full sponsored uniform during the practice day for nationals?

Answered: 62  Skipped: 1

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Q5 Do you support adding Veteran 4-person relays to indoor nationals if the numbers support the event?

Answered: 63  Skipped: 0

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Q6 Wheel manufacturers should be required to have their new wheels nationally available 30 days prior to the first Regional Championship?

Answered: 62  Skipped: 1

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Responses:
- Yes: 55
- No: 7
Q7 Wheel size restrictions for young skaters should be implemented for indoor and outdoor nationals.

Answered: 63  Skipped: 0

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**Q8 Lincoln, Nebraska should be established as the permanent site for indoor nationals.**

Answered: 62  Skipped: 1

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Q9 USARS should partner with an established marathon to select 7th and 8th place as the marathon team for the World Championships. This option would only be available in the event that 7th and 8th were still open. The World Championships currently allows eight to compete - our selection goes up to six. We are looking to add two additional Team members to compete in the marathon by selecting them from an established marathon. Here is one example of a slot not being available:

SR443 USA World Speed Team Injury Plan

A. Skater must be a USARS member in good standing.
B. Skater must have written proof of injury from physician to USARS Executive Director.
C. Skater must be a world medalist the previous year in a Junior or Senior individual division.
D. Two-thirds of the participants in the qualifying event at World Team Trials must approve by secret ballot the inclusion of the injured athlete in the residency program.
E. Skater must attend residency program at his or her own expense to try to qualify in the five races on the track and four races on the road against all same gender in nine races.
F. Athlete must have entered the Outdoor National Championships and paid the appropriate entry fee(s).
### 2015 Speed Coaches' Vote and Survey

#### Answer Choices

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USARS Roller Derby
Sport Committee
Meeting Minutes

Conference Call  April 27, 2015 - 7:30 PM CST

Meeting called to order:  April 27, 2015 -7:36 PM CST

Attendees:  Chris Hunter, Fernando Regueiro, John McNeel, A.J. Epp
            Donna Kay, Vicki Urban (coming late), Christina Gerrish, Danny Brown

Item #1 – Board Meeting Update:

Nationals Contract and Championships

The contract was approved unanimously at the Spring Board of Directors meeting, but the committee will review and have a discussion with the facility before Richard signs.

At the meeting there was discussion about USARS financials and the organization.

The committee was asked to look at the budget and trim wherever possible; this isn’t just the derby committee, but all committees. Danny said it isn’t just about trimming the budget but it is also about sales, and income stream. We are about 150k short of being in balance. Our goal is to increase revenue rather than cutting expenses which include adding more members.

We’ve come a long way, last year USARS was able to remove 400k in expenses in 2014. We are getting closer but membership is the real issue. Fernando wants to talk about other ways to increase our revenue stream overall.

Chris thinks we are losing members because we don’t have enough pockets of support in the various areas.

Fernando mentioned state level tournaments. Chris is concerned about diminishing the one good event we have and it is agreed that the Nationals should not have expenses cut.

Fernando met with the owner of Gold Medal Ideas. He stated the meeting went well and we’ll talk more outside of this meeting. Fernando mentioned at the board of directors meeting about the arrangement with Cricket Loft and wasn’t clear about the outcome of that. Danny says the primary contract doesn’t preclude us from working with GMI. The National Championships for the other sports used him but there are no exclusive rights to derby using them.

A.J. mentioned sharing the online store idea with Danny Brown and other USARS staff. There is interest to expand to the other sports.

Fernando says GMI is willing to come to Derby Nationals as the vendor. Danny will double check this but believes that the Cricket Loft contract is only with speed and art.

Last year Cricket loft was the sole vendor up to a week before derby championships, then they backed out leaving us a week to find another vendor. Danny checked with Richard and there is no exclusive contract with CL and derby.

Danny said to keep in mind long term relationships. Fernando wanted to clarify how to approach Cricket Loft. Danny said to go at it in the same way we do with the other vendors. Fernando stated that this is not just about nationals; GMI will do all fulfillments and give us 30% of sales. GMI said they will have customized online stores within a month.
Danny mentioned the use of the logo being approved by us at all times prior to production, Fernando agreed.

**Future Championships**

The speedway sports center in Lincoln is still under construction, but the facility we would use, the Field House, is complete. This will bring about the possibility of having all sports use the facility for 2016, then two other times from 2017-2019.

The facility is beautiful and they are looking for feedback from USARS regarding sound systems and other input about the structure of the facility. He explained many benefits and featured and the BOD approved to have the championships of all roller sports under one roof.

Danny added that the derby committee should look at this as an opportunity. He wants them to be excited about a multi-sport event. The location is ideal and convenient; costs can be kept down and can benefit all of the sports financially. It’s a 200 acre development and other things will be in the area to attend and enjoy. It will have live streaming and multiple tracks. He discussed being able to host the AAU Jr. Olympics followed up with USARS clinics and JR. National Championships. This will be a great way to get great exposure of the USARS ruleset via juniors and will be a conduit for growth for all Roller Derby.

The second week of July through 1st week of August will be other sports, Derby would possibly be mid-July. We do have a contracted date range right now and details will soon need to be sorted out.

Fernando wanted to mention talking with the local team, No Coast Derby Girls. They were excited about getting involved with USARS as part of their season. We have a high possibility of having a host already with this club.

**Other Board Topics**

Online membership registration and online forms is very close to being available and will happen very soon. The BOD approved a technology committee to streamline processes and save money. The committee is chaired by Fernando.

Fernando gave a presentation to the BOD about how to improve the image of derby / branding & public perception.

The meeting and discussion about JRDA partnership with JR Olympic was positive.

The BOD overall is getting more excited about derby and the energy overall is improving rapidly from previous years.

It is now apparent that the derby committee should have much more autonomy.

Questions from the committee members should be put in writing so they can be researched and answered.

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**Item #2 – National Championships**

- We need a more definitive picture of chairs, vendor tables etc.
- Chris wants clarification about the sound system, projection, power etc.
- *(Task for A.J.) Fernando asked A.J. to get as much technical information that she can get and ask for CAD drawings. She will do that so we can have a call with them.
- A.J. says the application is 99% done and is waiting for a logo from Fernando.
- The application is first come, first served and needs a press release in early May. Teams to show intent to participate with a $100 deposit. We need to set up a date for everyone to get the applications at the same time. The method of sending them out should be email and website (John’s input).
- The deadline for the document for intent is July 25th.
- Announcement will be made this week and the applications will be available on May 25th.
• Application deadline July 31st.

**Item #3 – Regional Committees**

Region 1- has 9-12 members. John suggested splitting the regions again. Fernando suggested giving region 1 more time to get it together and then can put it to a vote.

Region 2- has sixteen people. Vicki reported having the first meeting tonight.

Region 3- A.J. has a hard time getting any response so far. A.J. Will attempt to reach the members again and give an update in two weeks.

Fernando suggested that if the regional committee isn’t responsive we need to talk about the structure of the regional committees. He urged us to reach out to the potential volunteers and to each other to make it work.

**Tabled**

**Item #4 OFFICIALS CERTIFICATION PROCESS**

John is trying to figure out the mentoring situation and will report more next weekend. A.J. sent the list of certified officials to the webmaster awhile back with no results. Richard wants to be cc’d so he can help push it through.

**Item #5 NEW BUSINESS.**

No topics.

John motion to adjourn 9:38 CST
A.J. 2nd

Next meeting Monday May 11th 7:30 CST
USARS Roller Derby
Sport Committee
Meeting Minutes

Conference Call   June 8, 2015 - 7:30 PM CST

Meeting called to order:   June 8th, 2015 – 7:36 PM CST

Attendees:
Chris Hunter, Fernando Regueiro,
Donna Kay, Vicki Urban, Christina Gerrish,

Voting Order: Chris, John, AJ, Christina, Vicki, Donna, Fernando

Item #1 – Junior Olympics

Update: Fernando has been working with Tanya of JRDA. The BOD of the JRDA is not ready to commit to a partnership but could change at some point in the future. She is currently just working as a BOD member of USARS.

At the last Board meeting they approved having all of the sports under one roof in Lincoln NB in 2016. The idea is to have the AAU Jr. Olympics be part of that event. Much work has gone into the concept as keeping the Jr. Olympics separate from the overall Nat’l Championships that includes all of the sports. A proposal is almost ready to send to the AAU for approval. The liaison of USARS and the AAU is aware of our intention to host. The process should be very smooth and very fast (in the next couple of weeks). Once approval happens we’ll start the organization. Once approved, it will be sent to the derby committee for review.

Clarification RE: the BOD of the JRDA, Tanya says the BOD is not yet ready, but in the near future may be changing their mind. She seemed optimistic about future relationships and that is where we are at currently. The first step is to get approval from the AAU.

Item #2 – National Championships

Floor plans have been sent to the derby committee for review. The layout is similar dimensions to what we had last year, so we can probably use a similar layout / format as last year. PA asked if we are going to have a site visit. Fernando won’t be able to go and we don’t have budget to send someone so we will rely on PA and phone conversations. The system has been explained to Chris and they will talk more.

What is urgent is to begin talking with PA All-Stars to recruit, helping and attending the event. Fernando has made some contact and they are working to see if Penn Jersey will be participating. Currently we have three teams. AJ reports that the application and email were sent to all teams, but Fernando has not seen one come in, and he is the coordinator of the Red Hots.

Chris did get the application for Antagonist. It was agreed that a second email should be sent along with a cc to the committee. AJ will cc members from now on for mass emails. A Facebook announcement should also be made about the deadlines.

AJ has had a couple of vendors contact her and is getting ready to send out an email.
Chris and the committee asked for more transparency to view what has been happening with officials and other updates. Communication is the most important part of the success of this endeavor and it must change so that all committee members are getting the information needed and status updates.

AJ reports that communication has been happening around how to get officials from all affiliations to get on board. We will need to rely on local help. A head ref and head NSO needs to be decided right away. An email should be sent to all people who have worked in the past but first we need to hear from John about where he is at in the process. AJ will ask John for a recommendation.

It makes sense to work with the announcers we’ve had in the past and the committee voted / agreed unanimously.

Hotel update: Not yet set in stone but there is a hotel around 3 blocks away (Sheraton) and they are negotiating a block of 20 rooms, we’re waiting to hear back from them about additional rooms with the same pricing. Details are forthcoming. Chris noted that if they are going to be the “official” hotel, they need to do better than 20 rooms. Fernando noted that proximity may not be the highest priority if we can get better prices elsewhere. AJ will do more research.

Stipends will probably not be approved this year for committee travel. Fernando is going to attend; it is assumed that John will go. Vicki is a maybe. Donna is a probably. AJ will be going.

Streaming may or may not happen due to budget considerations.

**Item #3 – Regional Committees**

**Region 1**: Asked if we could get a list of the leagues in this region. Fernando suggests a template for boot camps and organizing clinics in their areas. Donna had a hissy fit.

**Region 2**: Vicki has a list from her volunteers about recruitment posters and may need some guidance. They want to recruit and promote. (The marketing committee of the BOD is looking at revamping the website and the marketing initiative. A plan is in motion for communication and branding). Region 2 is asking for information about 2017 Barcelona and tryouts. Answer: That is part of the nationals and we can create strategy and preliminary plans for tryout process. There are concerns about the bad press and how that could be difficult to host boot camps. The committee believes that if it is set up people will attend. Region 2 would also like to know what is happening nationally for USARS so they can promote and bring awareness. AJ will post information as it comes in and will share game posters. They are wondering about how to put the word out about co-ed and men’s teams for Nationals.

**Item #4 National Team Program**

Chris will write up the letter for the invitation for coach selection. He could have it ready by tomorrow. An announcement for Facebook and the website will be ready in a couple of days.

June 28th was the deadline for team transfers. July 15th is the new deadline.

**Tryouts:**

Structure was discussed and best day to do it. The coaches may or may not be chosen yet by the time allocation. Chris things Saturday would be the best day. Fernando had concerns about players in the tournament may not want to try out on Saturday.

Announce that Saturday will be the skills and Sunday will be the scrimmage. AJ will write up an announcement about info regarding Tryouts. Skills session will be mandatory.

Conversation regarding the coaching selection and the role of the coach was discussed in terms of assistant coach selection.
Item #5 New Business

Soon the committee will need to meet more frequently. Next meeting is the 22\textsuperscript{th} of June.

Fernando proposes that we have a formal structure where the players under 17 have requirements called Jr. Elite showing that they have a higher level of skill. Either level 3 or USARS Jr. Elite; committee approved unanimously.

Chris motion to adjourn

Vicki  2\textsuperscript{nd} 9:54 pm
Item #1 – Junior Olympics

Regional committees will need to be involved in order to get the kids certified for participation. Within the next year we should organize two clinics regionally. Each participant will be required to attend two clinics and two scrimmages before attending the Junior Olympics in 2016.

During the round robin at the Junior Olympics, junior players will be required to serve as an NSO. This will help to give a better understanding of the rules. During Semi-finals and finals, only adults will officiate.

It was decided that two coaches per region (four regions total) would be selected.

Fernando says we should involve the regional committees for this. We also need to talk about team selection.

Item #2 – National Championships

Hotels were reviewed and AJ will further negotiate with a local hotel.

John nominated Krez Sez as the tournament Head Referee and SINslave as the tournament Head NSO. The committee approved unanimously.

Item #3 – Regional Committees

Region 1 had their first meeting and are making progress.
Region 2 talks regularly and continues with the positive momentum.
Region 3 is still forming.

Item #4 National Team Program

The committee briefly discussed coaching selection and will push the application this week.
**Item #5 New Business**

No new business.

Chris motion to adjourn, Vicki 2nd 9:54 pm
Next meeting July 6, 2015
USARS Roller Derby
Sport Committee
Meeting Minutes

Conference Call    July 6, 2015 - 7:40 PM CST

Meeting called to order: July 6, 2015 – 7:40 PM CST

Attendees: Fernando Regueiro, John McNeel, AJ Epp, Donna Kay, Vicki Urban, Christina Gerrish, Vicki

Voting Order: Chris, John, AJ, Christina, Vicki, Donna, Fernando

Item #1 – RollerCon

The Committee and volunteers will staff the USARS booth at RC. Donna will bring some USARS merch for giveaways. Vicki will design a flyer with information. We speculate questions will be asked about Jr. Olympics, Nationals, and Committees etc.

Item #2 – National Championships

Officials - John not available for updates.

Announcers: Fernando talked with Lyle who has six announcers lined up. He asked if we are broadcasting this online which will determine his course of action. Lyle was in the dark about travel arrangements. Last year USARS paid for hotel rooms and flights for head announcers and head officials. Committee agrees that it should be the same for 2015.

The PA contact is Randy who is getting some local vendors.

The hotel agreed to 40 rooms at $109 per night, No attrition clause. Committee first, teams and officials 2nd. AJ will release the information tomorrow, July 7th.

The committee needs to begin meeting weekly to coordinate the tournament and assignment of duties. Information needed to provide to teams right now: Welcome kit doesn’t include information about the facility. AJ will text Randy tomorrow reminding her about videos. AJ will add transportation options to the Welcome Kit.

Fernando wants to have a conference call with the host league to be included about the event. They will be invited to the next conference call.

Item #3 – Regional Committees

Region 1- Christina hasn’t heard back from Oly.........She is also reaching out to other clubs in region 1 to see if they are interested in working with us on clinics etc.

Region 2- Is having some communication breakdown at the moment.
Region 3- No update at this time.

**Item #4 Safety**

Is USARS / and committee planning to get involved? Fernando is developing this and will move forward regardless of anyone else. Donna would like to get involved. The materials will be provided by USARS but open to all derby.

Unanimous agreement that we should provide safe derby through USARS and open to all.

**Item #5 JR. Olympics**

Fernando is going to email Richard about the dates for the event, then the structure of 4 teams / regions / venue / tournament details will be announced.

There are leadership changes happening in the JRDA. After their elections they will be able to have a public announcement about their involvement in the JR. Olympics. USARS will then be able to work with the JRDA on clinics and more.

Another association will be working on their own JR. Olympics. USARS has 4 regions for jr. Olympics. Committee will discuss next week about matching regions and supporting USARS. Further topics include leadership – assign one member of the USARS committee in leadership positions in their region.

**Item #6 New Business**

Fernando spoke with Buster of Team USA about his perspective. Fernando wanted to discuss relationships based on rumor or misconceptions and gave his contact information to him. Fernando also mentioned that he was hoping that they weren’t tuning in on the negativity of the situation and is willing to discuss collaboration in this. An open door policy was extended to be involved in Barcelona / Jr. Olympics. Bridge building is high priority for USARS.

International update. Email sent to Danny about collaboration about 2017 Olympics. Fernando had a 4 step plan to create a 3rd party entity to create a merged set of rules that could be agreed upon. WFTDA submitted a complete disregard for this. Conversation with FIRS continues. USARS is the representative for the sport for Barcelona regardless of the rule set.

Donna motion to adjourn
Vicki 2nd 9:15 pm
USARS Roller Derby
Sport Committee
Meeting Minutes

Meeting called to order: July 16, 2015 – 7:43 PM CST
Attendees: John McNeel, AJ Epp, Vicki Urban, Christina Gerrish, Chris Hunter, Randi Iacavino

Not in Attendance: Fernando Regueiro, Donna Kay

Voting Order: John, AJ, Vicki, Christina, Chris

Item #1 – Host Questions

The Committee talked with Randi Iacavino of the Pennsylvania All-Stars. Randi stated that the host team would provide the following:

- Volunteers to assist with the event, including track setup
- Water cooler and containers
- Possibly track tape and rope

Randi confirmed that the following will need to be rented:

- Pipe and drape
- Tables and chairs
- Video projector for the scoreboard

The host team will look into a DJ for the final two games, as well as volunteer medical staff.

Item #2 – Tournament Production

Ticketing

It was recommended by the host team to set pricing as follows: $25 for a weekend pass and day passes $10. Children seven and under would be admitted free. Wrist bands will be provided by USARS.

APPROVED UNANIMOUSLY

It was also agreed that Chris would contact Brown Paper Tickets to handle ticketing for the event.

Officials

Currently, there are eight officials that have applied for championships. With many tournaments occurring the same month, and many certified USARS officials living on the West coast, the committee recommends assisting with travel expenses for officials. This will be researched and discussed further, with a decision possibly being made early next week.

Chris made a motion to have a conference call with the tournament head officials as soon as possible.

AJ – Yes
Vicki – Yes
Christina – Yes
Chris – Yes
John - No

Chris motion to adjourn
AJ 2nd 9:34 pm
USARS Roller Derby
Sport Committee

Meeting Minutes

Conference Call
August 17, 2015 - 5:30 PM CST

Meeting called to order: August 17, 2015 – 5:32 PM CST
Attendees: Chris Hunter, Fernando Regueiro, John McNeel, Donna Kay, Vicki Urban, Tanya, Christina Gerrish

Item #1 – National Championships

OFFICIALS

John says we have enough NSO’s and referees to make it work. Chris set up 2 crews, one will be headed by him and the other by Stormy. We have one who dropped out (Tripp Jenkins / Edward) but have found a replacement. The organizers of the JR. Game have officials but are still looking for NSO’s. Officials meeting will be at 9 am on Friday.

Opening ceremony @ 11:30, 10:30 is captains meeting, first game @ noon.

EXHIBITION GAME

3:30 Saturday Juniors white and black made up with Philly Juniors
3:30 Sunday is the Philly Hooligans vs. Harm City Havoc (Philly vs. Baltimore)

FACILITY

Fernando spoke today with Joe and we can use any locker rooms. 4 locker rooms + room for coed and room for ?? (missed that one) and also an official’s room.

STAFF

We’ll have one staff person at all times, for opening and closing and a technical person for lights and sound. Chris is bringing music, no need for DJ. They don’t have a mixer so the company with screen / projector is giving us a mixer.

BROADCASTING

We have decided to forego the broadcasting this year due to budgeting issues and number of teams. Updates will be made on Facebook. Interactive bracket is on the USARS website.

PARKING PASSES

We get 40 parking passes, some will go to Philly people but we can request if we need them.

CONcessions

The facility doesn’t offer concessions. They said we could contact the company that they typically use and need to organize. The Philly Roller girls don’t use that company; they bring their own products ie food / beer. Committee agreed that we should reach out to the catering company; Fernando will contact them to get the details.

MISC:

The training room is being remodeled so we don’t have it available to us. We have a contact for the EMTs quoted $90 per hour for EMT’s and ambulance on site. We’ll check into the difference in price for just the EMT’s.
Fernando spoke with Melanie who felt that the committee wasn’t working with her due to not having vendor agreements. She mistakenly thought that we already had signed agreements with vendors. Chris had conversations with her prior when AJ was on that project. We only have one shirt vendor. Applications are on the Nationals website.
A new shirt vendor from Philly will be there and if we have more we need to give the info to Melanie.

**FACILITY QUESTIONS:**

We need to know how many tables and chairs are available – Chris says we need at least 50 chairs for players / penalty boxes etc. Fernando will inquire.

People have been asking about transportation.

Volunteers are being recruited.

There is a volunteer registration form on the website.

