



**MINUTES  
USA ROLLER SPORTS  
FALL ANNUAL BOARD OF DIRECTORS MEETING  
OCTOBER 30-31 and NOVEMBER 1, 2015  
Holiday Inn Downtown – Lincoln, Nebraska  
Board Approved - 11-20-2015**

The USA Roller Sports Annual Board of Directors Meeting was called to order at 7:05 PM on Friday, October 30, 2015, at the Holiday Inn Downtown, Lincoln, Nebraska, in the Niobrara room. Roll was called and the following Officers, Board Members and staff were present: Danny Brown-President-Chairman, Trace Hansen-Vice President, Dave Morrell-Treasurer, Richard Hawkins-Executive Director, Peggy Young-Corporate Secretary/Recording Secretary, John Gustafson, Bill Spooner, Jim Pollard, Tom Hughes, Fernando Regueiro, Gloria Manning, Keith Noll, John Fearnow and Annelle Anderson. Board Member Tonya Procknow arrived later that evening to attend the rest of the meetings. Board Members Renee Hildebrand and Sara Sayasane Hebbrecht were unable to attend the meetings. Athlete representatives for the USOC AAC and the Hockey athlete positions were pending election results.

Chairman Brown welcomed all guests: David Adamy, Tony Berger, Diane Brown, Bud Engle, Charlie Lucas, Roberta Jackson, George Pickard, Chalie Sgrillo and Kelly Springer.

It was announced that following the conclusion of this open session, the Board would go into Executive Session. A summary of the discussions would be provided to the guests in the morning. The training session for the Board and guests on Non-Profit Law scheduled for Saturday morning, had unfortunately been canceled by the presenter. The agenda was then opened for additions.

A brief overview was given by Chairman Brown of the Board telephone conference call held in Executive Session on August 27, 2015, which included discussion of the 990 form, results of a focused audit and an update on the complaint being handled with the Nebraska Attorney General.

**MOTION 1: B/D Moved by K Noll, 2<sup>nd</sup> by John Gustafson 10/30/2015 5:13 PM**

Ratify the Minutes of the 2015 USA Roller Sports Semiannual Board of Directors Meeting, held in Lincoln, Nebraska, April 24-26, 2015.

CARRIED UNANIMOUSLY

**MOTION 2: B/D Moved by Fernando Reguero, 2<sup>nd</sup> by John Gustafson 10/30/2015 5:15 PM**

Ratify the mail ballot vote that approved the Minutes of the Spring 2015 USA Roller Sports Semiannual Board of Directors Meeting, held in Lincoln, Nebraska, April 24-26, 2015

CARRIED UNANIMOUSLY

Roberta Jackson provided the strategic plan update. Strategic planning goals and actions steps related to the autonomy of the Sport Committees, improvement in communications enhancing marketing, improved cooperation between the USARS and RSA, increased revenue and a reduction of expenses and membership. There is much that needs to be done. A lot has been done with the budget. Roberta and Fernando will meet regarding the website. USARS needs a major emphasis on improving communications. There is a marketing plan in the board agenda. She recommends training in social media for USARS, member coaches, etc.

Fernando provided a brand standard proposal in an effort to have consistency among all the sports. This consistency permits other companies to recognize that we are a professional organization that knows how to brand ourselves. Fernando stated that the colors used in the proposal are the same as used for the US flag, for a national identification concept. Often he had seen our logo with a lighter blue instead of the navy of the US flag. Fernando put out a survey to get some feedback from the field. Unfortunately, the feedback mostly related to why would we be spending money on the logo. The input shows an overwhelming preference to the tagline "It's how we roll." This makes a bold and confident statement about our brand in a relaxed and playful way. It creates a sense of exclusivity and community while being inviting and engaging to others.

John Fearnow questioned that if these standards are adopted, would we first use everything in the office with the current logo. As the official apparel provider for the USARS Nationals and many of the World Teams, he asked if he could use other colors. Fernando stated that in terms of the material that the office has, the change is not dramatic, and felt we should phase in the new design. The main goal is that the "USARS" is the predominant item in the logo. As a member of the Board, Fernando confirmed that there was no cost for its preparation or use. He indicated that this only represents a "tweaking" of the brand and not a significant change. All current materials would be used, and the modified logos, etc., would be utilized for reprints and new purchases.

**Directive 1:** The proposed brand standards will be sent to each of the Sport Committees to review the images as well as the content, not the colorage. The Committees are asked to take their personal view out, and base their review on what would appeal to customers. Each Sport Committee is asked to meet within the next 30 days and report back to the Executive Committee for final determination.

**Directive 2:** Include discussion and implementation of the strategic plan on the agenda for the Spring 2016 Semiannual Board Meeting.

Roberta included a marketing plan with her Board report. A significant amount of work had been done on this by Roberta, Fernando, Nicki Korgenic and Heidi Permatteo. Three primary goals of the marketing plan are to retain and build membership, standardize and elevate the image and status of the USARS brand, and build donor and sponsor support. She offered to answer any questions that might come up. Each sport needs to do a SWOT (strengths, weaknesses, opportunities and threats) analysis and create action plans to minimize weaknesses and threats.