We can have access to the floor on Thursday 3 pm at the latest and probably much before that after the other people leave. Chris will bring some tools; we’ll still need tape measures etc. Fernando will find out what they are providing. The rope is being shipped on Friday of this week.

We’ll find out who they usually use for setting up the tracks.

Chris is on the Scoreboard and also says we need to provide

- bottled water (The facility doesn’t have tanks)
- Garbage bins.

Vicki has original list of what is needed for green room for volunteers, roughly $600. We’ll also make it available to officials. Green room food is not automatically provided due to stipends.

We don’t know yet if John’s son will be writing for Derby Central.

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**Item #2 – NATIONAL TEAM COACHES AND TRYOUTS.**

Fernando spoke with Dani Lewis who accepted the position for women’s team and she had several questions.

In terms of assessments, we could have onsite registration + Q & A’s. She is thinking about whether she’ll be doing skills assessments there. She’ll be mostly observing at Nationals. She wants it to be collaborative and doesn’t want to do this on her own. Her main interest is in coaching and putting together a strong team. She would like help in other areas for running the teams. Fernando assured her she will have the support that she needs.

She was told that Chuck will be working with future Men’s teams.

Chris mentioned that we need to start advertising for tryouts. Fernando wants to talk with Dani to see how she wants to work it. We’ll have online registration and sign-up sheets. We need to determine when and how we want to work this. Fernando thinks that Saturday would be a good time.

USARS VS. NON USARS applicants: Tanya said that often they will charge more for non USARS members. Tryout fees discussed were $10 for current USARS members and $25 for non –members, and Non-refundable for either. This conversation led to an important topic that must be discussed in more detail.

More conversation must be had with Dani to discuss the pros and cons of opening up tryouts to all skaters of any association. For the record, Fernando doesn’t want to be part of the team selection. This topic is a sensitive topic and while we want USARS to be available to everyone and yet we don’t want to alienate our current members by filling the team with skaters of other associations rather than our own.

Donna and Vicki will put together an introduction about tryouts in the next two days.

Dani joined the conversation at 9:18 pm CST to discuss tryouts.

Q). What would happen if a non USARS member comes to tryout? She echoed the question back to us.

Dani is not concerned with WFTDA vs. USARS. She doesn’t know what WFTDA says about skating USARS and was under the impression they couldn’t skate for USARS. She thinks the best team possible should be put together. She thinks that any skater should be able to try out for USARS.
2). Should they be members prior to tryouts or after?
She thinks that is up to the committee

3). What if a team of WFTDA players try out and replace USARS contenders?
Just because we skate derby it doesn’t matter if we’re USARS or WFTDA. If WFTDA skaters aren’t used to USARS they will or won’t be able to meet the skills criteria for the USARS game.

Fernando voiced the scenario of WFTDA skaters replacing USARS members on the team and the possible fallout. Dani responded with the insurance aspects and amateur cards. For tryouts with Team USA Dani flew to Iowa and paid $35-40 for tryouts. We reported that we’ve not yet finalized our fee.

The question is will WFTDA allow their members to try out for USARS? We need to research whether team USA & WFTDA would be allowed to skate with the USARS team. Oly skates both WFTDA and USARS as the only team who does so. She thinks we should find out and go from there.
Dani could research how much they paid for previous tryouts and what to charge for our tryouts. She suggested $20 for members and more for non-members.
The question was raised whether or not other countries are currently playing with USARS rules. Fernando reported that teams in Mexico, England and Spain are playing but not entire leagues.
9:36 we lost Tanya, Dani and John on the call.
A higher tryout fee for non-members and becoming members prior to tryouts is what Dani suggested. We’ll find out from USARS if people can join on the spot.

We came to the conclusion that a tryout fee of $25 would be reasonable. Applications are downloadable and must be filled out prior to registration for tryouts.

Item #3 New Business
What is happening in September in terms of membership fees?
There is no discount and new members can join anytime but will benefit by doing it early as it will expire in December. Current members are covered until December.

DK motion to adjourn
Christina 2nd 9:45 pm CST
Meeting called to order: 
September 21, 2015 – 7:30 PM CST 7:18 pm

Attendees: 
Fernando Regueiro, John McNeel, Donna Kay, Chris Hunter, Christina Gerrish, Vicki Urban

Absent:

**Item #1 – Beta Testing**

Scoring modification
Voted to pass / implement the Beta Test

Runaway Pack modification
Voted to pass / implement Beta Test

**Item #2 Adding New Committee Members**

Fernando spoke with Richard and Dani about who is working in the office for the sports committee. We still don’t have a contact person to represent derby.

A notice will be sent out for people to submit applications.

Committee Work: Donna and Vicki expressed frustration at not being able to participate due to finances. Christina talked about Rollercon and now she understands more about what is expected of her.

We need to clarify what is expected of us. The topic of USARS organization came up and questioning of why we need to have a USARS member on our committee, as well as the negative communication that was happening during nationals.

When committee members organize USARS activities, if it is brought to the attention of the committee, we can all pitch in to help.

We agree that we need more cohesion.

**Item #3 Regional Committees**

As of now, the regional committees aren’t working. There seems to be confusion around what is expected of them and how to give them incentive to participate.

We discussed ways to bring the regional committees to life. We need to make it work with another way to structure it and find ways to motivate. We need to organize regional events. Fernando will commit to get resources from the board.
Item #4 2016 Nationals

Do we agree that derby will be combined with the other sports to participate in Lincoln NB.

5 committee members voted yes.

Item #5

Jr. Olympics. There is proposal that Dani Brown is looking into that describes the relationship between JRDA, Jr. Olympics, and National Events.

JR. Olympics and directly following would be the JRDA National Champs, then the USARS Adults to follow. One month of roller sports in Lincoln.

The rules would be a combination of JRDA rules and the USARS rules. The selection would be through the JRDA and the structure that the JRDA has in place. The point is to be able to merge with an international ruleset that cold be used to foster partnerships.

Item #6 Officials Program

Something needs to change with how we work with and recruit officials.

Item #7 New Business

The question was raised about what to do with new membership while there is no one in the office. USARS is trying to come up with an online registration. This should be launched in the next couple of weeks.

10:10

Donna motioned to adjourn
Figure Sport Committee Board Report – Fall 2015

“The darkest corners in hell are reserved for those who maintain their neutrality in times of moral crisis”. - Dante
Challenges in keeping motivation and attendance when FSC makes series of recommendations and Executive Committee modifies or rejects the recommendation without communication of reason to avoid committee making a similar error in future

Availability of committee members with four time zones and skating teaching schedules and practice times for athletes also challenges the completion of work

There are challenges in accomplishing changes in rule book or assessment from the field without staff support for over two years. Majority of committee members work full time jobs and coach. Writing rules is not committee skill set

National coaches regional representatives have strong opinions and are organized to present these opinions. However, implementation of several years of changes have not resulted with increased membership but rather increased satisfaction
What has happened since last report of June?

- A/B rule modified at the board meeting resulted in changes in sliding scale and challenges in tabulation that were met by a talented officials committee actions
- 58 entries were forced to choose A or B over an alternative
- Artistic rules continue to be patched for modifications but no systematic revision is able to be taken to ensure what is changed in one section is changed in another section. This led to a protest this season
- New divisions of international solo dance were successful in entries at regional and national level
- New events and divisions of quartet produced more entries at regional and national level
- 11% decrease in regional entries nationwide. NE and SWP had increases
- 16% decrease in national entries nationwide. But this is not surprising since venue was outside of Lincoln, NE. Ultimately, this is $25,000 decrease in entry fees
- 7% decrease in membership in art nationwide
- Charging for practice and programs caused some complaints but resulted in $25,000 in new revenue from previous year
Trends

Regions are the business

- Downward trend is obvious. No program yet to increase participation or generate more membership
- 23% of all regional entries are adults
- 79% of the regional adult events are “A” events
- 69% of the regional entries are youth
- 49% of those entries are “A”
- 25% are “B”
- 25% are C or local choice
• Youth should be the basis of the art skating program
• Youth needs to grow. Where are the programs to help it grow
• Figures remains the dominant discipline but the trend is declining
• Free skating is slightly increasing at the national level
• B figures was stable at regional level but decreased nationally. This may be due to location
• Less than a third of the national events had an elimination round
• USARS does not create new members! Coaches are the sales force to create new members
4yr Art Regional entries

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Rate of Decline/Increase
- East: -12%
- GL: -23%
- NC: -1%
- NE: -26%
- NW: -4%
- SC: -13%
- SE: -24%
- South: 10%
- SW: 9%

8% decline in entries
One obvious point in years when the nationals is not in Lincoln – Many regions do not participate as fully. Great Lakes being the most obvious. Yellow and Blue are Lincoln sites.
In 2015 one can compare number of regional entries at nationals vs regional entry. Approximately 60% of entries at the regional compete at the national championships.

Many factors comprise this statistic.
Location of national championships
Economy
Rule changes limiting participation
Percentage of decrease in entries at regional level.
These charts already limit the C entries or substitute for C at regional level

Obvious trends are:
More entries at national championship in Lincoln
Participation at national meet is down 13% from previous year
257 fewer entries translates to $20,500 revenue for 2015. To remain budget neutral for the coming year entry fees would need to increase $10 per event. The field will react to this increase unless caringly and properly explained to the membership
25% decrease in CIPA level entries. Without development programs in the youth, where does USARS expect to get the advanced athletes?

Other issues to consider are:
2016 national facility in Lincoln will be more expensive than in past
CVB will not be collecting the rebate from hotel heads in beds. Industry experts indicate that we should estimate that with USARS seeking collections that goal should be 60% of collections.
Costs and losses will likely result in expense anticipated being 40% higher than in previous years in Lincoln. Charging for admission and practice was reinstituted in 2015 resulting in $22,000 increased revenue but increased complaints.
Summary Issues

• In 2015 there were 58 forced unqualified entries where an athlete had to decide on one level or another. This resulted in 58 fewer entries at national meet and resulted in $6,300 loss. However, in the scheme of revenue this is a minor amount of revenue in relation to the entire organization.

• The organization has limited resources that are consistently decreasing. Can the organization consider any rule that decreases revenue at all?

• AB rule was instituted at the request of a majority of the coaches by their vote. The goal was to prevent long-term B skaters from skating both A and B and winning both and thus discouraging participation by true beginners or entry level skaters. Changing this rule after one year might communicate to coaches that their opinion was not valued and inhibit their creating new skaters.

• USARS has a rule that skaters who skate both A and B and are finalists in A (when having an elimination) are considered unable to compete in B for that discipline in the future.

• Current rules are if one places in the A division they are not eligible for B in subsequent seasons for that discipline. There may always be a ringer or exceptional skater for a specific year but they are not able to continue in following years.

• Creative programs that focus on entertainment (Precision, Show, Quartet and Creative Solo) seem to grow more than events with required skills. If this trend continues, this should be strongly considered for future growth. The majority of skaters in these events are participating in these events as well as other events. It remains to be evaluated whether these events are attracting new skaters.

• USARS needs to charge more for events and make the experience worth it for the athlete and their family.

• Many, many coaches teach for their emotional pleasure rather than income. That makes a difference of focus.
Summary of issues continued

• Coaches were encouraged to create new skaters to develop growth with a goal of 10%. Membership actually declined. It is difficult to determine the reasons for the decline but without coaches creating more skaters, there is less revenue to continue programs that they vote to modify. Without more skaters, the coach revenue decreases as part of their own business. Data analysis showed that number remained constant in total membership because 10% recruited but retention is the challenge. Is it because we do not have programs that are worth the investment or the athlete succeeds too early and moves on?

• Consider at committee level building better solutions to discouraging B skaters and creating rules that prevent athletes from skating. Coaches need to be informed of the changes in revenue and the resulting income that allows for continuation of the national program they desire for their business.

• Coaches have made it clear in past that they did not desire “C” skaters at the national championships. C was removed three years ago with resulting loss of revenue. With next two years being in Lincoln with two floors, would it be possible to integrate a C National Cup invitational contest to increase revenue without naming it as a national championship.

• Coaches have made their revenue from athletes in field and desire the national organization to make choices that reduce revenue for the organization but do not affect their revenue for the entire year. At some point there needs to be an honest discussion of what is necessary to continue the national program.

• 29 art officials (12 stage and 14 judges) receive air fare, per diem and room (double occupancy rate). They volunteer their time for the sport. The approximate cost for officials is $9,000 a day. Are there methods of reducing expenses? Can three judges rather than 5 judge other events? How do we gain the input of the coaches with a change such as this?

• Changes need to be made based upon data and sound business practice ensuring that revenue covers the cost of the event.
How does the organization make changes for the future if it does not have the support of the coaches group? They create the members! Without their buy-in the art portion has little chance of growing.

FSC has reviewed input from data and suggested two changes
1. Eliminate the previous A/B rule with modification that if someone places in A at National they withdraw from B
2. Eliminate all Adult rules except minimum age. Skate any division that believes they have the skills desired. If you win, you can defend. Challenge event in each division is either Premier Silver or Premier Gold

Established “icon” coaches in the field are verbal about not liking the no adult rules but they want something different. They believe and voice that the FSC is making decisions that do not enhance art skating and lowers the prestige and the revenue. They have an opinion

Field athletes want less rules, fairness and valid competition. They have an opinion

Coaches want what has been used this year with A/B rule. They have an opinion

THERE IS NO COMPROMISE POSITION THAT DOES NOT POTENTIALLY EFFECT REVENUE!
Cumulative issues

◆ With so few elimination events, is it time to combine events as recommended years ago?
◆ US Cup of club championships in January has not made a profit in three years without support from CPRS. Is there a budget to estimate decreased attendance and what should be charged to break even?
◆ Years of a select few making decisions combined with a changing (younger) and less experienced coaching demographic has resulted in less trust by coaches in leadership. Definite generational difference in the model to organize competitive skating each of which has revenue implications.
◆ Expenses for stage staff and judges are complained to be too high. Previous era’s had many more volunteers but also many more athletes. People are unable or unwilling to give up vacation, time and then pay for the privilege of officiating and being verbally abused.
◆ Little education opportunities to have seminars or methods of increasing the business skills of coaching
◆ Autonomy of the sport committee is perceived by several committee members to be lip service and lacks the support of leadership when the decisions are politically difficult. Hard to gain volunteers
◆ Without staff support in office, many members are verbalizing the challenge of continuing the effort to participate
Tony Berger called the call to order at 9:39pm EST. Those in attendance were: Cindy Schrader - Southeast, Robyn Young - South Central, Gloria Manning, Jody Harrah - Southwest, Heidi Permatteo - Northeast, Margaret Wilson - Great Lakes, Cindy White - Northwest, Janet Jordan - Eastern and Rachel Dols - North Central.

Tony informed the reps that they will be handing out forms to the coaches at their regional meetings to get their suggestions on requirements. Heidi will make up the form.

Reps reviewed and took course of actions on all 35 suggestions and ideas that they received from their coaches.

Only items 4 & 5 will be moving forward to the regional votes. Many items that were sent in will be given to the FSC through the new Regional requirement form. Items 26 - 35 will be given to the Marketing Committee

1. Eliminate the game of the May 1st draw. Skaters should go home from the national meet with at least the next two years of dances and figures. - Not moving to regional vote unanimous

2. My suggestion is take the 5's out of Veterans figures. When the 5s were in Veterans, the men's event became a final event, when they were taken out it went back to being an elimination event. I think that says it all. - Not moving to regional vote unanimous

3. The Youth Quartet tops out at 11. The Open quartet starts at 12 and so does World Class quartet. Many clubs are small right now. I have 1 quartet team now. Next year, they will have to disband as one member would be 12 and not the rest. I think the open event should be "open" like creative solo is. Open to all ages but not elite skaters. Can we put this question out there to the coaches? - Tabled unanimous

4. It's beyond time that Creative Solo be spit up and done as an elimination. There are too many skating this event and have watched and seen judges literally go into a coma trying to judge this event. The luck of the draw as to where you are in the line-up seems to determine where you finish. The competitors pay the same amount to enter. They pay the same amount to their coaches to learn and they pay the same amount for their costumes. Why do they not have the benefit of an elimination like the other disciplines? This is not fair to these skaters. Moving to regional vote unanimous

5. I would like to open novice and junior precision to all skaters to cross over as long as they are age-appropriate. Moving to regional vote unanimous
6. I think we should remove either the Luna Blues or Century Blues from Veterans Team. They are redundant. Regional requirement form question

7. Allow the skaters that placed in freshmen at nationals to be able to go to sophomore and not be forced into junior. Tabled

8. Reinstate the medical bye. There has to be a way to regulate the use to avoid abuse in the future. Not moving to regional vote unanimous

9. Allow the next available skater to qualify for Nationals if the qualified skater is not planning on attending Nationals. This will encourage more participation at Regionals and Nationals. Tabled

10. If the C level is going to be unofficial and left up to each region to use in a beginner competition capacity, that USARS should remove all mention of it in the rule book and in the requirements. Just list A and B requirements and rules. Not moving to regional vote unanimous

11. Why USARS decided to use figure 24 A/B in Premier A Gold. It's a very boring figure for a division that's a little harder other than Classic. Regional requirement form question

12. Increase the difficulty in the loop events from Elem. and up. Loops are the only event that have the same requirements from Juvenile through Sophomore. Eliminate jumps and spins from creative solo dance. Regional requirement form question

13. Eliminate jumps and spins from creative solo dance. Regional requirement form question

14. Raise the bar a bit on Primary – better yet .. lower it a hair for Juvenile – I can’t believe I said that! LOL Just such a big jump from the Glide Waltz or Balanciaga to the Siesta Tango or Chase Waltz ... or backward take-offs on figures Regional requirement form question

15. Do away with Novice. It serves no purpose to “prepare” adults to compete at a higher level (premier or classic). Not moving to regional vote unanimous

16. Eliminate the age restrictions on Premier. Have forward premier and backward premier and skaters must choose which one to skate, not both. Tabled

17. Adults can skate esquire at any age. At 40 you can skate masters. 50 for veterans and 60 for golden. Tabled

18. Combine the men’s solo and figure events into two groups; 49 and under and 50 and over. Tabled
19. Have only official A events at nationals. All other events remain at the regional level. Not moving to regional vote unanimous

20. Eliminate some adult divisions to make the remaining events more competitive. Tabled

21. Shorten nationals to 1 week, so that the numbers in the venue are greater. Not moving to regional vote unanimous

22. Renew social skate at nationals at a time when most skaters are in attendance. Reps have no say

23. In creative solo, have only a jr. Event and a senior event at nationals. It is destroying freestyle. And in most cases is a waste of skaters time and money. If the same effort was spent on Freestyle, the freestyle events would be stronger. Not moving to regional vote unanimous

24. Eliminate all test requirements for competition. It's too much hassle for coaches to keep up. With this. Reps have no say

25. Stop changing requirements every year. Skaters cannot excel with all the changes made. Also, a lot of the new dances are terrible. It's like someone got drunk and just randomly put Steps together that don't flow easily and don't fit the music well either. It's supposed to be a Dance, not a struggle. Regional requirement form question

Please note that 26 - 35 will be given to the Marketing Committee

26. Membership incentives
   - In trying to attract new USARS members, I found that if we have a standard USARS approved point sheet of membership benefits that could be distributed as a flyer it would be helpful. This would include --insurance, eligibility to compete in USARS sanctioned events, electronic magazine, seminars etc.?

27. --The USARS magazine was a great value to set out on the counter at the rink to grab the interests of skaters and skater’s parents. It also provided, at a glance, insight into our sport. I understand the reduction in expenses by eliminating this magazine, but I think in the long run the loss of revenue (from fewer new members will outweigh the savings). This was replaced with an electronic version? I don’t think I have received this electronic version—when does it come out? Not sure this will attract anyone new. Any plans to at least print out one magazine semi-annually?

28. - A limited membership for first time members --at less cost. I find the increase to $70 is hindering first-time people from signing up. This is particularly the case when a family has 3 or more beginner skaters.
29. - Brochures and material to provide general seminars/information to the public so they are more aware of the sport. Maybe consolidate existing material including, explanations of competitions, styles of skating, testing structures, and video clips to educate the public that do not know anything about artistic roller skating.

Judging/coaches

30. - USARS should provide more details on proper ethics and professional behaviors and comments on social media and other forums. Following and enforcing these rules is the foundation of our sport.

31. - Have a webinar for coaches to share information on incentives to recruit skaters and share ideas on training, rules/requirements, etc.

32. - Holding exhibitions, of sorts, where judges would critiques the skaters' programs and provide feedback to help US skaters and coaches—at all levels. This could bedone at competitions or at seminars.

33. - Have a volunteer mentor program where an experienced coach would help a beginner coach to ensure basic training skills are taught. Or just a coach knowledgeable in, for example dance would help others knowledgeable in freestyle etc.

34. - Hold open forums to try to tackle differences in the coaches and clubs. In two different regions this year we have heard of clubs boycotting certain competitions. This behavior just hinders the sport's growth.