The document included a budget request, however, she noted that the organization did not have the funds available at this time for the full amount. We need to have a Fund Raising Committee. To generate income, David Adamy questioned whether it would be possible to sell advertising space on the website. Richard Hawkins gave a brief overview of considerations that would be given to potential sponsors so as not to conflict with USOC sponsors. A short discussion followed on the benefits of keeping our website connected to the USOC website. USARS currently receives \$52,000 for this based on the number of unique page hits. We are in the 2<sup>nd</sup> tier of their program. There are ads that we cannot change. We received \$1,000 from Hilton. We can add secondary page sponsors if they do not conflict with the USOC sponsors. David Adamy suggested that perhaps that could include skate manufacturers, wheel suppliers, etc.

The RSA has an excellent marketing plan. We need to continue working on the partnership with them and market the facility aspect of roller skating. Bud Engle noted the acknowledge health benefits of roller skating and felt that that would be a good angle to use in promoting our sports. John Fearnow suggested that we should have a budget to use to go to the RSA rinks and train them on how to get skaters involved. Annelle Anderson informed the Board that the RSA spent a lot of money sending Pat Jacques around to the regions to work on starting classes within the rinks. Danny Brown agreed that our goal is to build the grassroots first. John's program would be tied to marketing.

Keith Noll informed the Board that the AAU has created a Level II Club Program that USARS could register for and use. Within 30 minutes they can become a non-profit member by buying a Level III Club Membership in the AAU. They can create a learn to skate program in their building. Members can get the rink promotional material of skating programs out to all the schools through their non-profit status and market directly to the kids, creating profit for the facility (which is a profit company). Danny Brown stated that within the profit company they can create a sub-set within their program. USARS is a non-profit entity. We need to have clear guidelines for the rink operator. Keith Noll stated that we may be able to set USARS up as an administrative club at no charge.

**Directive 3:** The Marketing Group was asked to follow up on registering the non-profit aspect and try to get this program together. It should be a USARS based program with the partnership of all the entities. We want this to be a USARS program and USARS should take advantage of the AAU program. It could be advertised as a joint venture. Participants could get a 1155 group exemption for the club. The finances of all involved are kept separate.

Trace uses "Peach Jar" to send out his "Kids Skate Free" flier. Every family in the school system gets a login to access their children's' grades. Non-profit clubs can use this program to get fliers out.

Roberta Jackson continued by stating that we need to have a fund raising effort to fund the budget. There are some activities that we can do that won't cost money. We need to have someone on each sport committee to do that and get the word out. Fernando sought guidance from the Board in terms of what we are marketing, the most important things that we want to focus on. Danny thinks our first steps should be on grassroots. Build enough skaters to pool into the program.

Roberta Jackson provided a memo to the USARS Board regarding the USARS Leadership/Organization structure, which she felt was not clearly defined. She noted that there is an effort to move staff functions out to the Committees, but is concerned that it won't work. USARS is a unique non-profit organization of primarily volunteers (all of whom are supporters of skating), with a small number of paid staff. In order to accomplish the many goals and functions of USA Roller Sports, everyone on the Board, on committees, and on the staff are, or should be, a leader with written specific expectations for engagement and performance in the work of USARS. She provided a draft Leadership/Government structure in an attempt to start the discussion of who is expected to do what.

**Directive 4:** The draft Leadership/Governance Structure proposed by Roberta Jackson should be reviewed by each member of the Board, and their comments provided for the Executive Committee within 30 days. Roberta should be contacted with any questions.

**MOTION 3: B/D Bill Spooner, 2<sup>nd</sup> by John Gustafson 10/30/15 6:00 PM**

Accept the report given by Roberta Jackson.

CARRIED UNANIMOUSLY

USA Roller Sports previously approved an electronic media communication policy for members of the Board. It was suggested that the policy should also apply to officers, committee members, officials, staff, etc. The policy needs to be clear, actionable, and enforceable. Once updated, we will ask the USARS attorney, Jerry Pigsley, to review it for any addition needed language. Kelly Skinner noted that the USOC has a policy that USARS might be able to use to update our own. The question was raised of whether there could be a penalty or fine for violation of the policy. Danny noted that as our attorney Jerry Pigsley asked if he could attend a conference in Chicago of all attorneys that represent non-profit sport members of USOC. He will pay for his own room and registration, USARS is paying for his flight. Pigsley may be able to get information about the electronic media policies of other NGB attorneys in attendance.

John Fearnow further cautioned everyone on being careful about who gets the information provided to the Board, as well as being sure that everyone on the Board is receiving the information needed to keep them informed of the current problems/discussions.

Most commonly, cyber insurance coverage is some combination of four components: Errors and omissions, media liability, network security and privacy. Keith Noll suggested that the Insurance Committee may want to look into this type of coverage for USA Roller Sports.

The AAU/Junior Olympic Championships needs to be discussed relative to insurance. If insurance is included with JRDA membership, perhaps the cost of USARS membership could be reduced accordingly. A waiver program could be considered by the Insurance Committee. The Insurance Committee also needs to be thinking about renewal, with Foy remaining as the broker of record. Foy was able to save USARS a lot of money last year. Fernando Regueiro questioned whether we could lower the limits for the derby policy. It is his understanding that the USOC requirements only apply to sports that are included in the Pan Am Games. Fernando stated that 90% of the derby girls already have their own insurance. If that is the situation, the insurance waiver for USARS membership could make our program more financially attractive by using a strong waiver program and charging a flat fee for the membership. USARS attorney Pigsley should be asked to review the waiver policy once it has been proposed.

Trace Hansen suggested that we contact the administrators of the USOC Risk Management program and ask them what we are required to offer. Can we provide an "opt out" choice for derby to offer a layered membership fee? Fernando Regueiro stated that a flexible fee would be very attractive. Chairman Brown stated that an Insurance Committee would be identified later and they would be tasked with researching this issue. The Board needs to be thinking about who should be on this committee.

The Code of Ethics previously approved for the USARS Board has been expanded to include Committees, Regional Representatives, Sub-Committees and USARS International Team Staff Members.

**MOTION 4: B/D Moved by Bill Spooner, 2<sup>nd</sup> by John Gustafson 10/30/15 6:45 PM**

Approve the revised USARS Code of Ethics. See Addendum A.

CARRIED UNANIMOUSLY

Because the USARS rules on protests, grievances and appeals are somewhat confusing, the Membership Eligibility Chairman asked for them to be rewritten. At the last Board Meeting, Grant Schnell indicated that he would contact Kurt Anselmi to see if they could work together on it. Since that time, Grant has left the Board and Kurt is no longer on the Membership Eligibility Committee. This request is being sent back to the Committee. Attorney Pigsley may also be get information on how other sports handle protests and grievances while he is in Chicago.

A procedure needs to be prepared relating to expenditures and contractual obligations of USA Roller Sports to go into the Financial Services Policy. No work has yet been done on this policy.

**Directive 5:** The topic of setting a maximum speed skating wheel size diameter for age groups will be discussed by the Speed Committee, and brought back to the Board for our Spring Meeting.

The latest version of the Financial Services Policy Manual was provided for the Board. Two revisions were noted, and it is believed there will be more recommendations by this year's auditors. A collection policy needs to be added. Interest can be charged, but within parameters. By including notice that if the debt goes into arrears interest will be charged, you can legally charge interest and collect it. Dave Morrell, USARS Treasurer, stated that in requesting reimbursements, we must be more deliberate about having original receipts.

**Directive 6:** Changes to the Financial Services Policy Manual will be made as discussed, including the recommendations made by USARS auditors. Peggy Young will send the revised document to the Board for review and approval by ballot.

At a prior Board Meeting, Trace Hansen proposed a Rising Star beginner program for skaters and coaches. He indicated that his proposal was completed last year, with exception of knowing any insurance requirements or of the inexpensive grassroots insurance coverage that Keith Noll had mentioned may be available. At the Spring meeting this was deferred to the new Membership Committee to consider along with other possible new membership categories. There was no report at this time.

The open meeting recessed at 7:15 PM, with the Board going into Executive Session.

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The USA Roller Sports Annual Board of Directors Meeting was called back to session at 8:40 AM on Saturday, October 31, 2015, in the conference room at the USARS National Office. Roll was called and the following Officers, Board Members and staff were present: Danny Brown-President/Chairman, Trace Hansen-Vice President, Dave Morrell-Treasurer, Richard Hawkins-Executive Director, Peggy Young-Corporate Secretary/Recording Secretary, Tanya Procknow, John Gustafson, Bill Spooner, Jim Pollard, Tom Hughes, Fernando Regueiro, Gloria Manning, Keith Noll, John Fearnow and Annelle Anderson. Guests in attendance were David Adamy, Tony Berger, Diane Brown, Cathy Carmack, Bud Engle, Chris Hunter, Charlie Lucas, Roberta Jackson, Chalie Sgrillo and Kelly Springer.

Danny Brown noted that during the Executive Session the night prior, they discussed the Nebraska Attorney General complaint, results of a focused audit, USARS accounting procedures and other staff related issues. No official actions were taken during the session.

Gloria Manning stated that skaters rely on their coach's knowledge to put them in the correct events. She questioned whether the coach can also be held responsible for incorrect event entry, and the penalty not just applying to the skater. Keith Noll stated that both the coach and the athlete can be penalized in hockey. Jim Pollard felt that this might affect the number of coaches who purchase USARS memberships and open the situation up to litigation. We have to be conscious of the exposure. Chairman Brown suggested that this might be another topic for Jerry Pigsley to research when he attends the conference in Chicago.

**Directive 7:** Gloria Manning was asked to be the point person to see that we ask those who can get the information so that a recommendation can come back to the Board. We can also check with the Executive Directors of other USOC Member Sports.