35. - Revisit the intention and value of skating clubs in today's environment. Assess the benefits and how the clubs can do a better job at fostering participation in the sport and provide support, to all skaters.
Tony Berger called the call to order at 9:41pm EST. Those in attendance were: Rachel Dols - North Central, Robyn Young - South Central, Heidi Permatteo - Northeast, Margaret Wilson - Great Lakes, Tony Berger - Southern, Cindy White - Northwest, Janet Jordan - Eastern, Jody Harrah - Southwest, and Cindy Schrader - Southeast.

The reps discussed their regional meetings. No major issues were reported. A couple of reps had questions about the Facebook post by Danny Brown on medical conditions and the reasoning behind the sudden change.

No region had a problem with the A/B rule at their regional championships. The Southwest region was the only region that discussed possible suggested modifications to the rule.

The Northeast region decided to have a conference call with the coaches and submit one total suggestion page to the FSC for suggested changes to the requirements.

The date and time for the reps national meeting was discussed. A few reps will not be able to attend the meeting. It was decided that those reps will call into the meeting, like last year.

Called ended at 10:58pm.
Old Business:
1. The protest initiated by an east coast coach about an Esquire Dance Team was updated. The Figure Sport Committee was not able to reach consensus of eligibility and evenly split in determination of protest. As a result the chair sent a letter to the coach bringing the protest advising that there was not a basis for eliminating participation based upon FSC votes. The letter advised the coach of further levels of appeal or protest that are available. It is reported that the coach has made protest through the national office for the membership and eligibility committee. Two of those committee members are on FSC and report that they have not yet been notified when the committee will meet.
2. Preliminary reports informally from many regions indicate that the entries are lower than previous years primarily due to the economy and the A/B rules. The committee discussed that the regional data should be analyzed for comparison to other years. Regional data is significant since this represents the majority of competitive art skaters. It will have an impact on decisions made for the next competitive season and financial security of the organization.
3. A proposal was sent to the FSC outlining a method of simplifying the adult divisions and eligibility. It is noted that the rule book needs overhaul and simplifying rules will help USARS say yes rather than current rules saying no. Slight discussion ensued about the details of the proposal to basically eliminate move up rules and move down rules. The primary rule is minimum age eligibility and winning in a division does not require move out of division. Challenge divisions would be Premier Gold and Silver based upon age. There was a request that age brackets be considered for 15 year age brackets to increase the level of competition and eliminate one to two adult divisions. It is recommended that the committee review and will discuss at the next meeting but prior to making recommendation for the Board of Directors for the 2016 competitive season.
4. Regional reps proposals were distributed at all regions but not all regions had time to discuss the proposals. Mr Berger indicated that Heidi Permatteo would be compiling the outcome of the regional voting and coaches votes for any recommendations suggested to the committee. These will also need to be completed in time for board of directors vote for the 2016 season.
5. The AR in the rulebook need modification and consolidation to ensure that new rules are clear and not negated in another section of the rules. This
responsibility will be for the FSC since there currently is limited staff support at the national office.

6. A caution was mentioned with rule changes and preparation of the materials for the board. The FSC is autonomous but must exist as part of the larger organization. Sport Committee Guidelines indicate that proposal must come to the Finance committee prior to presentation to the board. This ensures that financial impact is evaluated. Finance committee prior to the board meeting did not review last season the A/B rule. Bill as chair notes that the A/B rule was only finished several weeks prior to the Board meeting and the time was not made to have finance review. There is a caution to not have the Board rework or modify a suggested rule at the table. If there is not consensus at the board meeting, the board should send the proposal back to the committee rather than make decisions that could affect an entire season. There were elements felt to take advantage of the situation and that will likely affect the financial performance of this skating season.

7. The chair cautioned that in the future more decisions should be driven by data and its impact on participation. There has been movement this year toward more data and it is hoped that the trend will continue. Mr Styma has data for regionals and nationals and at least one of the committee has the ability to analyze data for comparative growth or lack of growth.

8. A dance was submitted by Joe Chester named a Rhumba to be considered for addition to the dances in USARS group of dances. It is not suggested as a specific division or use but the requirements are simple. The committee members will review and discuss at their next meeting.

9. The chair encouraged the FSC to utilize Survey monkey tools in the future to ensure that the field of coaches and athletes opinion is sought prior to major changes in competitive structure. Mr Cawly is capable of assisting the committee with the structure of questions to make tabulation and feedback valuable.

10. The chair announced in an earlier communication that he will no longer be able to serve on the committee or as chair due to time constraints and other obligations. He alerts the committee of the need to elect another chair and his availability to assist the committee for a period of time in transition.

Respectfully submitted
Bill Spooner
Figure Sport Committee  
Sunday, August 9, 2015  
2:00 PM  
Webinar Meeting


The meeting opened with a majority of members while awaiting the others to attend.

1. Report of the results of the Protest by an Esquire Team that had been addressed to this committee was discussed. FSC was unable to come to consensus and the issue was referred to Membership and Eligibility who did render a decision. The team being protested then protested the matter and this issue was reviewed by the Executive Committee who made an addition to the decision earlier rendered. After this decision, the team who was protested had a challenge with their computer systems at their work place and was not able to compete at the national championships.

The regional representatives met at their regional championships and this group has forwarded the recommendations and voting of 6 of the nine regions. Chair has verified the eligibility to vote of those voting.

Creative solo events were thought to need elimination and 71 voted in favor and 34 not in favor. There was discussion resulted wishing to respect the opinion of the coaches but a belief there was not a purpose for having an elimination round. The event is thought to be entertainment based and the judges panel would having only an initial reaction to the choreography once. What is felt to be needed is more definition to the value of the choreography and skills. It is that CIPA events have a plan for the 2016 season for additional evaluation criteria and it is felt that this should be integrated into our existing rules. Mr Cawly will begin the process of integrating these criteria and Kayla will begin to make draft changes to existing rules for committee consideration.

Priority for this action is after Kayla is finished training for worlds Novice and junior precision skaters should be able to cross over into all precision events as long as they are age appropriate. Much discussion focused on that USARS currently allows one quarter to so.

The issue for many coaches is that it is difficult to field a team in one club with limited numbers. This affects the ability to encourage this event and the revenue it produces. There was discussion of how much is appropriate and after a lengthy discussion, it was moved and voted that this item needed to return to Coaches group for a clearer proposal. After this, Tony Berger was able to get in touch with a representative (unnamed) and the issue was discussed further.
A motion was made by Jessica to increase percentage from 25% to 50%. This was seconded, and approved by a voice vote.

It is noted that there is a need for revision of the creative solo rules at least for the CIPA events and International events. There was discussion that the youth international divisions were some of the most active events and their goal is to prepare athletes for the JR WC and WC events. There is not consensus about whether the Creative events should also integrate the similar rules. It is noted that in the future in CIPA there will not be a requirement for jumps or spins and rather a focus on footwork and choreography. It was agreed that these revisions should be enacted as soon as possible for the CIPA level and similar for the two youth international events.

2. Elections were discussed as a result of the resignation of the current chairperson. Discussion started with a discussion of process prior to nominations to ensure that the process was clear. First discussion was the value of having co chairs rather than one chairperson to divide the work. This led to a discussion of division of labor by the entire committee on skills that are considered by each committee member to assist with the duties of the committee.

After this process was clarified that co chair was possible and potentially advisable, the next issue was how could those interested be nominated and considered. Mr Cawly was concerned that several of the committee members have additional roles in the national organization and the chairperson status might affect the other functions that they perform. It was felt that this should be considered dependent on the results of the election. Mr Harney was nominated, as was Mr Pollard and Mr Cawly. Another discussion was that Mr Pollard is not a voting member of the FSC but in an advisory status. If he was elected chair that might present a challenge to his service as chair. Mr Pollard himself raised this issue. It was noted that should he be elected that the President could be notified and the Executive Committee appoints the committee members and voting status could be changed. Mr Pollard did not think this was appropriate. It was decided that there would be a vote for chair and the two highest vote persons would be the chair and co chair if they felt they could work together. Voting was done anonymously via the webinar question box to Richard Hawkins and tabulated. Mr Cawly had an overwhelming number of votes while there was a tie for three other persons each with similar votes. The decision was that Mr Cawly was elected chair independently and if a co chair was desired in future it could be considered. Mr Cawly raised the concern that he is currently chair of the Officials committee and felt that he would need to
relinquish that role. Some other committee members did not agree but he pointed out that in an appeal process of disciplinary role this could represent a legal challenge.

3. A previous rule change had been presented at the most recent meeting suggesting that adult rules be revised to basically eliminate eligibility rules other than minimum age. The premise of the proposal is that competition fosters better skating and the requirements that currently exist (14 pages) have evolved over a series of decades as the participation level changed. These changes have not always addressed all issues and thus we have confusing rules that in certain instances contradict previous rules.

It is suggested the primary premise would be that in all adult divisions with the exception of Premier Gold, Premier Silver and Classic that an athlete would simply need to meet the minimal age requirements. Requirements based upon age have less difficult requirements as the athlete ages. If an older athlete wishes to compete at a younger age division they do so based upon the requirements they wish to perform.

An additional premise of this proposal is that athlete may compete in only two divisions within each discipline. Therefore, if one wishes to skate Esquire, this is the division they may skate. All athletes are eligible to challenge an additional event. This would be either Premier Gold with a lower age division and more difficult requirements or Premier Silver with a higher minimal age and requirements that focus on forward dances but with difficulty that is higher than the other older divisions.

One final issue would be that winning a national championship would not require the athlete to advance to another division. In the past this was felt to be help the division create new opportunities. This occurred when there was a separate Junior Olympic program. USARS now has an A, B and Regional program that allow beginners a safe entry and competitive level. Therefore, this would only affect “A” divisions. It is questioned whether this will discourage intermediate level skaters in the A division from participation. The consensus was that adult athletes are focused on improving skills and wish to compete against the best and not likely to discourage participation. Mr Spooner will attempt with the assistance of Jane to attempt to revise the adult rules in a draft for consideration by the committee. This would need to be accomplished to prior the October board meeting with enough time for finance committee to consider the financial impact.

4. The next issue was the impact of this year’s participation. It is felt that there might be reduced participation at the regional championships and the national meet due to the A/B ruling as well as the fact that the national meet was in Albuquerque. Last Albuquerque meet was 20% lower participation for many stated reasons but little to support definitely.
Data should be used to analyze the real effects to the sport and the business of the sport. A download of four years of regional and national data has been requested from Mr Styma. His tabulation system will enable all this data to be reviewed and with use of Pivot tables make comparison at least for 4 years. Mr Clifford will encourage Mr Styma to provide this data as soon as possible.

This led to a discussion that coaches are the sales force for art skating and speed skating. When these sales persons make an overwhelming recommendation, it is difficult to not give it consideration. It is these same coaches who actually recruit and retain members as part of their individual business model.

It was also discussed that coaches have previously complained about the length of the national championships but that is a result of having JO and Standard combined at the coach’s request. The coaches had concern that their time affected their income away from the rink and travel to two different contests. Then the coaches wished to have “C” eliminated from the national championships which was enabled resulting in significant loss of revenue to the national organization. This revenue is one of the tools used to maintain programs at the national office. This past season there was a desire to have a ruling about B and A skaters making a choice about which event they wish to compete. This was a result of having some athletes who placed or won in an A division and then competed in a B division and obviously did well and did not appear to be fair to the B skaters. It was felt that the organization did not limit the qualification of the B level skater and discouraged participation. This also will likely result in reduction in national revenue but this data is not available until the Styma download is accomplished and evaluation can occur.

There was discussion that the regional representatives and coaches are valuable persons to the organization but there are other considerations that should or could be considered for the health of the national organization. Recently the FSC received a proposal from a group of parents in the NW region who recommended changing the AB ruling. They suggested that the A events occur prior to the B events and that if an athlete placed in the A they were automatically removed from the B event with forfeiture of their entry fee in the B event. It was suggested that this was a discussion for the Regional reps to have and perhaps education materials to raise awareness of the coaching body.

5. It was requested that Bill Spooner continue on the FSC for the remainder of his term on FSC through 2016 season and serve as secretary to assist the next chair and provide continuity. Bill agreed and this was approved.
6. There was a reminder that the FSC should and will be required to complete a budget for the next season. Bill and the chair will work on a draft of this budget for the future and send to the committee.
7. Extensive discussion of competitive requirements took place. Some coaches feel many of the requirements are too difficult and inhibit participation. Other coaches feel that the requirements are not difficult enough. It was noted that the changes made last year were the result of 300 communications with recommendations. This is significant input from the field – more than any historical input. However, some of the input is commented to not have knowledge of the crucial portions of a particular discipline within art. Other discussion focused on data would again be helpful and that in past decisions are made by impression of experienced and knowledgeable coaches but data is just as valuable. It is also reminded that to evaluate the data most valuable would be the regional data rather than national data. The strength of the participation levels would be found in regional data. After more discussion it was approved by consensus that requirements would remain the same as the previous season. Mr Hawkins was directed to develop the list of requirements for review by the chair and Jane for publishing.

Further discussion noted that Golden figures had two figures that began on the same foot. An additional choice of 1A and 112B and then 1B and 112A would be modified to rectify this situation. This was approved.

8. A final item was discussed that in previous action but FSC there was action that those placing in a final that had an elimination would receive a certificate that would acknowledge the accomplishment but also preclude them from participation in B in that discipline in the future. This has only been effective of one season so the results are not yet seen. At least two committee members feel that the previous discussion when this was passed related to this process being also applicable to the B events. This was not felt to be the consensus of the group and FSC will continue to study the data related to advancing B skaters to A to create fair competition for the entry and beginner level skaters.

9. There was a discussion of eliminating the minimum score for the regional level of WC division events. Discussion focused on the purpose and how often this is utilized. If the goal is increase participation, then the minimum score is no longer valid given the volume in the divisions. The committee voted to eliminate the minimum score to qualify from regional championships to the national championships.

10. There was discussion about separating Junior division to a separate event from Junior World Class events. Discussion focused the amount of time for a small amount of athletes. We already give separate awards. It was decided that this discussion would be continued at the next meeting.
The meeting was adjourned by the Chair and the President, Dan Brown, who signed on to the webinar. There was some discussion of the new chair and the potential conflict of interests about remaining as chair of the officials committee. The president did not feel that this would represent a conflict but the new chair did. He will notify the Officials committee of the need to have an election and nominations for this chair position.

Respectfully submitted
Bill Spooner
Figure Sport Committee
Webinar meeting
Sunday, August 23, 2015
1:00 PM PDT, 4:00 EDT

Attending: Jim Pollard, Ed Harney, Scott Clifford, Jane Wojnarowsky, Ed Harney
David Adamy, Richard Hawkins, Jessica Gaudy

Not Attending: Kayla Rodriguez, Tony Berger

Chair advised that Ed needed to leave the meeting at 1:30 due to a commitment to
meet about a local contest. He asked that the significant issues be addressed prior
to his departure.

Minutes from previous meeting were approved as revised and chair asks that a copy
be sent to him with the revisions noted by Jane W.

1. Requirements for the next season were discussed and the revision that
already approved for Golden figures. Ed made an observation that he has
corns while watching from stage about Classic Solo. The rotation fox trot
has athletes coming in the center blind and without a partner it has potential
of being a safety issue. There was discussion of another dance to substitute.
Dances discussed were the Federation fox trot, the Keats fox trot and the
Rocker Fox trot. After lengthy discussion, there was agreement that Keats
would be substituted on requirements female steps, 92-tempo border
version.

2. The chair asked that any other changes suggested be sent to him via his e
mail and he will arrange for an electronic voting for any other changes.
There was discussion that as few changes should be considered since so
many changes were made the previous season.

3. A discussion started about a desire from coaches that Jr and Jr World Class be
separated into two events. It is noted that their justification was that the
skaters should compete against like skaters. Considerable discussion
happened around the time to accomplish this for a relatively small amount of
athletes. Also, the skill levels are comparable and USARS already has a
tabulation method that works to enable athletes to receive separate awards
but still compete and utilize time and resources effectively.
It was also noted that this process was started when we had athletes who
competed with a different nationality but residing in USA. The motion made
by David received no second and did not go further. It was decided that the
existing rule would remain effective.

4. A/B rule is discussed, as there has been some discussion about the
continuation of the program. Bill was to do a report that analyzed data for
the B and A athletes
Bill noted that he had done analysis of data but when shared with the committee, Jessica identified inconsistencies in the data. Bill thanked her for identifying the data and Scott has been able to clean the data for four years including regional and national data. That cleaning of data was just accomplished and finished in 20 minutes preceding the meeting and another report will be drafted for the committee in the coming days. It was also noted that B was not able to challenge up to A and some coaches and athletes feared that participation in A at regional level could affect their student in B. Also noted that the rule is still in effect for the top 25% of creative solo skaters who participated in the final are unable to participate in B and longer. It was confirmed that these finalists received a certificate but not sure if they understood the meaning of the documentation. The committee felt that rescinding the 25% on creative should be considered as there was an existing rule that if you place 1, 2 or 3 you must skate A in subsequent seasons. This raised the issue of what effect this would have skaters who competed this year under a different set of rules. It was suggested that 8.02.05 be amended to state whatever the athlete competed in 2015 would remain in effect. Therefore, skaters who placed 1, 2 or 3 must skate A in subsequent seasons and if was a finalist in A of a contested event, then not eligible for B in subsequent seasons.

Further discussion focused on that there was significant reduction in participation at the regional events and at the nationals. It was unclear if this was related to National meet being in Albuquerque, the AB rule, and a reduction in art membership by about 7% or other reasons.

Lengthy discussion began for approximately 45 minutes about the rule. It was noted that the rule established last year was not the version moved by the FSC but one modified by the BOD during the board meeting. Additionally, the coaches who advocated for the AB change were overwhelmingly in favor of the rule to prevent skaters who do well in A from participating in B and discouraging participation when they compete in B after placing or winning in A. Jessica made several points about the potential loss of confidence among the coaches when their recommendation was not continued. The rule has only had one year of implementation and we have not had a chance to evaluate the effect. Jessica also asks that the FSC await any decision until all committee members can discuss. Two coach members have left the meeting and they are not in meeting to give their opinions. Jessica believes the committee should take time to build a better solution.

Other committee members discussed that when the rule was passed and discussed last year it was predicted that the effect could potentially be the loss of up to 220 entries at nationals. Data from recent data download can actually verify 79 entries that were force to not qualify per the tabulation program. This results in approximately $6,400 of revenue.
Further discussion noted that any rule that prevents skating and participation is a bad thing. It was anticipated that this would be an outcome and the organization is not in a financial position to lose any revenue in times when we have limits. There were many warnings from those in field that the cross over skaters would drop participation.

It was noted a group of parents from the northwest had sent a proposal to FSC seeking a different way of dealing with AB. They suggest that A skate before B at the national meet and if an athlete places at nationals in A they are automatically disqualified from the B event. This would allow skaters to compete at regional and national championships with minimal losses of participation.

Discussions continued around the issue that the coaches had indicated that they would increase membership with a goal of 10% increases. These goals have not been realized and in fact there is a decrease of 8% in membership.

Further discussion focused on coach’s requests having been accommodated over issues of JO, and then JO being included in national championships, then elimination of C at national meet and then the AB. FSC and the board have listened to the coaches and responded to group as a sales force and there has not been a quid pro quo for these actions.

The question was called and voted upon to rescind the AB rule with 4 approving the rescind, one opposed and one abstention.

   Clifford, Yes  Jane, Yes  David, Yes  Bill, Yes  Jessica, No
   Cawly, abstain

5. A discussion of a proposal to modify the adult rules was presented last meeting that essentially eliminated eligibility rules for adult events other than minimum age. Athletes could compete in one division in any discipline in A for adults and one challenge event either Premier Gold or Premier Silver based upon age or requirements. The focus would be to have athletes compete where they feel they can compete but aware that some athletes will find that more experienced skaters who did well in older divisions may choose to skate at a lower division and do well also. It was felt that competition is what the organization promotes and we could not please all the athletes. A modification of the rules would need to be accomplished prior to the BOD meeting but the vote was unanimous with no nays or abstentions.

6. Officials committee via Mr Styma has suggested an alternative method of computing the combined figure and loop events that would appear to be more equitable to the public and in actuality. Current method of scores would allow one judge with scores extremely outside the range of other judges to influence the outcome of the event. There has been an instance in when a skater has won long figures and loops and did not win the combined...
event. The new method suggested is placements in figure and loops are summed, for each judge and the lowest sum would determine the final ordinal for the combined event. Total ordinals and sums would be the tiebreakers consistent with our existing rules. All participants with no nays or no abstentions approved this.

7. A proposal has been received and circulated to the FSC that is seeking petition of approval around the organization. The proposal seeks to establish a better evaluation system of the judge’s performance using data from calibration tools and then a system of coaches who would evaluate judge’s ability to judge a specific discipline in written or oral examination. There was considerable discussion about the appropriateness or inappropriateness of this while still noting the need for accountability of officials to the sport and the their own standards of performance. It is felt that this proposal has not yet been sent or presented to the FSC but with the awareness of the proposal, perhaps Tony Berger, Regional rep member, should have a discussion with his regional representatives at their monthly meeting about the proposal and garner their input.