**MOTION 5: Moved by Keith Noll, 2<sup>nd</sup> by John Gustafson 10/31/15 9:00 AM**

Appoint an Insurance and Risk Management Committee as a Standing Committee. 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.

CARRIED UNANIMOUSLY

Several individuals volunteered and potential members were recommended.

**Directive 8:** The new Insurance Committee will include Keith Noll-Chair, Jim Foy, Bill Spooner, and Chris Hunter. Additional members can be added. USARS will send notice to the field seeking a response from those who might be interested in serving on the insurance and risk management committee. The Committee can include an athlete.

Fernando suggested that the Insurance Committee should coordinate creation of additional materials with the broker. It was noted that USARS currently has an overview of the coverage on the back of its membership applications and posted on its website. Currently, notification is given to a staff person who provides a claim form that the injured party completed, they send it to the insurance company. It is suggested that the claim form could be an athlete download. The athlete fills in all the information and the facility owner signs the claim form.

The AAU has a concussion policy and has developed educational materials that could be utilized by USARS to improve education within our sport. (The AAU policy states "Where there is reasonable cause to believe that a concussion may have occurred, such participant shall not be allowed to continue his/her participation in an AAU licensed event/activity without a medical release to resume such participation." In addition, they have a free on-line course that provides important information in the recommendation and decision-making in handling situations that may involve concussion injuries. The course only takes approximately 30 minutes.)

The Marketing Report provided by Roberta Jackson included a proposal to create a Standing Committee on Marketing and Communications. Her recommendation detailed Bylaw changes that reflect the committee size and focus, terms of office, and functions.

Three videos were recommended for use with PSAs. All are good. The creation of PSA videos will be assigned to the new Marketing/Communications Committee. We will research to see who previously applied for a position as board member with marketing expertise, and see if they are interested in serving on the Committee. Kevin Bradshaw would be a good resource and we will see if he is willing to serve. Roberta Jackson asked to continue. Dave Morrell has a skater who he thought would be good (Anne Lee). He will ask her to contact Roberta. Roberta stated that she met with Ricci Porter who agreed to work with them. The Committee should focus on trying to get the PSA's done and work on projects that don't cost a lot of money to move forward. Heidi Permatteo, Nicci Korgenek, Fernando Regueiro and Roberta have all worked toward this end. Trace stated that if anyone knew of someone who has a strong suit in marketing and fundraising, try to prod them into helping.

**Directive 9:** The Marketing Committee will include a Communications Sub-Committee, and be composed of Roberta Jackson, Ricci Porter, Fernando Regueiro, Michael Stieb, Nicki Korgenek and Heidi Permatteo. Additional Committee members may be added. The detailed committee structure as proposed by Roberta, must still be determined. They will elect their own chairperson.

Keith Noll commented on a proposal from Jeff Prime to raise funds for the 2016 Men's Inline Hockey World Team, to support their cost of participation. Keith noted that in the proposal, the roles of the AAU and USARS are not correctly identified. Prime was a successful USA World Team Coach for many years, but has not been involved in recent years. He would like to be considered as the Men's Team Coach and is willing to spearhead a fund raising effort.

A memo from Steve Baldwin, whose sons attended this year's Junior Inline Hockey World Championships, provided information on raising money for Team USA. It touched upon grant writing, fundraisers and corporate sponsorship. It was suggested that maybe the hockey committee could get together with Jeff Prime and Steve Baldwin and try to generate funding to cover Inline Hockey Team expenses. Grant writing can be a very important way to get financial support. We may be able to get an educational program to tie in, so this needs to be pursued. It was stated that Dee Carlson had volunteered to work on grant writing. Fernando commented that USARS should have separate committees assigned to guide sponsorship and fund raising programs.

**Directive 10:** Relative to the creation of Sponsorship and Fund Raising Committees, the Inline Hockey Committee was asked to ferret out a program that can be utilized for all sports. Keith Noll agreed to will move forward with this effort.

USARS has a Committee that deals with protests and grievances, called the Membership Eligibility Committee. This Committee's decisions can be appealed to the USARS Executive Committee. Several of the Committee's rulings have been overturned recently, leaving its members a little frustrated. Inline and Rink Hockey have been handling their own disciplinary problems. It was noted that speed, figure and hockey have athlete members on the committee. In recent years, the athlete involved with each protest has been the athlete related to the sport involved. Various Board members confirmed that this was not the intention, and that all athletes should be asked to participate.

Keith Noll stated that USARS needs to have a Compliance Committee, responsible for overseeing the Bylaws, conflict of interests of members of the board, etc. Bill Spooner suggested that Grant Schnell should be approached to see if he might be able to serve on that committee. The Committee needs to be cooperative with the Board, but independent. The Compliance Committee has to have the independence to do the honorable thing. Regueiro agrees that it is a completely necessary committee. It needs to include the disciplinary part, as well as the directional part. Keith will get together the "Best Practices for Non-Profits. He will review what the AAU does and apply if possible. Roberta Jackson stated that there must be clearly defined expectations for the Board and staff and everyone. This is a by-product of compliance and should be spelled out in the job description for the board, staff, etc.

**Directive 11:** Keith Noll is asked put together the compliance structure within 10 days, to start the ball rolling and make sure we are getting it right.

Chairman Brown sought an opinion from Jerry Pigsley on amending our Bylaws which was included in the meeting material. He was seeking clarity on who the "members" are as defined in the Bylaws. The Board structure must include 20% athletes (as defined by USOC) based on the number of voting positions. The USARS By-Laws may be altered, amended or repealed and new By-Laws may be adopted by the Board of Directors at any regular or special meeting of the Board of Directors provided notice of such proposed amendment is given at least ten (10) days prior to such meeting, which notice may be waived by unanimous consent of the Board.

The Board discussed changing the terms of office on the Board. A significant number of Board Members are elected directly by the Board. Some are on the Board because of a FIRS or CPRS international position they hold, and some are elected directly by the membership via mail ballot, which is cumbersome. There are lots of electronic options for voting. Bill Spooner indicated that we need to carefully review our Bylaws for changes that need to be made, as he is aware of many. Members from the field feel that the governing body is not representative and need to know that the Board is looking at it. Marie Walker is an excellent resource to assure our Bylaws are in compliance with the USOC, because of her experience with reviewing the bylaws of other USOC sport members. Danny asked the Board members to read the letter from Pigsley and provide input back to himself as the Board Chairman.

Richard Hawkins mentioned Tom James, an attorney in Colorado Springs, who is very familiar with sport law and the operations of the USOC. He is very knowledgeable of how many of the NGBs are handling their sport, and we have worked with him in the past.

The sports of USARS are listed in the Bylaws. Keith Noll suggested that we list the same sports as covered by FIRS. It was noted that if we do this we would have to put together a committee from the field for that activity. We could google the new sport and contact anyone who is working on it to see if they would like to join USARS. It would be a great way to get a sport started by coming on board with us. Fernando stated that we would need to have a National Championships within two years for any sports we chose to recognize under our NGB umbrella. Danny stated that when FIRS adds a sport, USARS must also add it.

**MOTION 6: Moved by Keith Noll, 2<sup>nd</sup> by Bill Spooner B/D 10/31/15 9:56 AM**

Follow the guide of FIRS for the disciplines that FIRS lists on their website: Aggressive, Artistic, Inline Alpine, Inline Downhill, Inline Freestyle, Inline Hockey, Rink Hockey, Roller Derby, Skateboarding and Speed Skating. This list is subject to additions.

CARRIED UNANIMOUSLY

A break was taken at 10:24 AM.

Keith Noll opened a discussion about the need for USARS to improve diversity in our sports, and noted that the AAU has a few programs working with intercity kids. Richard Hawkins stated that every four years, USA Roller Sports is asked to complete a diversity and inclusion survey for our sport with the USOC. One question was whether our organization's non-discrimination policy and/or bylaws include protection for individuals based on sexual orientation, gender identity and gender expression. He noted that it does not at this time, and that language needs to be added.

At the 2014 Spring Semiannual Board Meeting, USARS adopted a Safe Sport Policy formulated by the USOC. It stated that USA Roller Sports (USARS) is committed to maintaining cooperative work, training and sports environments in which there exists mutual respect for all athletes, coaches, judges and other officials, and for all USARS directors, officers, employees and volunteers. Through this program, USARS has committed to creating a safe and positive environment for the athletes and participants involved in our sports, free of misconduct. Engaging in misconduct, which is contrary to USARS policy of equal employment and sports opportunity without regard to age, sex, sexual orientation, citizenship, religion, race, disability or national or ethnic origin, will not be tolerated within USARS.

The Safe Sports program identifies the following six primary types of misconduct: Sexual misconduct (including child sexual abuse), emotional misconduct, physical misconduct, bullying, harassment, and hazing. The USOC offers online courses that provide education on these common risk factors in sport and suggest ways to protect athletes. By gaining

a better understanding of the dynamics involved in certain situations, a coach can join the team of clubs, coaches, administrators and parents committed to creating safe conditions for sport.

Five training video tapes can be found at <http://safesport.org/take-the-training/> By registering on-line and viewing each video, a certificate of completion is provided electronically. This certification could be used as a certification extension item for coaches, with the certification printed on their coaching certificate.

**Directive 12:** Incorporate the Safe Sports self-paced video training modules into our coach training materials.

**Directive 13:** USARS should review the USOC Diversity and Discrimination policy for possible use by our sports. This should be a responsibility of the Compliance Committee that Keith Noll is working to structure. To be certain our coaches review it, we could add it to the membership application. The policy for USARS relative to gender is that the State issued ID.

**Directive 14:** Finance Committee was asked to come up with a price for membership when the coach has not completed the Safe Sport certification and ask our attorney if we can make it higher. Coaches need to be sensitive to these issues. USARS should strongly encourage viewing these videos on the USOC's website by USARS coaches, but not mandate it, starting in 2016.