8. Jessica notes her term is about to expire as an athlete representative on FSC and she wished to know the procedure to seek a continuation of serving on the committee. The past procedure has been that a committee member or any member would submit a resume with desire to serve and the committee would discuss and make a recommendation to the committee on committees who makes a decision for committee assignments. Jessica will create a resume and submit this to the chair

9. The chair noted that the FSC might need to have more frequent meetings to accomplish work necessary prior to the board meeting and still have time to have the work reviewed by the finance committee. He also announces that He has surgery scheduled in October and Bill will moderate any meetings necessary during his recuperation period of if there are no objections. None were stated.

The meeting concluded two hours after its beginning awaiting minutes and a new report of national and regional data.

Respectfully submitted
RINK HOCKEY

USARS Board Meeting Consideration

New Committee members, Don’s term & region changes

Rule changes

Coach’s fees

Athlete Representative for both types of Hockey

National banners and advertising

Extra monies collected from Teams at Nationals

Itemized report for World Team Staff
National/World Rink Hockey Team Selection

Selection of players to represent the United States at the Men's World Championships, Ladies World Championships or the U20 Men's World Championships will be through an "open" selection camp. The open selection camp will be held during the calendar year prior to the World Championships. To be eligible to participate in the National/World Team selection camp, a skater must play in their official division, Silver Division or World Class Division at the National Championships preceding the selection camp. If selected, the skater must also play in their official division, Silver Division or World Class Division at the National Championships preceding the World Championships.

Players training overseas are excused from attending the National Championships before the open selection camp and other training camps except the final selection camp held at the National Championships. Former World Team members unable to participate in the National Championships or any of the training camps due to injury, surgery, or other health related issues, may request to be considered for the current National/World Team. A medical/doctor's report should accompany the request. Requests will be decided on an individual basis by the selection committee.

At the open selection camp, the National Team will be selected. The National Team will consist of the top sixteen (16) floor players and four (4) goalies. The National Team must then commit to attend at least two (2) training camps, one of which may be the final camp held at the National Championships prior to the World Championships. At the final camp, eight (8) floor players and two (2) goalies will be selected for the World Team. Upon selection for the World Team, all players must have all of their funds immediately available for their travel to the World Championships.

The National Team Selection Committee, which is comprised of the current World Team Coach, two Rink Hockey Committee members, and one athlete (former or current World Team Member) will rank and choose the National Team(s). If it becomes necessary to replace World Team players, they will be chosen in numerical ranking order starting with player number 9 for the floor players and player number 3 for the goalies. When the current ranking list is exhausted, then the player's list from the previous World Team selection camp will be used in numerical ranking order. If both lists become exhausted, the final player selected for the World Team will be made with recommendations from the World Team Coach and the selection committee, with final selection voted on and approved by the Rink Hockey Committee.
Selection of players to represent the United States at the Men's World Championships, Ladies World Championships or the U20 Men's World Championships will be through an "open" selection camp. The open selection camp will be held during the calendar year prior to the World Championships. To be eligible to participate in the National/World Team selection camp, a skater must play in their official division, Silver Division or World Class Division at the National Championships preceding the selection camp. If selected, the skater must also play in their official division, Silver Division or World Class Division at the National Championships preceding the World Championships.

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Appreciation
The information published herein shall supersede all previously published rink hockey data, and is effective September 1, 2015.

Clubs
Charters are effective September 1st of each year and continue through the skating season to expire August 31st of the following year, which coincides with individual membership registration (amateur card).

Membership Cards
All membership cards expire on August 31st of each year and are renewable annually for a fee set forth by the USARS Board of Directors.

Age Divisions
Goalies in the 8U Division may play the entire match while sitting on the floor. They are not required to return to their feet.
Bronze Division: Male Players 14 years of age to 34 years of age in their 1st or 2nd year of registration and competition. Once a male player moves to the Silver or World Class division, he may not move back to the Bronze Division until reaching 35 years of age. Male players 14 to 34 years of age wishing to remain in the Bronze Division after their second year of registration and competition must apply to the Hockey Committee for evaluation in order to remain in the Bronze Division.

Officials
(8U & 10U Divisions may be conducted by 1 qualified referee except during Championship Placement matches)

Rink-Center line
The Center Line is the line drawn across the rink, parallel to each end, which divides the rink into two halves for each team’s defensive and attacking zones. The center line is the designated anti-play line. For domestic play, the anti-play line is not enforced for the 8U Division. The center spot, where the game starts and restarts, is a spot with a diameter of 4” located in the center of the floor and is surrounded by a marked circle with a radius of 9’ 10’’.

The Team
A Team is comprised of five players (one goalkeeper and four floor players), and if desired any number of substitute players. For Regional and National Championship Tournaments, Teams must be ready to play one hour ahead of the scheduled starting time. A team will forfeit the match if they present themselves with less than 5 players or are in an unfit condition to play. If 10 minutes after the starting time of the match, one of the teams is not on the rink in a fit state to play, the referee will deem that the team has forfeited the match.
National Team Selection
Selection of players to represent the United States at the Men’s World Championships, Ladies World Championships or the U20 Men’s World Championships will be through an “open” selection camp. To be eligible to participate in the World Team selection camp a skater must play in their official division, Silver Division or World Class division at the National Championships preceding the selection camp. If selected, the skater must also play, in their official division, Silver Division or World Class Division at the National Championships preceding the World Championships. Former World Team members unable to participate in the National Championships and wanting to make the World Team will be decided on an individual basis by the selection committee.
Minutes
Rink Hockey Conference Call
Sunday May 17, 2015
1:00pm EDT

On Call: Tom Hughes, Jim Jost, Don Allen, Bryce Robinson,
Bryan Moyer and Shane Enlow

1. Welcome new Committee Members: The committee welcomed new Committee members Bryce Robinson from the Southwest Region and Shane Enlow from the Northwest Region. We look forward to their input and plan on getting them right to work. Also, Congratulations to Pat Ferguson and Frankie Lee for achieving their Elite Coaches status.

2. Treasurer’s Report: Balance in account is $ 1292.78. The South Central Region will send in somewhere between $1000-$2000 next week for distribution to players selected for the U.S. U20 Men’s Team to help with their finances for the World Championships in September.

3. Coach’s Report: Don reported that there are still renewals and upgrades in limbo. The testing for the upgrades will be held during the National Championships in Albuquerque. We will also hold coaching seminars for all levels of coaching during the week of Nationals.

4. Referee’s Report: Mark wasn’t on the call, so the referee’s testing status was deferred to the next conference call. Referee testing will also be done during the week of Nationals.

5. USARS Board Meeting Summary: Our items to be considered by the board were approved (National referees and staff, re-drawing our regions and adding new Committee members, red card rules, U20 coaching staff, and U20 tryouts). Also, the Executive Committee had approved a charge for spectators for the 2015 National Championships. The charges are on the USARS website. USARS is also in the process of changing our competitive year back to September 1 to August 31 for Amateur Cards. We feel that this will be beneficial to our sport. We will have a better schedule for our
Tournament requirement for Nationals. The 2016 National Championships will be held at the Speedway Sporting Village in Lincoln, Nebraska. ALL roller sports will be included in this Championship (Speed, Figure, Rink Hockey, Derby and Slalom). The schedule will be set up by a Committee formed by USARS. Tom Hughes will represent Rink Hockey on this Committee.

6. **Nationals: Consensus, information and Schedule:** Right now, the divisions for Nationals look very good. If all of the Teams we were told were coming with our straw poll come through, it looks like each division, except the U20 Division, will have a number of Teams competing. Tom is still waiting on Mexico to confirm the number of teams and the divisions. He will contact them and get the information before the registration deadline of June 12, 2015. Anyone wishing to hold a seminar during Nationals please contact Tom Hughes so we can reserve the room(s) for the meetings. We need the schedule for our seminars ASAP.

7. **U20 Men’s Championships:** USARS is now requiring each skater to purchase his/her own tickets and hotel for the World Championships. With this in mind, the Committee feels that our U20 Team will be required to meet up at a departure point in the U.S. before traveling overseas and all stay in the same hotel for transportation to/from the venue. All minors must be accompanied by a parent or legal guardian for the entire trip. When you are chosen for the Team, you will be required to pay a non-refundable deposit to USARS for the entry fees, staff expenses, travmed, etc. This deposit will be determined by the National Office before the trials. We have recommended World Team Members Dylan Sordahl and Kylie Hughes to help rate our players for the selection camp.

8. **Power point feedback:** Everyone except the new members, Shane and Bryce has received the presentation. No one has any feedback at this time. Tom will send the presentation out to Shane and Bryce. We will have a seminar to present the power point presentation to the hockey community during the National Championships. We are also developing a power point presentation just for the Ladies. This is because there are corporations that deal exclusively with Ladies Sports. We want to contact these corporations for possible funding for our Ladies program. The procedure for obtaining grants is quite extensive. We will explore the procedure and contact a grant writer for assistance.

9. **New Business:** Tom will contact Brent at the National Office to have him explore the possibility for one of the Sports networks (ESPN2, USN, Fox, etc.) broadcasting some of our National Championships. Also, we have been collecting extra monies from Teams for National Registration since 2008. We have used a small portion of this money, but Tom has the totals and will contact Richard to confirm the amount and
possibly use some of these funds. We also asked Bryce and Shane to start working on ideas for our grass roots program. We need to set up a process to organize all our Regions in the same format for competitions and regional representation.

10. Next Conference Call: June 7, 14, 21, 28? The National registration deadline is June 12, 2015. Our next Conference call will be the week of June 15-19 or as soon as possible after Pat can get the schedule completed. We also feel the need to have a face to face Committee meeting during the week of Nationals.
Minutes
Rink Hockey Conference Call
Thursday June 18, 2015
10:00pm EDT, 9:00pm CDT, 8:00pm MDT, 7:00pm PDT, 6:00pm ADT

On Call: Don Allen, Tom Hughes, Brian Moyer, Bryce Robinson, Jim Jost, Shane Enlow

1. Treasurer’s Report: Balance is $1292.78. The South Central Region will donate some money at the National Championships for the U20 Team.

2. Coach’s Report: Renewals and applications still coming in. Don plans on holding 2 seminars during the week of Nationals. Tom & Don will get together to finalize the schedule of the seminars and make announcements during Nationals.

3. Referee’s Report: Mark was not available. We will try to get Mark to hold some seminars during the week of Nationals. Gary McNeely will be a referee at Nationals. Pt Ferguson will be the 4th compensated referee. Anyone interested in volunteering to referee, please contact Mark Brailey.

4. Nationals: Consensus, information and Schedule: Nationals looks pretty busy. We gained 16 teams from last year. We will be playing hockey for five 15 hour days and one 9 hour day, finishing about 3:00pm on Friday. This should be a good tournament. Tom was informed that Mexico would be unable to send any teams to Albuquerque. This may have been a blessing, because with our growth of 16 teams, we would be in a real pinch for time. The days would have to be hours longer, and we would have had to have started on Saturday.

5. U20 Men’s Championships: September 19-26, 2015 in Vilanova, Spain: Tryouts will be immediately following the awards ceremony on Friday. Everyone has been informed that they must pay for their own airfare, food and lodging. Also, the fee for the staff and expenditures will be required within one week following the conclusion of our Championships.
6. **New Business:** The power point presentation will be presented during 2 seminars at the National Championships for everyone interested and for input. We are creating one exclusively for the ladies because we know of a number of corporations that deal only with female sports. Hopefully we can get some of these onboard to sponsor our ladies program.

7. **Next Committee Meeting:** If time and scheduling permits, we hope to hold a face to face meeting during Nationals.
Minutes
Rink Hockey Conference Call
Sunday, August 9, 2015

On Call: Pat Ferguson, Don Allen, Tom Hughes, Bryce Robinson, Shane Enlow

1. Treasurer’s Report: $2778.04. Wells Fargo is starting to charge the account a monthly fee of $14.50. The Committee feels that we want Jim Jost to find a regional, state or local bank without this monthly fee to put the Rink Hockey account into. Pat made a motion to pay for the U20 uniforms from our account. It was seconded by Don, and passed unanimously.

2. Referee’s Report: Need for more referees. Inline or derby. Mark Brailey was not on the call, but it was the consensus of the committee that we need at least one more compensated referee and another compensated statistician/scorekeeper added to our National roster. We will try to find referees from other sports (professional referees) or other roller sports disciplines. Our volunteers helping out at Nationals have not received payment. They were promised their checks would be mailed by July 20, 2015. These volunteers are important to our organization, they are paid very little for the help they provide and should be paid in a timely manner. Tom will contact Brent Monday morning to check up on this and possibly have USARS send an apology letter explaining the problem.

3. Coach’s Report: Annual cost of certification. First aid training. We have discovered that all 50 states have adopted a “sports compliance rule” (concussion). You can view this rule on your state sports website. In the future, we feel it necessary to require any coach in charge of a program (level 2 and higher) to have CPR/First aid training. This is necessary because the coach is usually the “first responder” to an injured skater during a hockey game or practice. First aid/CPR classes are usually available through your local Fire Department. Tom will have a meeting with Richard in regards to the annual fee for our Coaches. We are in great need for more qualified coaches to help develop new programs in more rinks and facilities and we feel the fee is too high.

4. Nationals: Feedback and suggestions. Cages, walls, photos, banners. We had a great turnout for Nationals. We had 16 Teams more this year than last year. That means we grew 140% over 2014. Way to go everyone FANTASTIC SHOWING! Let’s keep it up. If we need more time or another floor at Nationals, we can get it. We just need to keep growing on the local level and Nationals will take care of itself. Having the trainer there only part time was detrimental to Nationals. We need to have a full time trainer available for our National tournament. The players seemed happier skating on the concrete instead of the skate court. Next year the wood floor will be even better. We are planning to have a hockey cage with a USARS background and a 2016 Nationals banner set up away from the floor for photos. This should make the awards ceremony move along faster. The teams can come off the floor and have photos taken with the cage and banner. We would also like to sell publicity banners for advertising around the skating floor. Tom will discuss the banners with Richard. Don is having Regional banners made for our six regions to put up around the arena to help dress it up. Shane suggested we send out flyers and
tickets to local youth organizations in Lincoln to help bring people in to watch and maybe want to get involved in rink hockey. We can continue with the planning ideas during the next few months and then get the ball rolling.

5. Rule Changes for 2016 season: 8U Anti-play Line & goalies, 10U game length and 1 referee, Bronze division changes, starting times changes. The competitive season for USARS Clubs and Amateur Cards has been changed to September 1 to August 31, like it was before. Amateur Cards already purchased this year are valid through December 31, 2015. Any new cards purchased on or after September 1 will be valid until August 31, 2016. For 8U and 10U Divisions: The anti-play line for the 8U division will not be enforced and to allow the 8U goalies to remain sitting on the floor during the game. The 10U game length will remain at 15 minute halves. We will require only 1 certified referee for the 8U and 10U games, except during Championship Placement games. Bronze Division: Male players 14 years of age to 34 years of age in their 1st or 2nd year of registration and competition. Once a male player has moved to the Silver or World Class Division, he may not move back to the Bronze Division until reaching 35 years of age. Male players wishing to remain in the Bronze Division after their 2nd year of registration and competition must apply to the Hockey Committee for evaluation in order to remain in the Bronze Division. The Teams: For Regional and National Tournaments, Teams must be ready to play one hour ahead of their scheduled time. If 10 minutes after the starting time of the match, one of the teams is not on the rink in a fit condition to play, then the team has forfeited the match. For National Team Selection: To be eligible to participate in the World Team selection camp a skater must play in their official division, Silver Division or World Class Division at the National Championships preceding the selection camp. If selected, the skater must also play in their official division, Silver Division or World Class Division at the National Championships preceding the World Championships.

6. U20 Men’s Championships: September 19-26, 2015 in Vilanova, Spain Tom has not received all of the player’s money for the hotel reservation. The deadline is now 9 days past due. We need you to get your funds to Tom Hughes as quickly as possible. The FINAL payment is due by August 18, 2015. Tom MUST receive your second payments by Friday August 14, 2015. He will send an e-mail out to all of the players reminding them of this. Duane McMinn’s name has been submitted for refereeing the U20 Championships. We are waiting for a reply.

7. New Business: USA Team selection camps frequency and locations. Because of the many problems that arise from getting together a World Team and the lack of time between Nationals and Worlds, the selection camp for the 2016 Ladies World Team will be held Middle to Late November, 2015. We are shooting for the weekend after Thanksgiving. Roller Land in Merced, California has offered their facility free of charge for the Ladies selection camp. The 2016 Ladies World Championships has been awarded to Chile. When we get confirmation on the “B” Men’s World Championships, the Men’s Selection Camp will be scheduled also. The vote on if, when and where the “B” Worlds is to be held is scheduled for the end of September. We need all Regional representatives to work with your Clubs and get your sanctioned tournaments set up for the entire 2015-2016 season. We would like to have the dates posted on our face book page as well as the USARS website. We need to get the dates sent in as soon as possible. The South Central Region already has their dates set up and their schedule was in the National program. We
need to show the USOC that we are a year round sport, not just a bunch of people getting together right before Nationals. Starting this year, each sanctioned tournament is required to send into the National Office a master page of all registered skaters participating in the tournament.

8. Next Committee Meeting: With Labor Day the 6th of September and the U20 Team being out of the Country the weekends of the 20th and 27th, The next Conference call will need to be held September 13, 2015 at 1:00pm EDT.
Minutes
Rink Hockey Conference Call
Sunday, September 13, 2015
1:00pm EDT

Tom Hughes, Don Allen, Mark Brailey, Pat Ferguson, Bryce Robinson, Brian Moyer, Jim Jost and Shane Enlow

1. Treasurer’s Report: Account to new bank?
   No new bank yet. Jim will check into banks locally. He will open a new account for USA Rink Hockey.

2. Referee’s Report: Tests and seminars
   Marks reports that he has been on the road for business and unable to work much on the reports. We discussed seminars at nationals and it is our opinion that we need serious people that want to referee. Tom brought up having training at local tournaments to try to increase our numbers of referees. Pat reports in his area that teams are responsible for supplying a referee for the game after theirs. We are in need of certified referees for our local, regional and national tournaments.

3. Coach’s Report:
   Tests have been reworked. The level 3 test needs to have more sports specific questions and the level 3 coach should have training in first aid and CPR. Classes are available through your local fire department.

4. Rule Changes for 2016 season: 8U Anti-play Line & goalies, 10U game length and 1 referee, Bronze division changes, starting times changes. USA Team selection procedure.
   We have changed these rules, except we left the 10U game length at 15 minutes, during the last conference call. They are in the new “Technical Rule Book” being sent to Brent to have put up on the USARS Website. Starting time of the game, even if earlier than the scheduled time, you are to be ready to play. 10 minutes from the starting time of the game will be allowed to present your team on the floor. (4 floor players and a goalie.)

5. Coach’s fees. USARS website. Monies for hockey.
   Fees for coaches were discussed and how our coaches are mostly volunteers and amateurs, where speed and artistic are actual professional coaches. Back ground check is part of the first year and every other year after that, but we feel the fee is too much and should be reduced.

6. U20 Men’s Championships: September 19-26, 2015 in Villanova, Spain
   Tom will send banners and pins with John for other Teams and for spectator giveaways. Team leaves this Thursday. Good Luck to Brian, Pat and the U20 Men’s World Team!
7. **Items for Board meeting.**
   Tom will get together a list of items we want considered at the USARS Board meeting the end of October. These will include, coach’s fees, monies collected at Nationals, our new rule changes taking effect this season, and more compensated referees and more score keepers/statisticians for Nationals.

8. **New Business:**
   We are considering a small fee for World Team tryouts like we used to require. Other disciplines have a tryout fee for their skaters. Ideas for raising money for world team: 50/50 raffle during Nationals with tickets sold by World Team members, a radar and accuracy shooters area, a tee shirt sale. Don Allen reports the new face book page is ready to launch with committee approval. There are areas for comments.

9. **Next Committee Meeting: October 4, 11, 18, 25.**
   The next conference call will be October 25th, the Sunday before the USARS Board meeting.
Minutes
Rink Hockey Conference Call
Sunday, October 25, 2015
1:00pm EDT

On Call: Bryce Robinson, Brian Moyer, Tom Hughes, Don Allen, Pat Ferguson

1. Treasurer’s Report: Account to new bank? Jim was unavailable for the call, so we will get the update next month. Pat has not received a check for the U20 uniforms as of yet.

2. Referee’s Report: Tests and seminars: Mark was not available for the call, so we will get the updates next month. Brian suggested that maybe some world team players or ex-world team players might want to referee at Nationals and donate the money to the world team fund.

3. Coach’s Report: Don reports that the new updated #3 test is done. We are waiting on the board’s decision regarding the fees. We have adopted the requirement for a #3 test to include a CPR/First Aid certificate. Don would also like to send out either a monthly or bi-monthly newsletter to all of our coaches.

4. Report on U20 Men’s Championships: Pat and Brian reported that the group was very well behaved and treated everyone with respect. They had very good lodging and food, and plenty of it. The buses were on time and flexible with their transportation. On playing, due to the age of most of our team, it seemed like we were the little guys playing against professional men. Brian did a great job using the players he had available to him. Both coaches stressed the fact that our Country needs a great deal of work on the basics, from tying their skates, starts, hockey stops both ways, snow plows, running on their toe stops through offense and defense. Our players are lacking in the very basic skills. We need all of our coaches to return to the basics and hit them hard. We know it is a difficult request, but it is something ALL players interested in playing internationally need. Another thing we need is MORE time playing together and more time for our skaters to get their funds together. We received a number of complaints and bad comments from some of our skaters about the ladies tryout camp schedule, but the parents and skaters involved in the U20 team, know what problems
we had getting everyone’s money and flights scheduled with only two months to get it done. We are trying to address this by requiring the selection process of a “National Team” of 16 floor players and 4 goalies a year before the World Championships. By doing this, scheduling some training camps and letting the teams play some exhibition games during Nationals, we hope to give them more playing time together and they will be required to have ALL of their funds by the final cut down to the top 8 floor players and 2 goalies at the National Championships before the World Championships.

5. **Update on Ladies Selection Camp:** As of Sunday morning, we have 31 ladies signed up for the tryout camp in Merced, CA, November 28-29. There may be a few that show up without signing up, and maybe a few unable to make it at the last minute, but we think a number around 30 is probable. A good turnout for a ladies camp.

6. **Items for Board meeting:** Tom has on his list: coach’s price structure, monies collected at Nationals, itemized accounting for our staff expenses, sponsorship information, the ballot problems we encountered and the possible conflict of the WRG and the 2016 National Championships.

7. **New Business:** We have decided to charge a $25 fee for ALL players signing up for any of the world team tryout camps. This money will go to offset the cost of the team uniforms, and any other fees we may be liable for. We would like to organize our senior men now in case FIRS decides to hold a “B” Championship. According to the FIRS website, the 2016 Ladies World Championships will be the last stand alone rink hockey championship. All of the championships will be held every 2 years at the WRG. In preparing for this, we will need a separate coaching staff for the U20 and the Men’s teams. Brian Moyer has shown interest in staying on the U20 staff. We will be looking for a coach for the senior men’s team. There will be an informal men’s camp the weekend of November 14-15 in Olympia, WA. Tom plans to try to attend this camp. The power point presentations for hockey and the ladies power point are finished and available for use. We would prefer to restrict it for our Committee members and regional representatives to use. We will be available to present the power point to any and all corporations, businesses and individuals that may want to see it. Don wants to put up a website for rink hockey in addition to our face book page. There will be a link on the face book page that will take you to the website. Our face book page and website will begin including advertising from our sponsors that have contributed to our program. Additional advertising will be available for a nominal fee.
8. **Next Committee Meeting:** With the camp being held the weekend of November 14-15, the next conference call will be **November 22, 2015 at 1:00pm EST.**
Present by phone:
Naomi Grigg
Dennis Palmer
Francis Parchaso
Mason Sherry

Not present:
John Fearnow
Brent Benson

New Committee Members
Naomi introduced the roles of John Fearnow and Brent Benson. John is a USARS board member and rink owner (Florida) who will be a fully voting committee member. Brent is a USARS head office staff member and will not be a voting member of the committee.

Membership fees
Naomi explained that the committee needs to set the membership fee for slalom skaters, and summarized the pros & cons of different pricing levels. The committee agreed that a $45 membership was desirable, however it would seriously damage participation if there wasn’t either a gradual ramp up over two or more years, or tiers to make it more affordable for those that will only compete in one WSSA and USARS sanctioned competition in a year.

Rink Operators Convention (Las Vegas last week) and new program handouts for rink roll-out
Interest in slalom by rink operators at this year’s RSA convention in Las Vegas was stronger than at the 2014 convention. Many had started using cones in their rinks for the kids. Naomi gave out the new program handouts, and will include them with the minutes. The new program eliminates the main barrier to progress, which was lack of experienced slalom skaters or slalom coaches in most parts of the USA. It can be done with no local slalom expertise.

2015 Competitions and potential National Championships
Mason reviewed the calendar so far:
- July 11: Seattle, WA
- August 1: San Francisco, CA
- September 12: Boston, MA
- October: Lynnwood, WA
- November: Seattle Centre (outdoor), 2 weeks before thanksgiving, WA
Mason and Naomi are in talks with WSSA regarding possibly holding a first official national championships at USARS nationals, Albuquerque, in July. Committee concerned that it is late notice, and may be difficult to motivate enough skaters to invest in a trip to New Mexico for the competition. Naomi will speak to Seba to see if
there is potential funds to support attendance, and find out from WSSA how many skaters would be needed as a minimum for this first nationals.

**WSSA Slalom Coaching**
Naomi updated that there will soon be a WSSA slalom coaching certification rolling out worldwide. She expects to be appointed as the WSSA coaching program director.

**Method of Conference Calling**
USARS sport committees use a video conferencing application. The committee is interested in giving it a test run for the next call. Naomi will find out what it is.

**Next Meeting**
The next meeting was scheduled for June 22nd at the usual time: 2pm PST, 5pm EST.
Minutes of USARS Slalom Committee: June 22\textsuperscript{nd} 2015

Present by phone:
Naomi Grigg
Dennis Palmer
Francis Parchaso
Mason Sherry

Not present:
John Fearnow
Brent Benson

Introducing John Fearnow
Naomi will check in with John to see what the situation is, and if it could affect our USARS progress

Re-visit Membership fees
This will wait until we have John.

2015 National Championships (Mason)
In May, Danny Brown of USARS and USA Seba distributors Sebastien & Greg requested that there is a slalom competition at this years USARS national championships in Albuquerque, NM on weekend of July 25\textsuperscript{th}. Mason has been looking into this and planning the skater participation side of it, but due to financial and scheduling issues for skaters, it is looking like it is too late notice.

After discussion for last year's USARS nationals in Nebraska, it was decided to wait until we would be a USARS sport, and it would be a real national championship. We were approved as a USARS sport at the end of April, three months prior to the proposed nationals dates, which now appears to have been an unworkably short timescale in a country where the current participation levels make it difficult to support last minute mobilization of skaters.

The committee decided to propose that we do have an official USARS slalom national championships this year, but that it will be at a different event, probably at the rink in Lynnwood, WA in October. Danny and anyone else will be invited so that they can see what our competitions entail.

2015 Competitions Update (Mason)
- July 11: Seattle, WA: Planning going well.
- August 1: San Francisco, CA: Carla waiting on parks dept. Looks like will be WSSA.
- September 12: Boston, MA: Jun not been approached for being part of WSSA yet. Jun would not be signing any contract himself.
- October: Lynnwood, WA: October weekend, but not worlds weekend.
November: Seattle Centre (changed to indoor), 2 weeks before thanksgiving, WA 7/8 or 14/15 weekend. Probably 14/15

**WSSA Contract**
Need to establish the WSSA/USARS contract so that all USARS competitions are automatically WSSA. Naomi should chase this up with WSSA, as USA WSSA rep.

**USFSA/USSA repbranding**
USARS requested that USFSA changed its name because an ice skating association shares it. It is being changed to USSA, and the rebranding will be rolled out soon. Joe Walker will have the logos etc done this week and it will be shared on the FB group cover page.

**Next Meeting**
The next meeting was scheduled for July 27th at the usual time: 2pm PST, 5pm EST.
Minutes of USARS Slalom Committee: July 27th 2015

Present by phone:
Naomi Grigg
Dennis Palmer
Francis Parchaso
John Fearnnow

Not present:
Brent Benson
Mason Sherry

Re-visit Membership fees
Membership fees were discussed again, this time with John. John will give it some thought and get a membership fees proposal to us within about 10 days, which we’ll hopefully approve at our next meeting. We want to get it up and going for the start of the next membership year (September), and in time for the national championships on October 4th in Lynnwood, Washington.

2015 Competitions Update
- July 11: Seattle, WA: Went well. Chronometer problems, but Seba is aware and it will be checked out.
- August 1: San Francisco, CA: This coming weekend. WSSA contract is signed.
- September 12: Boston, MA: Jun not been approached for being part of WSSA yet. Jun would not be signing any contract himself. Denni will get in touch and check status.
- October: Lynnwood, WA: October 4th. National Championships
- November: Seattle Centre, Mason to give update.

WSSA/USARS/Seba relationship
John enquired about our relationship with Seba brand. Naomi clarified that they are a sponsor of us and the WSSA, and that the sponsorship is not exclusive. Other brands are welcome to pay the entry fee to become additional sponsors.

WSSA/USARS ruleset
USARS will be using the WSSA ruleset for the foreseeable future, however can make some changes as & when needed to suit the USA.

USFSA/USSA rebranding
USARS requested that USFSA changed its name because an ice skating association shares it. It has been changed to USSA.

Regional program updates
Dennis Palmer’s classes are going well in the pilot project of that region (Interskate 91 North).
Naomi will be going to Texas during August to visit Skate Champion rink just near Houston. Plans to get them started for lessons etc.

**Creating Slalom Clubs**

John gave advice on how to create clubs from mere collections of slalom skaters. Providing rulesets and bylaws give kids a sense of belonging and ownership, as do t-shirts. Membership fees are paid to the club, which just acts as a central kitty, as all money is then spent on its members anyway.

**Next Meeting**

The next meeting was scheduled for August 17\textsuperscript{th} at the usual time: 2pm PST, 5pm EST.
Minutes of USARS Slalom Committee: September 14th 2015

Present by phone:
Francis Parchaso
Mason Sherry
Naomi Grigg
Dennis Palmer
John Fearnnow

Not present:
Brent Benson

US Championships: November 15th
The US championships has been moved back to November 15th. Scheduling is done, Facebook event will go up tomorrow, registration link on Brown Paper Tickets will open tomorrow, and flyers will be ready in time for this coming weekend. There will be a workshop that is free of charge for USARS Slalom members, as a perk of membership that is in keeping with our intention of offering perks which support education.
Next year the US championships will take place at the USARS championships in Lincoln Nebraska.
- John will let us know dates of next year’s event soon
- Mason & Naomi will ensure that John has all of the competition information and links for uploading to the USARS website
- John has offered to support the event by providing tshirts to competitors. We decided that the logo should be the new USARS Slalom icon.

Opening USARS Slalom Registration
We need this to open ASAP so that competition registrants can also join up to USARS. John will take care of this. USARS online registration is just about ready.

USARS Website
We do not yet have information up on the website, but John will be getting it up very soon. It will be the information that Naomi has already sent over that introduces slalom skating, plus the information about the up coming championships. The committee is happy for USARS to create an icon for slalom that is in keeping with the other USARS sport icons, and John will get that moving.

Competition Preparation Lead Times
We need a 2 month deadline for getting Facebook event created, registration link shared, flyers done and information sent to USARS for uploading to the central website.

USARS Slalom Facebook ‘Fan’ Page
Dennis has created this, and it is now awaiting the USARS slalom icon from John.
USSA and USARS Slalom official merge announcement
Naomi wrote an announcement for sharing on social media and will send it to the committee to be approved and posted. The final name of the combined committee was discussed, and it is decided to not drop the USSA identification yet, until the wider community is used to the new USARS membership requirements

Next Meeting
The next meeting was scheduled for October 19th at the usual time: 2pm PST, 5pm EST.
MINUTES
USA Roller Sports - Executive Committee
Webinar Conference Meeting – Sunday, May 3, 2015, 6:00 pm central

The meeting was called to order approximately 6:08 pm central time. Members participating included Danny Brown, USARS President, Annelle Anderson, Sara Hebrecht, Keith Noll and Trace Hansen. Richard Hawkins, USARS Executive Director was also present.

ITEM #1: Foundation-collateral on loan
Danny explained that the current lien holder on USARS property was primary and the Foundation did not have the ability to recover Foundation assets in the event of default on the line of credit. The Foundation is in favor of a secondary lien on the USARS property and is supported by their attorney as well as UBS.

MOTION: To authorize the US Foundation of Roller Skating to secure a subordinate equity position of collateral behind any financial institution requiring a primary lien on the real estate assets located at 4730 South Street, Lincoln, NE.
Motion by Trace Hansen, seconded by Annelle Anderson
UNANIMOUSLY APPROVED

ITEM #2: USARS membership year
Discussion included that the Executive Committee will decide at a later date as to best fairly implement the membership rates for the adjusted 2016 membership year.

MOTION: To change from a calendar membership year to a fiscal year of September 1 to August 31 effective with the 2016 membership year, beginning September 1, 2015.
Motion by Sara Hebrecht, seconded by Trace Hansen
UNANIMOUSLY APPROVED

ITEM #3: Convenience fee on all credit card purchases
MOTION: With the implementation of online registration, to add a 3% fee to all credit/debit card transactions including online, faxed, emailed or on site purchases. Motion was withdrawn after discussion. Item was sent back to the Finance Committee to check about authorization on online purchases.

ITEM #4: National photography
MOTION: To contract and utilize the services of Stuart Rodgers Photography for the 2015 National Championships in Albuquerque, NM as submitted in their proposal.
Motion by Trace Hansen, seconded by Sara Hebrecht
UNANIMOUSLY APPROVED

ITEM #5: Update on Attorney General Investigation-moving to last agenda item

ITEM #6: Corporate Secretary
MOTION: To change the United States Amateur Confederation of Roller Skating's Corporate Secretary to Peggy Young.
Motion by Annelle Anderson, seconded by Sara Hebrecht
UNANIMOUSLY APPROVED
ITEM #7: Registered Agent
MOTION: To change the United States Amateur Confederation of Roller Skating's Registered Agent to Jerry Pigsley.
Motion by Trace Hansen, seconded by Annelle Anderson
UNANIMOUSLY APPROVED

ITEM #8: Request for additional funding for audit
MOTION: To approve additional funding of $7500 for a focused audit by the accounting firm of Thomas, Kunc & Black, LLP, so long as the attorney general's office indicates a focused audit, not a forensic audit is sufficient.
Motion by Annelle Anderson, seconded by Trace Hansen
UNANIMOUSLY APPROVED

7:35 pm, Keith Noll, who was only able to hear the conversations was now able to fully participate.

7:52 pm central, the committee went into executive session to discuss item #5. No additional motions were proposed during that time.

There being no further business, Keith Noll made a motion to adjourn, seconded by Annelle Anderson. The meeting adjourned at approximately 8:27 pm central.

Respectfully submitted,

Richard J. Hawkins
USA Roller Sports Executive Director
Finance Committee Report
Board of Directors Meeting
Fall 2015
Hopefully as you review this report you will remember USARS brand principles

**Empowering** – We (the board and committees) make the environment

**Athletic** – You don’t win until you play. We have to play to win in this game

**Transparent** – Truth builds trust. Trust builds respect

**Focused** – Respect the athletes, respect the game. I am hoping we all remember this

**Confident** – Success is the only option

**Resilient** – Tough times just make us stronger
Summary of key issues in 2014

- Accumulated debt over $750,000
- Lack of timely financial information
- Lack of access to financial and bank information
- Unauthorized use USARS credit card for personal use by staff member
- Lack of audit results or letters of recommendation from accounting firm
- Minimal communication with field members due to no SKATE magazine
- Budget for year not completed until May of the calendar year
- Ineffectual data systems to complete trend analysis for financial and membership performance
- No timely reporting of monthly financials to honor commitment to foundation
- Lack of a strategic plan to resolve key business issues of:
  - Membership decline
  - Resource consumption
  - Data management systems
  - Marketing and Public relations
  - Finance management
  - Office management
Committee has attempted to address most of these issues

- With the help of AAU obtained a different insurance provider and insurance for members we have. Results in reduction of expense of nearly $250,000. Previous insurance providers meant that insurance costs were at least $250,000 more expensive or loss of $500,000 over 2 years.
- Finance committee meets approximately every month to analyze what data we are able to obtain.
- Information is now presented graphically to the foundation on key financial and membership indicators.
- Use of USARS credit card limited to other persons in the office. Additional checks and balances.
- Audit materials located and distributed to the board of directors as well as letters of recommendation.
- Appropriate notification of irregularities to authorities at Attorney General of NE and IRS.
- A successful year that USARS lived within the projected revenue it produced.
- Involved sport committees in the process of creating their own budget for the year.
Key Information

- Membership declines in every category without a solid plan to increase participation. Loss of membership effects competition revenue.
- Office expenses have been reduced.
- Operational expenses dramatically reduced with insurance renegotiation.
- Membership is 49% of the operating budget. With reduction in membership the future would need to consider increases or reduction in expense.
- Profitability of national championships has declined with membership decline. Need to increase revenue or reduce expenses.
- No clear strategic plan for increasing “programs” that attract and retain members.
- All four disciplines currently each are one quarter of the membership but their membership fees are different. This is due to pricing that is competitive with other organizations providing similar services.
- A better informed membership using social media communicates our deficiencies rapidly. USARS does not communicate effectively what has been accomplished.
- Membership cards are not priced appropriately based upon cost of office and insurance.
Challenges

- 2016 national championships will cost more for facility, CVB will be offering $35,000 less financial support and will not be collecting heads in beds rebate
- Financial system (Grand Prairie) Dimensions may not have support from Microsoft in coming year
- Membership declining
- Unclear determination by Nebraska Attorney General – this effects 501(3)(c) status
- Competitive challenge for membership from other sports organizations such as WFTDA and an unclear plan for cooperation or competition with this organization
- Non operational registration system that electronically allows for staff time saving after two years of development
- Modification of rules in other disciplines that eliminate the entry level skater from national participation to encourage further development. However, USARS is dependent upon the revenue from these competitive divisions to meet their obligations
- Increased social media visibility for lack of communication, ethical questions and timely response to concerns undermines the goal of increasing membership
- Inadequate staff or lack of effective use of staff makes improvement in these challenging areas highly unlikely
- Accounts receivable never reconciled or clarified. This counts as revenue that USARS may ultimately need to write off
- Pricing of amateur cards and competition fees needs to have a special focus on appropriate pricing
USARS has different membership levels due to competitive pricing.
Without exception membership compared to previous years is down. Is this due to lack of interest in roller sports? Is that an indication of how we manage the business? Can we sustain the business with a continued downward trend?
With any business it is increase revenue and decrease expenses

It isn’t happening in the revenue category. Discussions to change pricing of membership or competition causes concern about further decrease in membership
Data that chair can analyze is ART

- Very few participants in region do not attend the nationals
- Trend is continuous decline
- Whatever we have been doing has not been working
- We have 216 events for a two week period. Competition is minimal.
- Coaches feel that we should have limits on the participants in the “B” divisions
- Can we afford to not listen to the coaches? They are the ones who generate members.
- Adults are historically 49% of entries. This past year it was 33% of entries
- Is this due to our competitive site being outside of Lincoln?
More Art Data

National entry Youth Disciplines

Regional entry Youth Disciplines

Art Membership

- More youth remain home from regionals
- Downward trend
- Art membership decreases
- Less participants is less revenue
- Art is the most successful championship in terms of profitability
Revenue issues

• Membership fees (charters, dues and coaches cards) are traditionally 47% of Revenue. Currently it is 44% because of price increases instituted last year
• With all regional and national championships completed, sanction fees and regional income is down by one third of previous year
• National profit generates 18% of revenue for a season
• USARS did not make as much profit from the national meet cycle this season and that will affect revenue
• We have minimal donations but this may be due to decreased trust among membership
Expenses

• Administrative costs are dramatically lower.
• Thank you for AAU assistance in a new insurance carrier that reduced this expense by $250,000
• Personnel expenses are half of last season. However, this season is one third shorter than other years. Adjusting for other years the personnel expense is nearly $100,000 less.
• Operating expenses are lower than previous season by nearly $150,000 for same time period.
We need to identify priorities for the next season

**Membership!** In 20 years we have lost 90% of membership.

**Information!** USARS needs to ensure that members have the info they need when they need it.

**Process!** Question everything we do to make it better and timely.

**Balance!** Live within our means. Enough revenue to cover expenses.

**Electronics!** Maximal use of electronic tools for information, donation, communication and involvement.
How does USARS improve information?

- Fix the website
- Find out if USARS can have additional pages within the USOC web site gateway that can be customized to make access for the members easier and more functional
- If not then have a decision that the USOC financial support is not worth the limitation and work toward a rapid alternative
- Authorize the technology committee to meet often and create with a basic plan and a frugal budget for the implementation of an alternative
- Utilize pages approach that identifies visually different pages for different sports committees including forms, sanctions, minutes, rules, needs, feedback, competitions, communication
- Management of the website to be delegated to volunteers who will be recognized and allows USARS to be more responsive than current vendor
- Find ways to say “yes we can” rather than “we cannot do that because”
- Update marketing approach and branding with minimal financial change and implement with volunteers where possible
- Create a toolbox of PSA’s, videos, New alerts (templates) that field can have a resource for local promotion
How do we increase membership in each discipline?