**Directive 15:** When the current USA Roller Sports Electronic Media Communications Policy for the Board is amended to include officers, committee members, officials and staff, also include coaches. As previously stated at this meeting, the USARS attorney will review the policy prior to being approved by the Board.

Keith Noll suggested that there should be a clause regarding bringing disrepute to the organization, and that penalties could come from each sport committee. He questioned whether an official who makes discriminatory comments can fairly referee an event if they have that discrimination. He also mentioned that the AAU has a "Youth Protection Handbook" that USARS might draw upon for guidance.

Danny Brown also noted that USARS does not have a complete policy adopted by the board on diversity and discrimination against LGBT (Lesbian, Gay, Bisexual, Transgender) individuals.

A USARS figure skating official made a facebook post that was hostile to Muslims and which was brought forward to the USARS Board.

**Directive 16:** The Figure Sports Committee is asked to communicate with the official to tell him or her that the comment was not appropriate and out of bounds. Peggy Young will inform the person who brought this to our attention that USARS is taking actions to handle this situation and will be working to formulate policy to apply to future occurrences.

USARS is working with the Attorney General relative to our Federal 990 form for tax exempt organization. Printed information about posting it on the internet and notice requirements was provided for the Board. If a tax-exempt organization has made its application for tax exemption it must notify any individual requesting a copy where the documents are available (including the address on the web if applicable). If the request is made in person, the organization must provide the notice to the individual immediately. If the request is made in writing, the notice must be provided within 7 days of receiving the request. We can establish a reasonable fee for copying and postage if it is not electronically available. According to IRS rules, we do not have to post it on the website. Some pages that contain donors by name can be removed. Schedule L must be included but we can remove the page with salaries.

It was stated that all non-profit 990 filings are available on "Guidestar" - a website that provides as much information as it can about each nonprofit's mission, legitimacy, impact, reputation, finances, programs, transparency, governance, etc. If USARS is not required to post our 990 forms on our website we will not, however, Richard Hawkins believes this is a requirement of the USOC Performance Partnership agreement.

The program that USARS is currently using for its accounting is Microsoft Dynamics GP (Great Plains), which is difficult to use and requires special training. Our 2013 version has support for another 5 years. While our CPA firm has experience with this software, they feel it is not the best for us. Quickbooks has two programs that were identified – Quickbooks Premier and Quickbooks Enterprise, with the difference primarily being their cost. The cost of each program was summarized for the Board. USARS will also want to have information on the support contract. Fernando Regueiro stated that this should be a consideration of the Technology Committee. Our computer system may need to be upgraded to include event registrations, athlete payments and e-signatures. We could ask other NGB's about the programs they are using.

**Directive 17:** The Technology Committee will do the analysis of the software programs relative to needed features.

Online membership registration was ready to go two days ago. When tested, our credit card processor was down. It should now be ready and another test will be run.

Keith Noll stated for AAU Programs, no one is exempt from screening and any questionable information that turns up could permanently disqualify people from participation in AAU programs. The AAU's Board of Directors will have final say on all membership decisions. He stated USARS may want to consider granting conditional membership, as AAU does, based upon the circumstances. The real concern is to keep violent criminals and sexual predators away from our youth oriented sport. Everyone involved in AAU programs also will be required to report any known or suspected child abuse to law enforcement. Everyone must do their part to create a strong, new culture of safety in sports. We need to have a policy that is enforceable.

USA Roller Sports does require background checks for its member coaches, officials, World Team Staff and OTC clinic leaders.

Several situations were discussed that recently came up involving convicted sex predators and how they were handled. At competitions, the meet director is given the authority over the rink owner. It was suggested that for those who are 18 years of age and older, add a check box on all USARS membership applications that indicates confirmation that they are not a convicted felon or sexual predator. We need to hold adult USARS members to the same standards as we hold our coaches and officials.

**Directive 18:** The Compliance Committee is asked to research policies, procedures and ways to deal with the involvement of potential sexual predators and convicted felons.

Keith Noll stated that he believes USARS Board officers should have four-year terms, limited to two terms. Everyone else should have two-year terms to assure a continuous change in the Board. Currently Officers are elected annually, and he feels that one-year terms are too short.

**Directive 19:** Involve Jerry Pigsley regarding a review of the structure of the USARS Board, including the terms for Officers, Board Members and term limits. Term limits would not apply to the ex officio Board seats connected with FIRS and CPRS. Recommendations should come back to the Board for the Spring Semiannual Meeting.

With the vast amount responsibility carried by the person serving as the combined President/Board Chairman, it was suggested that we should separate out the Chairman and the President to return to one person for each position.

**MOTION 7: Moved by Trace Hansen, 2<sup>nd</sup> by John Gustafson B/D 10/31/15 12:20 PM**

Waive the notice on changing the Bylaws relative to the addition of Chairperson of the Board.

Roll Call Vote:

Anderson - yes	Brown - yes	Fearnow - yes
Gustafson - yes	Hansen - yes	Hughes - yes
Manning - yes	Spooner - yes,	Procknow - yes
Regueiro - yes		

CARRIED UNANIMOUSLY

**MOTION 8: Moved by John Fearnow, 2<sup>nd</sup> by John Gustafson B/D 10/31/15 12:21 PM**

USARS will again separate the officer of Chairperson of the Board from USARS President and follow the previous Article VI that was in our Bylaws prior to this change, in all relevant places, with one-year terms.

NOTE - See later Motion 17 which clearly confirms the use of the previous verbiage used prior to consolidating these two Board officers into one, and changing the one-year terms to be as below.

ARTICLE VI. OFFICERS

Section 1. Number

The regular officers shall consist of a Chairman of the Board, President, one or more Vice Presidents, Secretary, Treasurer, and such assistants as the Board may determine from time to time. 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. Other officers may be, but need not be, members of the Board. All officers shall be elected or re-elected at the annual meeting.

Section 2. Chairman of the Board

The Chairman of the Board shall call regular and special meetings of the Board of Directors, shall preside at all meetings, and shall perform other duties prescribed in these By-Laws. The Chairman of the Board shall substitute for the President as principal Executive Officer of USARS in the event of the inability of the President to represent USARS or with the expressed permission of the President.

Section 3. The President

The President shall be the principal executive officer of USARS and, subject to the control of the Board of Directors, shall in general supervise and control all of the business and affairs of the Corporation. The President shall preside at meetings in the absence of the Chairman.

CARRIED UNANIMOUSLY

A lunch break was taken at 12:24 PM. The meeting was called back to order at 2:10 PM. George Pickard was present for the afternoon session.

Keith Noll suggested that with the review of Board structure, terms, etc., that it should be noted that whenever possible, the Treasurer should have an accounting degree.

The Board next discussed world team selection procedures as they relate to the 2017 World Roller Games that are tentatively set for Barcelona. Speed Team selection which takes place at Outdoor Nationals could be in conflict. Derby needs to know how they are going to select participants. If the dates conflict with Outdoor Speed Nationals and the Roller Figure Skating Nationals, how will this affect the budget relative to event income. In addition, team selection must take into consideration that the 2017 IWGA World Games will take place from July 20-30, in Wroclaw, Poland.

**Directive 20:** Sport Committees need to have their world team selection policies in place by 2016 for the 2017 World Roller Games in Barcelona.

The 2015 World Roller Figure Team Coach, Gloria Manning, provided some recommendations relative to selection and qualifications of World Team staff members. She stated that a coach should not be selected if they have a skater on the team. They should have at least attended a World Championships before they could be considered. With the new procedures, they are on their own relative to travel and housing, with team staff only being responsible for the athletes when they are competing. With the new procedures, there need to be some written guidelines of the staff duties that the staff and athletes receive.

With the revised World Championships format, it was stated that the team staff could accredit our athletes if they have a photo copy of the passport, instead of the original as has been the requirement in the past.

She also provided several requests relative to World Athlete Team apparel that would keep the warm-up the same from year to year, allow only the World Team Members to have the apparel just for them and not make it available to supporters, etc., offering supporters a different style. This year the team started out looking like a team, but as the event went on, the team unity was lost.

**Directive 21:** The observations and recommendations provided by Gloria Manning were directed to the sport committees. In addition, there should be a re-evaluation of the National Team uniforms and policies.

Gloria also asked for a review policy relative to use of the skating outfit that is currently being constructed by Petra Dayney, which stated it was to be worn during practices and while competing in figures. This guideline was made many years ago and may need to be reviewed. A letter written by Marie Gaudy was supportive on the 2015 World Team staff, but asked that experience and individuals who are able to keep a consistent "face" of USARS receive major consideration in the selection of future staff members.

Jodee Cohen was not present, but provided written recommendations to establish a World Roller Figure Team Selection Committee, that would act as the final "stamp of approval" in determining who, of our National Placements or finalists, are best suited to compete at the World Championships. Her proposals stated that she would be interested in spearheading a USAR approved camp that would be held at least twice a year that would focus on our "up and coming" youth skaters. And the last item she wished to address was restructuring the National Championships schedule.

**Directive 22:** Refer the recommendations from Gloria Manning, Marie Gaudy and Jodee Cohen to the Figure Committee. The Olympic Training Center was suggested for the figure training camps. A budget should be created for the Finance Committee to review.

Kelly Skinner noted that a new cover has just been put on the Velodrome in Colorado Springs. They are trying to find a ways to use it more through the year. We may be able to conduct the figure training on the infield.

There was discussion about who could use the term "Team USA". After doing some rebranding, the USOC is now searching out its use by organizations that are not USOC NGBs to inform them that they cannot use it.

The Board talked about accepting a Class V or Class VII membership with the Junior Roller Derby Association (JRDA) at a previous meeting. It is important to have a strong partnership with JRDA to help with development from the youth up. Tonya Procknow, on behalf of JRDA, indicated that there was some discussion about a Class V membership in USARS, but the JRDA Board decided to do their own thing. At this time Chris Hunter believes that they are definitely on board. A proposal was on the table relative to the 2016 Roller Derby Junior Olympic Games, to be held during the 2016 USARS National Championships in Lincoln. Danny has indicated that he is willing to talk to the JRDA Board. We want work on reduction of insurance costs and build better events. The benefits need to be clear for both JRDA and USARS. The rule set is a concern for JRDA. Chris noted that it is an educational process.