• Sport committees are USARS lifeline to the membership. What they recommend should be considered by Executive committee or Board within 2 weeks to be responsive to the membership
• Each discipline needs to know what is happening to their discipline.
  1. SKATE magazine every two months no matter what. separate issue for each discipline or combined. Each discipline has an active working committee to gain articles and photos and advertising. These committees are rewarded with recognition.
  2. Flow if information is increased with creation of AMBASSADORS. Each discipline will have at least two adult persons who will receive information from the office weekly of what is going on and what is planned. Their job is to get the info out to the membership and collect the response from the field back to office and board within 10 days. These people are rewarded with recognition.
  3. Educate the members about the membership in their discipline and the money received from this discipline and the costs of providing the services for the discipline. Seek their input quickly for how we live within our means
• LISTEN and communicate among ourselves frequently
How do we create **financial balance**?

- Require each sport committee to create or generate sufficient income from their national championship to cover the expenses of hosting that championship. This is exclusive of membership fees that should be used to cover the expenses of USARS operations.
- Increase fees to ensure that expenses are covered.
- Reduce expenses by a minimum of 15% for this season to enhance the ability to cover the championship.
- Expenses must include the use of the floor and facility based upon the percentage of time utilizing the floor.
- Communicate this to each sport committee and provide them with written tools or guides to have them communicate with their constituency.
- Have electronic tools to enable each sport committee to have a system to hear the complaints and compliments of the field and respond timely.
- Inform the membership of the improvement in this past fiscal year and the actions taken as a result of the credit card usage.
- Inform membership of action taken to ensure that this cannot occur again.
- Pricing of amateur cards to include consideration of administrative costs and insurance.
How do we improve process for the membership?

- All phone messages are answered within the same day left at office.
- Response to the caller is given acknowledgement via email no later than 4 days following message with an expected date of solution.
- Electronic tools to donate, register, etc.
- USARS intranet to provide members with quarterly updates of financial performance and membership numbers.
- Social media sites for each sport committee on Facebook.
- Staff documentation of completed tasks to ED via email to document time and date.
- Finalize the empty members of board of directors to ensure that athletes representative in figure is filled.
- Quarterly board meetings electronically to allow for more business to be taken by full board rather than executive committee. These meetings will need to be open to the membership and board members will need to prepare and organize their home computer systems to allow them to participate fully.
- Coordinate with legal to determine what the minimal requirements of electronic meetings must be and where agenda and support materials must be posted for members to participate.
- Move to a planning culture from a crisis intervention culture.
- Assess staffing to determine if this is possible.
As we begin to plan as a board of directors, I offer this model to my peers as a starting point for discussion.
Here are the Highlights

- Membership is down across the disciplines by a minimum of 7%
- Competitive revenue for contests are down by 25% - makes sense with membership lower
- National expenses are higher than previous year. Given in location outside Lincoln, NE it makes sense. However, in limited financial times cannot be managed
- USARS lived within its annual budget. This has not occurred in many years and is a sign of improvement. However, this FY was only 2/3rds of a normal year
- Line of credit is 90% lower than last 5 years. This is a major improvement
- Aggressive and non aggressive insurance is 240,000 less than previous years. This effects the administrative costs for managing the organization
- USARS needs to perform cost analysis of cost of doing business and then price membership appropriately. If this pricing places the discipline at a competitive disadvantage, then there must be a conversation at the table about what alternatives might be and at what cost
- With minimal memberships due to change of FY, there may be a cash flow issue in December including using the line of credit. What is our plan?
- The cash flow problem could result in default by end of December.
Membership Pricing – Cost Analysis

The cost of managing the process with only six staff, (a building and maintenance, phones, contracting facilities and insurance etc.) currently costs $69 per member. To be part of USOC, those who want international competition, USARS must provide a minimal level of insurance for $25,000 of medical and liability coverage. The cost of that insurance is either $10.03 for non derby and $43.25 for derby participants. Total cost of nearly $80 per member for non derby and nearly $110.00 for derby.

People choose to participate as a member, but many raise concern about the cost of that membership. As a responsible organization, USARS cannot operate at a deficit. USARS tries to use the profit from some national meets to offset losses by others. Members choose to spend their money the way they wish and for the motivation that meets their needs.

Current costs for each level of amateur card are listed below:

| Art       | $70 | 63.68 | 10.03 | 73.71 | $120 |
| Hockey    | $55 | 63.68 | 10.03 | 73.71 | $40  |
| House Hockey | $25 | 63.68 | 10.03 | 73.71 | $40  |
| HH travel | $55 | 63.68 | 10.03 | 73.71 | $40  |
| Rink Hockey | $55 | 63.68 | 10.03 | 73.71 | $40  |

The current six staff are busy arranging sites for competition, managing questions and concerns, enforcing rules, supporting board decisions, registering members, seasonal projects, etc. There is no extra time or financial resources to find sponsors, fund raise, develop marketing to make competitive skating more visible and increase membership. Without those sponsorships and extra money, the losses that may occur from inadequate funding of operations or losses of competition, leads to deficit spending and threatens the continuation of the organization.
Implications

- With new FY the lowest contestant period (Sept – Dec) will produce minimal revenue and yet fixed expenses for the organization – approx $80,000 a month. To meet these expenses we need members to join as soon as possible or realize that we will utilize the line of credit.
- US Cup of Clubs (formerly Pan Am Championships) must make sufficient revenue to cover its own expenses. Has not previously been able to cover expenses except with PASO help.
- Amateur cards for operation expenses should increase but it has been decided that this would reduce membership. To cover the fixed expenses with membership revenue and contest revenue the membership card should increase at least $15 to $80.
- Contest fees for regional contests should not be based on per athlete but per event entered. Ideally, the USARS assessment (now $5 per skater) should be $5 per event but the compromise would be $3 per event.
- To increase membership USARS needs a significantly higher visibility with marketing and presence. That will take expenses to create new options for electronic pages, electronic communication and SKATE. That revenue must come from the field and we MUST use volunteers more actively and autonomously and ensure they are rewarded with recognition.
Implications

◆ In financially limited times, all disciplines must consider events that allow for programs that encourage competition at all levels. The events must be able to cover the cost of the event on their own with competition fees and sponsorships or donations.

◆ Efforts in past to eliminate or reduce the participation of sub standard events to increase the participation of standard events has not demonstrated any success or movement in that direction. While desperately wishing to follow the recommendation of coaches, there is no evidence that the membership has grown with this strategy. Finances do not allow this to continue until membership grows as committed by the coaches. How do we not follow what the work force is recommending?

◆ USARS does not create members! Coaches do and how they communicate with the new skater and the new members will affect the perception of the member about the organization. Negative portrayal of the national organization will ultimately adversely effect the coaches own business model.

◆ Sell the residence on property to provide some additional capital for operations

◆ Sub lease office space for additional capital for operations while ensuring that safety and legalities are considered
Actions

- Sport committees to have a realistic completed budget within 2 weeks
- USARS to have a first draft of a budget for 2016 within another 2 weeks
- Plans in writing of how to cover expenses for the national and regional championships in each discipline
- Formation of ambassadors from online application and appointment with guidelines for duties and behavior
- Communication with the membership via the president or the executive committee weekly to provide updates of what is happening, what is being investigated and what is new within the organization
- A new office procedure to ensure that all messages and requests are acknowledged in e-mail within 96 hours
- Efforts with RSA to investigate partnership or modification of governance of USARS
- Formal marketing and PR committee to manage Skate magazine and develop trust in the membership for the organization
- Determine what the AG needs to resolve the issues they have with USARS and take appropriate action to mediate the issue and resolve the perception that USARS is not taking appropriate action
- Prepare for an audit by IRS and complete the regularly scheduled audit for 2014
- Raise assessment fees to $3 per event for regional championships
USARS Finance Committee  
May 28, 2015, Thursday  
Webinar Meeting  

Attending: Trace Hansen, Annelle Anderson, Scott Clifford, Dave Morrell, Dan Brown, George Pickard, Bill Spooner, Richard Hawkins

Minutes from previous meeting modified and approved electronically and submitted to the BOD and approved at their semi annual meeting

Executive Director Report on Actions from Previous meeting:

- Budget numbers inserted into budget – actual report Richard reports that he and Melannie have been working on this project and have completed to the section on World competition. He commits to having this completed the first week in June and it will be included by the time May financials are sent to committee.
- Mr Pickard is now a member of the committee and was welcome to the committee
- Electronic registration is still not operational. Richard reports last week the vendor came to test the system and security issues were identified that preclude making the system operational. The chair verbalized his frustration that the system has been in process for more than two years. It was discussed a need to know what the system cost, what additional costs and equipment have been involved and if there are contractual agreements that USARS can use to make this process operational. Richard indicates he will send copies of the contract to the committee members and Dan Brown indicates that he and the ED will attempt to get a timeline for operation. WE need to review contracts and know a drop dead deadline.
- Copier lease negotiations – This has been an issue for several months but as Richard began to deal with this issue he realized that we are nearing a time when much duplication is done at the office for all the national materials. ED raises the issue of whether this is the right time to attempt to reduce the number of copiers or renegotiate a contract. An additional issue that that the company provides two portable copiers for free for the national championships. This reduces operation expenses for the championships. It is unclear that due to contract we could realize any savings at this time. ED will pull copies of the lease agreement and share with the chair and the president to make that determination. Request to delay implementation was approved by committee.
- Stuart-Rodgers photography was approved by the board as the vendors for photography and they have been informed of changes in contracts about being responsible for electricity and other utilities and internet connections.
- TMR and Mr Rounds have had discussions with ED about similar changes in their contract. In addition, USARS will no longer be covering hotel expenses, Internet and electricity for the production truck.
- Agreement with ABQ about parking passes has been addressed by ED with the Convention bureau and Chamber. The contract is in its 3rd revision that now eliminates broadcasting fees waived and the final is expected with a week. At that time USARS will be able to finalize the parking passes for sale at the venue.
- Digital national programs has been investigated and an agreement was not felt necessary. Mr Stieb (contractor with USARS) is capable of completing this function and will complete this project for another source of income.
• Credit card rules and regulations re reclaiming some of the processing fees have been discussed for months. Trace had done initial investigation and Richard was to gain info specific to Nebraska and Albuquerque about ability to do this. There is careful wording that indicates that this is not recovery but in a more appropriate name would be convenience fee. This is legal in New Mexico and Nebraska. The committee voted to approve this effective July 1 so that proper notification on web site and membership can be accomplished and then operational prior to the national championships. The committee agreed upon 2 dollars per transaction.

• Cubicle Rental and pricing – Board Member Tanya Procknow and President have investigated this alternative using options and competitors in Lincoln. Pricing amounts and amenities have been suggested with agreement to create a written agreement. It was agreed that USARS would advertise now and have implementation after the national’s championships. When implemented copying should be metered and monitored.

• Aging report for an extremely high level of receivables was produced at the Semi annual board meeting. President and Chair reviewed it. Chair does not have an electronic or hard copy. However, the committee is informed that the report has members of the board with outstanding balances as well as members of this committee. Suggest the committee may wish to address the issues of confidentiality. A draft of a letter to be sent to all person on the list to clarify his or her understanding of the receivable was suggested and Dan Brown had reviewed and modified the letter. He believes this is the next step to make sure each organization is aware of the receivable and what might be their plan to resolve the issue. AT that point the committee can decide what is written off or sent to collections. The President indicates that this is an action that he will direct finance staff to take in near future.

• Albuquerque money in payments has been invoiced to CVB and additional invoicing for the final payment. Also, payments for the convention bureau to pay for the facility fee made since NM state laws does not allow for one agency to pay another agency.

• ED was to find out what fund equity might mean. Richard points out that equity in basic course work would be value in excess of liabilities. He plans to ask the new auditors to explain. Chair identified that when new auditors have initial meeting for scope of audit, either chair or treasurer and President and ED should make sure that direction is identified telephonically. President concurs.

Old Business

1. Incentive program proposed and approved by the board was discussed to focus on information from last meeting. It was noted that this season membership has remained constant but review of data shows 600+ that held memberships last year did not renew. That would mean that coaches have recruited at least that number in new students. The focus of discussion for the incentive program (free coach registration) would be maintaining former membership and 10 new students from previous year. Trace and Richard agree to re work the incentive and present to the
Executive Committee.

2. The comment from the previous audit recommendations identified a signer on account from Foundation who is no longer eligible. Mr Pickard identified that this was the late Charles Wahlig and adjustment to records is being accomplished.

3. Report from auditors in past that bank statements and reconciliation with ledger did not always occur. Richard was to revise the finance P&P to ensure that policy indicates that reconciliation is a monthly event. Members do not have draft copy of P&P and Richard to send to members this evening.

4. Revision of P&P about personal use of USARS credit card suggested but review of the policy indicates that use of card for personal use is already not allowed.

5. Discussion of beginning of when 2014 audit to begin. Dan indicates that he anticipates the focused audit to begin within one week and that will be followed by the organizational audit.

New Business
General discussion of the financial statements that are distributed to the board and the committee members began

**Income Statement** highlighted that there was a 282,000 surplus from operations compared to 2014 140,000. This is improvement but with debt from previous year still being paid off the organization has 11,000 in cash and approx. 130,000 in line of credit. Anticipate that cash will be eliminated in June and more dependence on line of credit. This was anticipated since revenue is minimal from membership in second quarter.

Discussion of recorded statement **expenses from Pan Am Championship** and when revenue can be expected from USOC. Dan states that USARS had two events the competition and the seminar. Some of the seminar expenses crossed over into the competition given that each country-designated coaches came early for the seminar. Dan has not yet completed the paperwork to reconcile with CPRS and PASO format to submit and then that organization will reconcile with USOC. Also Dan notes that USOC had 18,000 in the promotion of the event. The moneys are listed in two different accounts due to restricted accounts and it was suggested that a separate combined document be created to demonstrate that the expenses of the events did not adversely affect USARS.

**Balance Sheet** shows AR 89,000 but cursory review of aging report has many, many older entries. ED provided **aging report** to chair and President at BOD meeting. AS previously discussed in meeting, the aging report needs to be seen and the persons and entries in report need to receive a communication about the receivable and seek their feedback about the debt. Currently carrying this much in AR is not accurate as revenue since much may not be collectable.

Discussion of **WT endowment** listed as an asset was questioned since it is money held for a restricted use. Speculation about why not an asset but ultimately felt that audit will clarify and current list as liability ensures that the money is protected for the purpose it is designated.

**Line of Credit** shows nearly 70,000 used as of April 30, currently at 31,000. This prompted a discussion whether USARS will be able to retires LOC and seek another with another bank as recommended by BOD. Dan spoke that he has begun to investigate
alternatives with counsel. He notes that current collateralization is with office building only. There is no payment penalty with Union Bank. If USARS wished to change banks and seek LOC with another institution, the new LOC could pay off the debt without penalty. Dan spoke with Union Bank who has intention of renewing the LOC. Dan also discussed that the Foundation counsel is operationalizing the secondary lien for the property and USARS counsel. This will establish a secondary lien on property for the Foundation who has extended 400,000 in loans. In the event of default on LOC with Union Bank, the office is worth more than the line of credit. The secondary lien would ensure that the Foundation would have options and recover some of their loan money with remainder of sale.

**Membership** is down 36% in cards compared to previous year. Revenue from membership is down 14% from previous year. Most of membership reduction is due to loss of collegiate hockey program but their membership was only $25. Adjustments have been made in expenses but reductions cannot totally account for losses.

The BOD voted to **end FY at end of August** this season to have FY and skating season coincide. There was discussion of the benefits but perception by some that members might feel that this will result in loss of membership. Many felt that if explained appropriately, this might enhance financial performance at end of calendar year. Richard and staff have not created a document to market this approach. For this year the membership will be valid through end of Calendar year but only applicable issue will be if attending a contest in late part of calendar year. **Mr Pickard** has many years of writing skills and history with the organization. He will attempt to draft a communication tool to explain the change to the membership in a positive way. The committee was very grateful for this offer.

Discussion about the process previously investigated with AAU of some form of revenue sharing from membership. Mr Pickard did not know process and where it was at this time. George offered to send chair the original proposal so that he could speak more knowledgeably and Chair will contact Mr Noll for updates if any.

**Monthly expenses** for April exceeded the 80,000 thresholds. Richard commented that the fixed expenses (Admin Expense) was **75,000 and below the threshold**. He spoke about some outstanding expenses of world team travel with advance expense and reservations that should be reimbursed when the athletes pay their expenses. The treasurer indicated that this would usually be in an error and omissions statement that accompanied the monthly reports. Richard agreed with the assistance of the chair to provide this type of report in future months. **General expenses category expenses that had increases from last year were general computer maintenance, general phone, general insurance, personal property tax, rental house expense, service contracts, phone consulting. Items such as these should be addressed in such a report.** Richard explained that general computer maintenance is a new contract with a fixed monthly amount that should over the year reduce expenses in this category

**Reconciliation of Staff member use of credit card** was discussed. The president has discussed this issue with staff member and the chair has discussed repayment of the amount owed to the organization. The staff members commits to paying the disputed amount of outstanding monies within two weeks. The committee was informed that if this issue was not addressed, the outstanding amount could be considered a loan and that would be a problem for a non profit to offer a loan to an employee and potentially jeopardize the 501 (3) (c) status.

**Other practice facilities** have recently been discovered in Albuquerque such as a community center. Have learned that schools and many places are all participants in a
citywide basketball tourney. Richard will investigate and call the facility contact and Nicki from Marketing committee will investigate the facility.

Finance Committee

**The Treasurer discussed contingency planning.** It was noted as prudent that given the financial condition of the organization that responsible committee should have a contingency plan if the organization was to financially default.

The *treasurer also noted the continued difficulty with access to the bank accounts.*

Dan and Dave are to have a joint conference call with the bank within the next week and resolve this issue.

Dan reported that in past paying large expenses such as deposits for world team travel, official’s expenses for art and speed etc. were done via AMEX card. We no longer have that card and the current card has spending limits. **Dan has discussed with the bank and arranged for temporary increases in credit limits at key times.** This will allow for the temporary increase and then for the office to pay short term and manage cash flow more closely.
Minutes from previous meeting modified and approved electronically and submitted to the BOD and approved at their semi annual meeting

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- Mr Pickard is now a member of the committee and was welcomed to the committee
- Electronic registration is still not operational. Richard reports last week the vendor came to test the system and security issues were identified that preclude making the system operational. The chair verbalized his frustration that the system has been in process for more than two years. It was discussed a need to know what the system cost, what additional costs and equipment have been involved and if there are contractual agreements that USARS can use to make this process operational. Richard indicates he will send copies of the contract to the committee members and Dan Brown indicates that he and the ED will attempt to get a timeline for operation.
- Copier lease negotiations – This has been an issue for several months but as Richard began to deal with this issue he realized that we are nearing a time when much duplication is done at the office for all the national materials. ED raises the issue of whether this is the right time to attempt to reduce the number of copiers or renegotiate a contract. An additional issue that that the company provides two portable copiers for free for the national championships. This reduces operation expenses for the championships. It is unclear that due to contract we could realize any savings at this time. ED will pull copies of the lease agreement and share with the chair and the president to make that determination. Request to delay implementation was approved by committee.
- Stuart-Rodgers photography was approved by the board as the vendor for photography and Stuart-Rodgers has been informed of changes in contracts about being responsible for electricity and other utilities and internet connections.
- TMR and Mr Rounds have had discussions with ED about similar changes in their contract. In addition, USARS will no longer be covering hotel expenses, Internet and electricity for the production truck.
- Agreement with ABQ about parking passes has been addressed by ED with the Convention bureau and Chamber. The contract is in its 3rd revision that now eliminates broadcasting fees waived and the final is expected with a week. At that time USARS will be able to finalize the parking passes for sale at the venue.
- Digital programs have been investigated and an agreement was not felt necessary. Mr Stieb (contractor with USARS) is capable of completing this function and will complete this project for another source of income.
• Credit card rules and regulations re reclaiming some of the processing fees have been discussed for months. Trace had done initial investigation and Richard was to gain info specific to Nebraska and Albuquerque about ability to do this. There is careful wording that indicates that this is not recovery but in a more appropriate name would be convenience fee. This is legal in New Mexico and Nebraska. The committee voted to approve this effective July 1 so that proper notification on web site and membership can be accomplished and then operational prior to the national championships. $2 per transaction?

• Cubicle Rental and pricing – Board Member Tanya Procknow and President have investigated this alternative using options and competitors in Lincoln. Pricing amounts and amenities have been suggested with agreement to create a written agreement. It was agreed that USARS would advertise now and have implementation after the national’s championships.

• Aging report for an extremely high level of receivables was produced at the Semi annual board meeting. President and Chair reviewed it. Chair does not have an electronic or hard copy. However, the committee is informed that the report has members of the board with outstanding balances as well as members of this committee. Suggest the committee may wish to address the issues of confidentiality. A draft of a letter to be sent to all person on the list to clarify his or her understanding of the receivable was suggested and Dan Brown had reviewed and modified the letter. He believes this is the next step to make sure each organization is aware of the receivable and what might be their plan to resolve the issue. At that point the committee can decide what is written off or sent to collections. The President indicates that this is an action that he will direct finance staff to take in near future.

• Albuquerque money in payments has been invoiced to CVB and additional invoicing for the final payment. Also, payments for the convention bureau to pay for the facility fee made since NM state laws does not allow for one agency to pay another agency.

• ED was to find out what fund equity might mean. Richard points out that equity in basic course work would be value in excess of liabilities. He plans to ask the new auditors to explain. Chair identified that when new auditors have initial meeting for scope of audit, either chair or treasurer and President and ED should make sure that direction is identified telephonically. President concurs.

Old Business
1. Incentive program proposed and approved by the board was discussed to focus on information from last meeting. It was noted that this season membership has remained constant but review of data shows 600+ that held memberships last year did not renew. That would mean that coaches have recruited at least that number in new students. The focus of discussion for the incentive program (free coach registration) would be maintaining former membership and 10 new students from previous year. Trace and Richard agree to re work the incentive and present to the Executive Committee.
2. The comment from the previous audit recommendations identified a signer on account from Foundation who is no longer eligible. Mr Pickard identified that this was the late Charles Wahlig and adjustment to records is being accomplished.

3. Report from auditors in past that bank statements and reconciliation with ledger did not always occur. Richard was to revise the finance P&P to ensure that policy indicates that reconciliation is a monthly event. Members do not have draft copy of P&P and Richard to send to members this evening.

4. Revision of P&P about personal use of USARS credit card suggested but review of the policy indicates that use of card for personal use is already not allowed.

5. Discussion of beginning of when 2014 audit to begin. Dan indicates that he anticipates the focused audit to begin within one week and that will be followed by the organizational audit.

New Business

General discussion of the financial statements that are distributed to the board and the committee members began

**Income Statement** highlighted that there was a 282,000 surplus from operations compared to 2014 140,000. This is improvement but with debt from previous year still being paid off the organization has 11,000 in cash and approx. 130,000 in line of credit. Anticipate that cash will be eliminated in June and more dependence on line of credit. This was anticipated since revenue is minimal from membership in second quarter.

Discussion of recorded statement **expenses from Pan Am Championship** and when revenue can be expected from USOC. Dan states that USARS had two events the competition and the seminar. Some of the seminar expenses crossed over into the competition given that each country-designated coaches came early for the seminar. Dan has not yet completed the paperwork to reconcile with CPRS and PASO format to submit and then that organization will reconcile with USOC. Also Dan notes that USOC had 18,000 in the promotion of the event. The moneys are listed in two different accounts due to restricted accounts and it was suggested that a separate combined document be created to demonstrate that the expenses of the events did not adversely affect USARS.

**Balance Sheet** shows AR 89,000 but cursory review of aging report has many, many older entries. ED provided **aging report** to chair and President at BOD meeting. AS previously discussed in meeting, the aging report needs to be seen and the persons and entries in report need to receive a communication about the receivable and seek their feedback about the debt. Currently carrying this much in AR is not accurate as revenue since much may not be collectable.

Discussion of **WT endowment** listed as an asset was questioned since it is money held for a restricted use. Speculation about why not an asset but ultimately felt that audit will clarify and current list as liability ensures that the money is protected for the purpose it is designated.

**Line of Credit** shows nearly 70,000 used as of April 30, currently at 31,000. This prompted a discussion whether USARS will be able to retires LOC and seek another with another bank as recommended by BOD. Dan spoke that he has begun to investigate
alternatives with counsel. He notes that current collateralization is with office building only. There is no payment penalty with Union Bank. IF USARS wished to change banks and seek LOC with another institution, the new LOC could pay off the debt without penalty. Dan spoke with Union Bank who has intention of renewing the LOC. Dan also discussed that the Foundation counsel is operationalizing the secondary lien for the property and USARS counsel. This will establish a secondary lien on property for the Foundation who has extended 400,000 in loans. In the event of default on LOC with Union Bank, the office is worth more than the line of credit. The secondary lien would ensure that the Foundation would have options and recover some of their loan money with remainder of sale.

**Membership** is down 36% in cards compared to previous year. Revenue from membership is down 14% from previous year. Most of membership reduction is due to loss of collegiate hockey program but their membership was only $25. Adjustments have been made in expenses but reductions cannot totally account for losses.

The BOD voted to **end FY at end of August** this season to have FY and skating season coincide. There was discussion of the benefits but perception by some that members might feel that this will result in loss of membership. Many felt that if explained appropriately, this might enhance financial performance at end of calendar year. Richard and staff have not created a document to market this approach. For this year the membership will be valid through end of Calendar year but only applicable issue will be if attending a contest in late part of calendar year. **Mr Pickard** has many years of writing skills and history with the organization. He **will attempt to draft a communication tool** to explain the change to the membership in a positive way. The committee was very grateful for this offer.

Discussion about the process previously investigated with AAU of some form of revenue sharing from membership. Mr Pickard did not know process and where it was at this time. George offered to send chair the original proposal so that he could speak more knowledgably and Chair will contact Mr **Noll** for updates if any.

**Monthly expenses** for April exceeded the 80,000 thresholds. Richard commented that the fixed expenses (Admin Expense) **was 75,000 and below the threshold.** He spoke about some outstanding expenses of world team travel with advance expense and reservations that should be reimbursed when the athletes pay their expenses. The treasurer indicated that this would usually be in an error and omissions statement that accompanied the monthly reports. Richard agreed with the assistance of the chair to provide this type of report in future months. **General expenses category expenses that had increases from last year were general computer maintenance, general phone, general insurance, personal property tax, rental house expense, service contracts, phone consulting. Items such as these should be addressed in such a report.** Richard explained that general computer maintenance is a new contract with a fixed monthly amount that should over the year reduce expenses in this category

**Reconciliation of Staff member use of credit card** was discussed. The president has discussed this issue with staff member and the chair has discussed repayment of the amount owed to the organization. The staff members commits to paying the disputed amount of outstanding monies within two weeks. The committee was informed that if this issue was not addressed, the outstanding amount could be considered a loan and that would be a problem for a non profit to offer a loan to an employee and potentially jeopardize the 501 (3) (c) status.

**Other practice facilities** have recently been discovered in Albuquerque such as a community center. Have learned that schools and many places are all participants in a
citywide basketball tourney. Richard will investigate and call the facility contact and Nicki from Marketing committee will investigate the facility.

Finance Committee
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The Treasurer discussed contingency planning. It was noted as prudent that given the financial condition of the organization that responsible committee should have a contingency plan if the organization was to financially default. The treasurer also noted the continued difficulty with access to the bank accounts. Dan and Dave are to have a joint conference call with the bank within the next week and resolve this issue.

Dan reported that in past paying large expenses such as deposits for world team travel, official's expenses for art and speed etc. were done via AMEX card. We no longer have that card and the current card has spending limits. Dan has discussed with the bank and arranged for temporary increases in credit limits at key times. This will allow for the temporary increase and then for the office to pay short term and manage cash flow more closely.
Finance Committee Meeting
July 28, 2105
Albuquerque, NM
Registration area of Convention Center
Art National Championships

Attending:  Dan Brown, Trace Hansen, Bill Spooner, Annelle Anderson

Not attending:  Dave Morrell, Scott Clifford due to official responsibilities during championships

Minutes have been distributed but not yet received e mails confirming approval of the minutes.  However, sent to Peggy for historical record.

It was noted that the attorney general had contacted the President of the Foundation and the chair to clarify complaints from members that the President had announced to those attending the national meet that things have improved.  The Asst Atty General had heard from complainants that USARS did not have any further debt and the Attty General had released the organization from complaints. Dan Brown had contacted USARS attorney, Jerry Pigsley to have him intervene and determine why there was not direct contact with the attorney or the President. It was clarified that USARS continues to have debt. Most notably is 400,000 to the Foundation. USARS pays interest monthly on the debt. Line of Credit currently is at zero but added that approx. 150,000 of expenses for the multiple national championships is also anticipated. This will likely result in using the line of credit. Current balance in banking accounts was approx. 150,000. This is considerably better than this time last year but we still are challenged as an organization and continue to look at reducing expenses and new methods of generating income. Future communications with the attorney general will be with the President.

In discussing the immediate issues pricing for the upcoming season it was noted that the fiscal year changes from previous as of September 1, 2015. Discussion about the membership fees being increased and that discussion led to decision that there will not be an increase in membership fees. The exception is Derby will increase. For several years their membership has been lower than the other disciplines. The increase makes their fees comparable to other disciplines and assists with the expenses of their national championships

Also, the President reported that Derby Sport Committee had met with him and that their national championship is scheduled in approximately 2 months in Philadelphia. At this time there are only 5 teams signed up and one sponsor. The host club will be working on marketing and sponsorships. However, the Derby committee is unable to find sufficient officials to manage the event and will need assistance to offer officials financial assistance toward their expenses. Dan approved up to a max of $500 per official and the standard per diem for the duration of the championship. This will be afforded t 16 officials.
There was a discussion of the future of pricing for USARS and at what point pricing increases would affect membership. It is felt that USARS must market and inform its membership better of the costs of having competitive programs. There was further discussion about charging for practice in the second exhibit hall. There have been some complaints and explanation given that this is no different from competitors paying for practice at the Ice Box in Lincoln.

The perception for some new skaters and athletes was related to two years where there was no charge for admission for supporters and/or practice. It is suggested that next year a practice session similar to those done in past (one per segment) of youth, elite and adult be arranged. Trace shared that the complaints he has received were about people having daily practices (due to many events) on the official floor. This means elimination on one day and finals on another. This is an additional practice not experienced in the past. It was suggested that further scheduling for subsequent years include a practice for each segment (youth, elite and art) that was included in the athlete’s entry fee. This will be conveyed to FSC and Mr Harney who has historically managed the schedule process.

Bill needed to leave meeting to judge an event and upon his return there was discussion about AJ (Derby Coordinator) having resigned from USARS. Discussion led to her replacement. The committee suggested the ED consider a replacement that had skills and knowledge to assist with art and derby. Art has significantly more competitors and questions. Richard will consider this with a reorganization he plans after nationals. It is also suggested that when possible, sport committees do as much of interventions with the membership as possible to enable the USARS staff to manage the tasks at hand.

Some discussion about electronic registration and the reasons for the program not being implemented were discussed. The program has been in development for over three years and it is not yet operational due to last minute privacy issues and encoding. Richard will follow up with the vendor. It is also requested that Richard obtain from financial system how much money has been expended on this system and report back to the committee.

The chair will attempt to obtain 4 years of regional contest data to begin the process of analyzing the effects of the A/B rules and potential losses for regions and national championship entries. Discussion that in future changes from sport committees should be reviewed by the finance committee prior to voting and if information is insufficient, it is preferable to send the decision back to sport committee until analysis can be completed. Art committee does not anticipate significant changes in competitive requirements for the next season. Richard reports that Speed does not plan significant changes either.
There was discussion of the coaches incentive program of education and the promotional program for increased memberships. Trace will work on refining this Program and present it to finance and the board of directors in October. The refinements needed are what level of new athletes and returning athletes qualify a club for a free coach membership? How is that verified? What time frame is this incentive available?

Respectfully submitted

Bill Spooner
September 17, 2015
Finance Committee
USARS – Webinar
5:00pm Central time

Attending:   G Pickard, T Hansen, B Spooner, D Morrell, R Hawkins,
Not attending:     S Clifford and D Brown in Cali at world championships

There have been several modifications to the minutes of last meeting and those have been resent several times and with no objections the last set of minutes will be sent to Peggy for records.

Old Business – Outstanding items from previous meetings

Electronic registration – Richard reports that there were problems with privacy of member data and the customized system needed modification before going live. The discussion focused on the necessity of this system to save staff time for entry into membership system and ledger financial system. Richard reports that the company estimated that it would take another 18-20 hours of work to make the system secure and operational. Dan authorized and Richard reports that the manager of the work indicates it will be started on next Monday. Question of what investment USARS has into the system at this point and it is noted more than 10,000. It is emphasized that this system has been in process for more than 2 – 3 years and needs to be operationalized. It is emphasized or questioned that the system will only be functional for membership. Coaches and sanctions and charters will not be included since there are so many other factors involved in that registration process.

Cubicle rental advertising following national championships – Tanya had worked on a rental agreement and pricing for rental of vacant cubicles. Also, she had suggested an advertising format. This has not been implemented at this time. Richard still needs to send rental agreement to counsel to identify if there are any problems. He was encouraged to use as many free outlets to advertise such as electronic bulletin boards etc. Richard indicates it will be accomplished by the end of September.

AR aging report – The AR aging report was completed months ago and currently USARS has AR in excess of 126,000. Only Richard and Dan had copies of the aging report. Chair has obtained a copy and much of the aging is many years in the past. A draft of a letter to be sent to accounts was drafted for Dan but he wished to modify the letter to his tastes and then have it sent to those on the AR list. Richard reports that the modified letter has not been completed for staff to forward to those on the list. It is noted that much of the report will need to be reviewed by committee and eventually written off or some decision. It over reports revenue at this rate on the balance sheet. Dan will be encouraged to complete the letter for aging and all committee members will be sent a copy of the report per Richard within the next week.
Fund Equity explanation – Richard had hoped to have an explanation of what fund equity meant on the balance sheet and to gain this explanation from the current auditing firm. However, this has not been accomplished. Richard reports that his belief is that it is a floating number utilized to balance liabilities and assets on the balance sheet. Richard is encouraged to get the information since this item is outstanding more than 3 months.

Auditor special report – Richard was not able to address this since he had not seen the report that focused on the use of credit cards by him. Chair commented that the audit confirmed that there had been unauthorized personal use of the credit card and the president addressed this. Executive committee has taken action re: finance, checking and access to revenue to ensure that this does not occur in the future. Dan will report at the next finance committee meeting.

Status of the 2014 audit – Auditing firm has sought documents from staff to prepare for the upcoming audit. Staff has finished collecting and sending documents the previous week and waits the commencing of the audit. Richard is encouraged to contact auditing firm to ensure that this process can begin timely.

Incentive coaching program – Richard and Trace were to have reviewed the proposed incentive program for coaches. The program was focused on waiving coach's registration for coaches who recruited 10 new athletes in their registrations. Questions were raised on how this was calculated and the issue about if a club lost 10 skaters but had 10 new skaters, how would this effect the incentive. Trace has made his suggestions and Richard is to create a final document for presentation to the BOD that would identify this modification.

Communication tool for new fiscal year and encouraging registration – Mr Pickard had created a document that identified the rationale and purpose of changing the fiscal year to coordinate with the skating season. It encourages the membership to join and register at the beginning of the season. This is important to continue to have capital for operations. Richard reports that the document has been included in each week’s blaster since mid June and thanks Mr Pickard for his efforts.

Pricing for national practice – There had been a discussion about practice at the national meets and the complaints from some members of the field. In the past there had been a scheduled practice at the beginning of each segment that was included in the entry fee. This past year there was paid practice daily on the floor and the fee was applicable to the adjacent practice facility in Albuquerque. The committee had agreed and encouraged those scheduling the national contests to schedule to include this former process for upcoming national championships. Richard reports the challenge of the scheduling done by the sport committees, the increased use of the floor and insufficient time given the verbal agreement we have with the vendor. He is currently trying to identify the formal dates and gain a written agreement with the vendor.
Copier lease has been discussed at previous meetings and due to volume of the documents created for the national meet, it was decided to forstall this investigation until after the national cycle. Richard will begin the investigation of option of eliminating or renegotiating the contract now held. USARS should also consider that this organization provides two copiers gratis for the national meet.

New Business

The treasurer identified concerns about finance and the need to focus on memberships and collection of money to survive the next season. Dave points out that at this time USARS has 204,000 in the bank and the rate if monthly expenses are 85,000 to 90,000. The 204,000 will last approximately 2 months (October and November) and then USARS will need to utilize the line of credit (200,000). That will be another 200,000 and that rate of use will be another 2 months. This will extend through Jan or Feb of 2016. Without registrations and increased registrations there is a significant possibility of not having adequate funds to operate until the next national championships. Dave points out that we either need to increase revenue or reduce expenses. Given the minimal amount of staffing, reductions are not likely so USARS must be more creative.

Discussion of a status report where USARS might be with slalom events. Richard reports that John Fearnnow had a committee meeting that focused on the WSSA or USSA joining USARS. John reported that the Slalom group believed from a conversation with the president that they did not need to join USARS but rather be in a partnership arrangement. This did not make sense so will await a report from Dan and John identified that there would be a transition period but they needed to join with USARS and begin to alert their members. They estimate approx. 50 people who would join.

Discussion then developed about CVB monies previously collected by Lincoln for the 7.00 per night room rates. CVB will no longer be collecting the money. This is a potential loss of revenue to USARS. Richard obtained the accounting for the last two times USARS was held in Lincoln. In 2012 there was 12,000 collected and 2014 10,000. Many, many hotels did not pay their amounts and CVB was not able to collect. The large 4 hotels downtown did pay their amount. Richard has a suggestion that he would approach these hotels with the amount they have paid in past and offer them an alternative of a sponsorship of similar amount that would include advertising, focused advertising on the web site, dasher boards at venue and focused seating at the venue. This would collect the money in advance and save staff time in collection. Also, would provide a tax benefit to the hotel since they are now acting as a sponsor. It is noted that corporate hotels usually have to have their budgets to their corporate by October and Richard commits to having meetings with the large 5 hotels prior to the end of September.

Ultimately discussion returned to a lack of resources and the cascading effect of decisions from the sport committees. Derby needs two more days of the national
floor for venues of Junior Olympic events but JRDA has their nationals and then the standard nationals. It is unclear if JRDA will be joining USARS for their national contest. This raises issue of why USARS would be fronting expense of floor and venue time without some membership or in hope of membership. The Derby sport committee needs to clarify what the future of their membership may be and their anticipated expenses for the coming fiscal year. Additionally, FSC has voted to eliminate the AB rule and return to the former involvement of B skaters. This will increase revenue. However, USARS leadership has asked for a reconsideration of that vote based upon concerns raised by coaches. FSC cannot meet for another two to three weeks since 5 of the committee participants are currently at the world meet. Also, there is a suggestion of having a C invitational at the national contest using the practice floor in mornings as a method of not having a national championships but attempting to gain the revenue from previous C national meet. It could be held during the elite days in the morning due to elite skaters having limited practice needs. However, if Derby is utilizing the floor additional times, this may affect the availability of the practice floor. Either way, FSC is unable to create a budget until these issues are clarified. USARS is currently in its next fiscal year and does not have a budget from its sports committees or their own budget. The FSC is also asked to consider a threshold for the need of 5 judges on an event vs 3 judges. With 216 events and more than half having final events, the reduction of these requirements might lead to a few less judges being required for events. Richard will notify the secretary and chair of the FSC of this consideration.

The committee discussed that in art there seems to be too many events with not enough participants and that utilizes time and resources for running the meet. Also a discussion of need for more membership and no program to enable or encourage more membership or results from membership.

Another discussion focused on the recommendations of the coaches about events inclusion or exclusion and what would be the result if these recommendations were not operationalized. The coaches are the sales force and if they are not listened to then they might further not be involved and membership would potentially are reduced further.

The remainder of the agenda dealt with issues that cannot be resolved until the President addresses major issues. It was decided that the meeting would end at 7:30 pm.

August financials are not yet completed. Richard reports that there are challenges with Derby having their revenue and expenses from national meet submitted to close out the month. Once those are done the office will be able to do August data and year-end data.

Respectfully submitted
Bill Spooner
Finance Committee – USARS
Thursday, October 8, 2015
12:00 PDST, 2:00 CDST

Attending: Scott Clifford, Trace Hansen, George Pickard, Dave Morrell, Dan Brown, Richard Hawkins, Bill Spooner, Annelle Anderson

Minutes from previous meeting were approved with no objections. These will be sent to P Young for inclusion in the board packets.

Unfinished business from previous meetings were reviewed as part of

Old Business

- **Electronic registration** has continued to be an issue that has been an ongoing project. The development of a program has been more than 2 years and the goal was to have a method of membership doing their membership renewal and payment without staff needing to process. This is saving in member time, staff time and entries into data base system. The most recent delay was caused by a system that had the unique identifier as the SSN but retrieval of the info was based upon the member having the membership number and address. That would make SSN vulnerable. So revisions had to be made. USARS was notified today that the system is ready for testing. Discussion focused on how long the testing should take place. After much exchange it was suggested that Richard test throughout the weekend. It is assumed that the developer had already tested the revised system. At that point, the testing can continue with board members and committee members to attempt a real experience so that the system may become operational by the Board meeting at the end of October. This led to a discussion of the need to examine the cost of membership cards and that cost be related to real costs to provide member services. A recent membership card cost analysis may need to be distributed to the membership and certainly the sport committees for their review. Using the premise that membership card should be able to at least cover the administrative costs of operations, this would lead to an average cost of $63 per athlete and then add the cost of insurance. That would be $10 for non aggressive and $43 for aggressive. All cards at this point would be underpriced. This is a failure to meet this criteria which is a product of membership numerical losses. The discussion then focused on the card price announced for season. There may come a time where USARS may need to notify members that there needs to be a modification of the price and a time to get current rate and then change. No action was taken on this item

- **Cubicle rental** has been an ongoing issue for several months as an alternative to generate additional revenue. With staff reductions there is unused office cubicle space and rental of that space might be an alternative.
Richard was to create with Tanya Procknow a sample advertisement and a sample contract. Those were distributed prior to the meeting for review. Mr Pigsley, counsel, is still reviewing the sample contract for appropriateness in Nebraska. Mr Pickard voiced concerns that there are many potential pitfalls opening up the office to unsupervised strangers and opportunities for such persons to take unlawful advantage of the arrangement. Examples include: if phone is included that an unsavory persons could use the phone as a point to link with call centers to solicit. If copying is included then a copy center could rent and use the copier with unrestrained use. With unrestricted access to facility, they tenant could steal equipment without any challenge. As a result the committee felt that if this process were to continue, the hours of operation would need to be limited to 7am to 6pm when staff are in the facility. There should be additional screening of applicants that include a credit rating and background check. The contract should have verbiage that prohibits illegal operations, or other activity that reflect badly upon the reputation of USARS etc. No action taken further and Richard will discuss this with Mr Pigsley.

- **AR letter to membership** to evaluate the validity of the AR has been an ongoing issue. The president was to modify a more personal letter to the persons and company currently listed in the AR seeking to find out why the amount has not been paid or to engage the entity in a discussion about why it is not appropriate. Dan reports that his time has been limited but he plans to complete this project in the next week and provide the document to the finance staff person and the ED for mailing to those involved.

- **We have considered since May an incentive program for coaches** who increase their membership by 10. Interim discussions have focused on that the 10 had to be a net increase of 10 and have a baseline of current levels by club. Further discussion focused on who would get the incentive in clubs with multiple coaches. Richard and Trace have completed a description of the incentive program, the baseline data and a determination that the incentive would be free coach membership to the club rather than the coach. The club would make a determination of the distribution. The committee approves the materials for inclusion in the board packets and on the agenda for board approval. This incentive is for art and speed only. The other disciplines have minimal coach members. It is felt that a one to one letter needs to go to coaches via a merge mail mailing or email explaining the program when approved.

- There were previous concerns about the use of the **national floor time for many derby events** and whether this would affect and effect the time available for other disciplines. Richard reports that this has been clarified and will not interfere. Therefore, in a future meeting the Finance committee will need to consider contest fees.

- **Auditor’s special report** was deferred until a meeting is held without the Executive Director in attendance.
• **Copier lease negotiations** have been an ongoing issue. Richard has contacted the lease agent who is analyzing volumes and looking for a lower cost alternative appropriate for the office needs.

• Heads in beds monies from the convention bureau has also been a previous discussion. **Lincoln CVB is no longer going to collect the money from hotels.** They have had challenges over the years and the agreement for this year was that the office would need to seek the return from the hotels. Richard has developed an alternative of seeking sponsorship from the major hotels with high volume and that was sent in advance. It is a power point presentation. The incentive would be tax deduction and increased visibility. Several committee members reviewed the materials and feel that the presentation does not offer enough info to cause a hotel or corporation to be a sponsor. WE need a package that gives a greater opportunity to fill their beds in relation to other hotels. This might include regional advertising, providing email addresses of regional qualifiers to the hotel sponsors to allow them to have focused advertising or the office sending it to the members. The committee felt the membership levels and incentives were fine but there needed to be more work on a reason for the hotel to wish to be a sponsor. Richard will continue to work on this potentially with the marketing committee.

• There then was an issue raised re: **sport committees budget for the coming season** and when those should be completed. It was agreed that these should be completed now since USARS is not able to make a budget without input from the sport committee. Mr Spooner was directed to contact each chair to alert them to the need for a budget for this season within 2 weeks. The communication should emphasize that the budget should include a reference that the budget for the nationals should include a plan on how to make the national championship at least break even and cover its own expenses. Mr Spooner will comply with request.

A discussion ensued that led to **New Business**

• Concerns were raised about the rationale for **USARS involvement in Derby as a discipline.** The numbers of members have been decreasing and derby nationals did not cover its costs of hosting a national championship. Dan communicated that there were mitigating circumstances with our competitor, WFTDA. Originally there was a plan to have at least 16 teams to compete. However, WFTDA “coincidentally” changed their regional qualifying schedules to conflict with the USARS national meet. This affected the ability to gain officials and we lost 13 clubs who had previous committed. These teams who compete in both have a higher need of their team to qualify in the WFTDA regional to qualify to their national championships. Additionally, WFTDA has recently notified and reaffirmed to FIRS and IOC that they are the governing body of Derby in USA and will not compromise on others being involved in the governance of Derby in the USA.
USARS currently has 124 charters and this is a very small portion compared to WFTDA Derby Girls membership within the USA. At some point thieversons will need to be a discussion with the sport committee and the NGB about the reality of continued involvement in the Derby discipline. It is noted that from any perspective WFTDA is a powerful competitor and they are set out to defeat USARS in the management of Derby. Their goal is to break USARS in its goal to manage the discipline and they have many more resources to accomplish their goals over the past three years nearly completed their task, according to George Pickard. It was also noted that the sport committee feels the future involves the JR Derby and this is one reason we work cooperatively with JRDA at this time. This is the reason for a partnership with AAU for the Jr Olympic event at the same time as the USARS national meet. It is the premise that Derby will need to have a “program” that is a reason to have the discipline and junior programs have more promise than adult programs for future growth. It is felt that the finance committee needs to have a discussion with Fernando soon about the development of programs. Also having derby adult nationals early in July may possibly mitigate WFTDA from having their regional tournaments to directly compete with the national meet. It may be wishful thinking to believe WFTDA is willing to relax its grip on Derby memberships. Ultimately, that will be a more profitable alternative. This may also include the need to evaluate the cost of the membership card to cover a larger share of administrative cost as well as the cost of insurance $43.

- Financial reports were then the topic of discussion. Copies of balance sheet, membership report, budget to actual and income and expense sheets had been sent to committee once the reports were received on Aug 30. Also a summary of the analysis named “errors and omissions” was sent by the chair to the committee to summarize the performance in writing and in graphic formats. In summary, it is noted that USARS did much better this past FY specifically reducing the line of credit with the bank, net income of over 300,000 and cash on hand of more than 100,000. However, there was significant debt from previous year that needed to be decreased. Also with change in FY the membership at beginning of season may not follow normal pattern of 70% of revenue in first three months. Due to change in the fiscal year, many clubs or members are choosing to not join till January when their existing card expires. This may lead to a cash flow problem in December when insurance and other expenditures are due. The committee directs Mr Spooner to send the Aug reports to all board members for their review and that the finance committee report summarizes the data as best it can for the board meeting. Also, the board report should include the cost analysis of amateur card costs. Bill will accomplish this over the upcoming weekend. Committee members report they have reviewed the planned report power point and do not currently have any changes. They are encouraged to once again review for content for the public board meeting to ensure that USARS is transparent.
• **A long awaited button for donation** is now operational as of one day ago. It uses technology via PayPal that was utilized to pay for electronic programs at the national championships. Several members have been promoting the donation location on USARS web page. It was noted that we need to acknowledge all donations no matter how much and Richard is to put notice on the web page and in a weekly blast of those who donated. That notice should have categories similar to the museum that are under 100, 250 and 500 with names listed in these categories for acknowledgement. Bill will take the same info and place on social media weekly. Persons who make significant donation $100 or more should receive a personal certificate of acknowledgement from USARS. Richard will create and ensure this is accomplished weekly and mailed timely. Annelle also notes that the Museum is also doing fund raising as national roller skating month using PayPal technology also. It is felt that this electronic method of fund raising has been successful in the past and should be used to help preserve the museum and the rich history of roller-skating. The committee felt that the money raised should not be used for general fund but kept in a reserved emergency fund.

• **Junior Membership committee report** was sent to the committee for approval or review prior to the board meeting. Those who reviewed the report, which was only received yesterday, note that it was a sparse report. Questions that arose are focused on the package involving a new pair of skates, will this be in competition with rink operators? If so that should be considered in relation to operators cooperating with the efforts. The basic pricing of $45 for a one-year membership in any event and including insurance is felt to be appropriate of an entry level (one year only). However, the southern region and other regions currently insist on having those in the C or color events to have a standard card. How will the coaches feel about this as a promotion and will they promote this to gain more class and intermediate skaters to join. The report should go to the board but the committee should be prepared to address these issues or revise the document. Mr Pickard notes three flaws in this approach to membership recruitment directly through USARS headquarters. 1) Who would be convinced via the internet to send $145 (figure skating) or $200 (speed) for a pair of skates (all proceeds are paid to USARS to cover costs). The initial price barrier for new members is thus increased by at least $100 more doesn’t make sense. 2) If this offer is intended to be offered nationwide over the internet, understand the trouble, and RSA doesn’t have rinks as members which do, nor does USARS clubs even cover the majority of RSA rinks. Years ago, USARS tried this approach with sweepstakes and even this failed for the same reason. We do not even have a full program outline about how it would work in the field, by selling skates outside their establishment. 3) The biggest problem is the design of a 21st century beginner program of appeal to a rink operator’s program and keeping it simple so that he can have a competent teacher to execute the design.
• The committee received **slalom recommendation** recently for review. It is felt that the recommendation is not detailed enough but does agree that the initial pricing of $45 is acceptable for the first year as a point of promoting participation. However, after this period the pricing will need to follow the process that all disciplines must follow for appropriate pricing. It feels the report should be sent to the board for review and will have the chair send to P Young for inclusion but to expect that there might be additional questions or details that might be brought out and given time restraints it might not be approved at that meeting dependent on board voting.

• A **proposal was received from Cricket Loft** offering to create a web site for apparel web site purchase via USARS with a percentage donated back to USARS. Many committee members noted that recent materials from Nebraska Atty General identified the responsibilities of the Board and since the proposal comes from an organization owned by a board member, that this could potentially be seen as a conflict of interest. It is highly suggested that if this form of promotion and business development is considered that USARS would need to consider a RFP (request for proposal) should be sent to all potential companies and interested parties for similar opportunities. Mr Spooner will alert Mr Fearnow of this action in a text this weekend. He and his spouse are currently out of the country and Richard will notify him of what process occurs once the board determines whether this is a direction in which the Board wishes to take for additional revenue.

• The committee approves a recommendation to increase the sanction for regional championships from $5 per athlete to $3 per event.

Approved
Bill
Annelle
George
Trace
John Fearnow got the junior membership committee proposal to finance today to be considered by finance prior to coming to the full board

As you may recall, this was a committee formed to consider a method of gaining new members by offering a package to advanced or class skaters that would involve a reduced membership and a grassroots program.

We asked for this report and I hope you will time to review this

Thanks to the committee members who participated in this project

Bill Spooner

-----Original Message-----
From: e <jfearnow@aol.com>
To: Sk8koachnn <Sk8koachnn@yahoo.com>; tmprocknow2 <tmprocknow2@gmail.com>; sk8auburn <sk8auburn@gmail.com>
Sent: Thu, Oct 8, 2015 1:22 pm
Subject: Junior Membership

October 8, 2015

Proposal for Roller Figure and Inline Speed Junior Membership

Goal: Introduce Figure and Speed to entry or class level students at a Junior level membership to USARS

Purpose: Bring entry level skaters into USARS at the grassroots level. These skaters may compete at entry level events no higher than Regional level for two (2) years in hopes of retaining these skaters as future long term competitive members.

ROLLER FIGURER JR. MEMBERSHIP:

1. COST:
   a. $145.00 sold through USARS includes:
      i. Pair of entry level skates: Reidell Angel or Sure Grip Fame
      ii. USARS pin
      iii. Tee shirt
      iv. Two half-hour free lesson from certified coach of choice at skater’s home rink. Lesson may be private, semi private, or class structured according to the coach's availability.
      v. Eligibility to participate in regional or league area events such as: colors, or C Level events that do not go to National Championships.
      vi. All fees to these events must be paid separately from membership fees.
      vii. Members shall be covered by USARS insurance.
B. Membership may be purchased separately for $45.00 to include membership and insurance only.

INLINE SPEED JUNIOR MEMBERSHIP:

1. COST:

   A. $200.00 package sold through USARS includes:
      a. Pair of entry level Bont inline racing skates.
      b. USARS pin
      c. Tee Shirt
      d. Two half-hour free lesson from certified coach of choice at skater’s home rink.
         Lesson may be private, semi-private, or class structured according to the coach’s availability.
      e. Eligibility to participate in regional or league area events such as: novice by rule of event,
         or other newcomer or beginner events that do not go the National Championships.
      a. All fees to these events must be paid separately from membership fees.
      f. Members shall be covered by USARS insurance.

   B. Membership may be purchased separately for $45.00 to include membership and insurance only.

Persons joining USARS through the Junior Membership, by purchasing the skate package or by paying $45.00 per year may stay in this program for only two years. At this time they must pay full membership fees to continue as a USARS member.

All proceeds are paid to USARS to cover costs in the program. Ultimately, USARS will receive $45.00 membership after costs are covered.

Hopefully we can introduce this program to our other sports, such as, hockey, derby, and slalom at a later date.

NOTE: WE MUST SELL THIS TO RINKS AND COACHES, EXPLAINING THE VALUE OF KEEPING THESE STUDENTS IN THEIR FACILITIES.

JUNIOR MEMBERSHIP COMMITTEE

NEED RETURN APPROVAL, ADDITIONS, DELETIONS, IMMEDIATELY FOR FINANCE MEETING TOMORROW
-----Original Message-----
From: Bill Spooner <bs8@aol.com>
To: BS8 <BS8@aol.com>; gpickard <gpickard@neb.rr.com>; Sk8annelle <Sk8annelle@sbcglobal.net>; RHawkins <RHawkins@usrrollersports.org>; tracesk8s <tracesk8s@yahoo.com>; Dave_morrell16 <Dave_morrell16@yahoo.com>; spclifford <spclifford@msn.com>
Cc: rolldanny <rolldanny@aol.com>; RHawkins <RHawkins@usrrollersports.org>
Sent: Thu, Oct 8, 2015 1:58 pm
Subject: Fwd: slalom membership

Attached is the results of the slalom committee efforts to develop and recommend a membership package for slalom (cones and slalom).

Please review so this may be discussed at finance and a recommendation for the board meeting

It is my understanding that the immediate result would be approx 50+ skaters but that is not the initial determinant. The issue is whether the pricing is appropriate for a new event members

Bill Spooner

Thank you to the committee for finishing this task

-----Original Message-----
From: e <jfearnow@aol.com>
To: rhawkins <rhwkins@usrrollersports.org>; bs8 <bs8@aol.com>; cadet_3 <cadet_3@hotmail.com>
Sent: Thu, Oct 8, 2015 10:39 am
Subject: slalom membership

USA ROLLER SPORTS MEMBERSHIP PROPOSAL FOR SLALOM

1. Annual membership fee - $45.00
   Application beginning on September 1, 2015
      A. Membership to include insurance as set forth in insurance package for USARS skating disciplines.
      B. Members become eligible to skate all USARS sanctioned slalom events.

2. International skater provision:
   A. Any international skater wishing to compete in a USARS sanctioned event may purchase a single event card for $20.00 US for that competition.

3. Guest Division:
   A. A guest may described as any US resident not belonging to USARS as a slalom member
   B. This person may compete as a guest on a one time basis for $10.00 for the event.
   C. At this time the guest will be given a packet with information about USARS and a membership form at which time they may compete that day only to become a USARS slalom member.
   D. The price will include the $10.00 guest fee plus $35.00 for a total of $45.00 membership fee.

4. All competitive events must be sanctioned by USARS for a cost of $100.00
USA ROLLER SPORTS STANDING OFFICERS: APPROVED BY USARS BOARD - 11/1/2015

<table>
<thead>
<tr>
<th>Terms Expiring 2015</th>
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<tbody>
<tr>
<td>President (term to expire with Ex Officio-FIRS term - TBD)</td>
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<tr>
<td>Chairman of the Board (one-year term expiring 2018)</td>
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<tr>
<td>Vice President (one-year term expiring 2016)</td>
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<tr>
<td>Treasurer (one-year term expiring 2016)</td>
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<tr>
<td>Corporate Secretary (appointed)</td>
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The Chairman of the Board and President shall hold office for a term of three years or to coincide with the individual's term as a member of the Board of Directors when less than three years are remaining, or until his or her successor is elected and qualified. The Chairman and President shall be members of the Board of Directors. Other regular officers shall hold office for a term of one year.

USA ROLLER SPORTS BOARD OF DIRECTORS:

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<tr>
<th>Ex Officio-FIRS - TBD</th>
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<tbody>
<tr>
<td>(CPRS Vice President North America-expires in 2015)</td>
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<td>Board Term Tied with CPRS Term</td>
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2016

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<tr>
<th>Ex Officio-USOC AAC Representative</th>
<th>Annette Stapleton Heywood</th>
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<td>(completing balance of 4 year term ending 12/31/16)</td>
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<td>Coaches</td>
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<td>Hockey Athlete</td>
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<td>At-Large (rink hockey expertise)</td>
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<td>At-Large (derby expertise)</td>
<td>Fernando Regueiro</td>
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2017

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<th>Speed Athlete</th>
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<td>Clubs</td>
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2018

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## 2015-16 USARS SPORT COMMITTEES

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<th>Committee</th>
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<td>John Cawly</td>
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**2015-16 USARS STANDING COMMITTEES - Following close of 2015 Fall Annual Board Meeting - 11-1-2015**

**EXECUTIVE COMMITTEE:** Danny Brown-Chairman, Bill Spooner (without vote), Annelle Anderson, Keith Noll, Trace Hansen-Athlete Representative

**FINANCE COMMITTEE:** Bill Spooner-Chairman, Dave Morrell, Annelle Anderson, Scott Clifford, George Pickard (without vote) Trace Hansen-Athlete Representative

**RISK MANAGEMENT COMMITTEE:** Keith Noll-Chair, Jim Foy, Bill Spooner, and Chris Hunter. Others may be added. Their responsibilities will include maintaining and evaluating accident occurrences, the type of injuries, ways to reduce the risks, involvement with insurance renewals to keep the costs down, review of potential insurance products, and other insurance related responsibilities as needed.

**MARKETING COMMITTEE (with Communications Sub-Committee):** Roberta Jackson, Ricci Porter, Fernando Regueiro, Michael Stieb, Nicki Korgenek and Heidi Permatteo. Additional Committee members may be added.

**MEMBERSHIP ELIGIBILITY COMMITTEE:** Ken Shelton-Chairperson, Kurt Anselmi, Gloria Manning, David Adamy and Sara Sayasane Hebbrecht (speed), Jessica Gaudy (figure), Joy Garvey (hockey) and a derby and slalom athlete tbd – Athlete Representatives

**ATHLETE PERFORMANCE COMMITTEE (SPORTS MEDICINE):** Dr. Scott Kleiman-Chairperson, Lori Brandon, David Pitman, Brian Richardson, Kylee Berger-Athlete

**HALL OF FAME AND HONORS COMMITTEE (meets in Spring):** Richard Hawkins-non-voting Chairperson, George Pickard, Jim Pollard, Tom Hughes, Annelle Anderson, John Gustafson

**COMMITTEE ON COMMITTEES:** Elected at 2013 Spring Semiannual Board Meeting – Currently includes Danny Brown-Chairperson, Annelle Anderson, John Gustafson, Renee Hildebrand and Trace Hansen-Athlete Representative.

Note: The Committee on Committees must include the USARS President/USARS Chairperson, in addition to four current Board Members who are elected to the Committee on Committee at the Spring Semiannual Board of Directors Meeting. The Committee on Committees shall prepare committee membership recommendations and submit them to the Board at least 30 days prior to the Fall Annual Board Meeting, where the Board will discuss and vote on these recommendations. The Committee on Committees will serve through the end of the Spring Semiannual Board Meeting.

**NOMINATING COMMITTEE:** George Kolibaba-Chairperson, AAC Member-To Be Elected and three Regional Representatives to be determined annually, rotating between Regional officers: 2015 – George Kolibaba-Chairperson, To be Elected-AAC Athlete, Group 3 USARS Regional Chairs

**ROLLER SKATING ATHLETES ADVISORY COMMITTEE (RS-AAC):** Annette Stapleton Heywood – Chairperson, (USOC-AAAC Rep), To Be Elected (Alt-USOC-AAAC Rep), Trace Hansen (artistic), Grant Schnell (artistic), To Be Elected (hockey), Sara Sayasane Hebbrecht (speed)
**ATHLETE NOMINATING COMMITTEE FOR USARS BOARD OF DIRECTORS and USOC ROLLER SPORTS**

**AAC ATHLETES:** Richard Hawkins - Chairman (USOC Representative for Roller Sports); To Be Elected – AAC, To Be Elected-AAC Alternate, Trace Hansen, Grant Scnell, Sara Sayasane Hebbrecht. The Athlete Nominating Committee shall consist of members of the USARS Athlete Advisory Committee, exclusive of any member who may be running for current election to a Board seat (in 2014 – Sara Sayasane Hebbrecht). Substitute members from the appropriate discipline will be appointed, should a current member be thus disqualified.

**ELITE COACHES SELECTION COMMITTEE (meets in spring):** Richard Hawkins-non-voting Chairman, Bob Labriola, Tom Hughes, Ken Shelton, Gloria Manning, Mark Vittese