Keith Noll informed the Board that the AAU has committed \$5,000 in Junior Olympic t-shirts and medals for the event. They will bear the name of AAU Junior Olympic, but it will be a USARS event. JRDA will manage the youth derby portion. George Pickard questioned where the members would come from with this program. It could be designed as a rink promotion, and with help from the AAU be expanded to interclub competitions. But, the rules have to fit the safety regulations of the AAU to be insured. We would need to develop a membership card to generate income for the NGB. This would also work with speed. Annelle Anderson stated that JRDA will be at the next RSA Convention. They will conduct cup events, have an exhibit in the trade show and have vendors. The USARS Sports Court floor has been committed for their use all the way through the RSA National Convention in Las Vegas. They can use it for learn-to-skate sessions, etc. The derby bouts will be on Saturday and Sunday, with a goal of involving 6 to 8 teams.

Kelly Springer stated that we need to be very careful about making our hybrid rules. They are already copyrighted. A decision must be made on what the rules are. Fernando Regueiro agreed that the rules are a very divisive issue and not as simple as it might seem to resolve. We need to go to a middle-ground on the rules, together with JRDA, FIRS and with our Roller Derby program. Keith Noll stated that these kids need to be members of USARS.

Fernando said that JRDA already is in place. They have competitions. Various countries are already conducting World Cups. USARS knows they are important. We have been talking with JRDA for two to three years and they understand that this would be translated to USARS membership. It is not feasible that they have to pay for both JRDA membership and USARS membership with insurance. Danny Brown stated that if we are going to build an adult program, we have to start with the youth now and they could roll into our program. JRDA wants to work with us. Bill Spooner noted that JRDA has its own insurance. It was acknowledged that many of the USARS derby members are registered with us for the insurance.

**MOTION 9: Moved by Keith Noll, 2<sup>nd</sup> by John Gustafson B/D 11/31/15 4:05 PM**

The USARS President will meet with the JRDA President and JRDA group to formulate a proposed agreement that will be mutually beneficial for USARS and JRDA. The USARS Board will have final approval.

CARRIED UNANIMOUSLY

A break was taken at 4:08 PM

Richard Hawkins gave the National Office Report. He indicated that there have been no changes in personnel since our last meeting. To cover the responsibilities of the National Office, staff duties will be reviewed for efficiency and work flow. Fernando Regueiro indicated that he has received access to the facebook page and the traffic analysis. Hawkins noted that the office roof did suffer some hail damage that needs to be repaired. The insurance company has been notified. No equipment needed to be purchased for this year's National Championships. As a member of the Technology Committee, Fernando thinks what we have for computers are adequate. Technological improvements will come through CRM and use of on-line registration.

The Minutes of the last Museum Trustee Meeting, as well as a report from the Museum Director, were included with the Board agenda material. Museum President, Annelle Anderson, told the Board that there was a film crew in the museum working on a 12-minute segment for "Mysteries in the Museum". We will send out notification when we know when it will be aired. The museum did its usual fund raiser at the last RSA Convention. She indicated appreciation to USARS for the space provided for the Museum and for the commitment from the Foundation to assist with funding the cost of maintaining a curator. The cost of Museum membership is only \$35. Everyone on the Board should belong to the Museum. The on-line registration page has a button to hit to make a donation to the Museum. A donation to the World Team Travel Endowment Fund can also be made on-line.

George Pickard stated that earlier this year the Foundation held its annual meeting, resulting in a change of the Bylaws and Articles of Incorporation. Because of the loan made to USARS, the Foundation now holds a secondary lien against the property. This provides mutual protection for the Foundation's investment and for the future of USARS. The Foundation is the primary holder on the house that sits on USARS property. He touched upon the scholarship programs administered by the Foundation for the sport. That process is underway right now.

Bill Spooner noted that there is about \$57,000 in the Athlete Endowment Fund. It is not growing as quickly as it needs to and encourages everyone to donate, so that assistance can be provided to World Team members.

No committee reports were forthcoming from the Inline Hockey Committee for the Board to review. Although Mark Vittese no longer has a seat on USARS Board, he had indicated that he was willing to continue to Chair that Committee.

The Board received a summary of the Speed Committee meeting of July 15, with the results of a survey they had conducted. See Addendum B.

The Novice rules that were approved with adoption of the Speed Committee Report should not be implemented, because of the adverse effect it would have on membership. The rules as changed result in athletes not registering to avoid starting their three-year limit to participate in the Novice Division. The rule is also not needed because of the elimination of Novice events at the National Championships.

**MOTION 10: Moved by John Fearnow, 2<sup>nd</sup> by Keith Noll B/D 10/31/2015 5:16 PM –**

Rescind approval for the following Speed rule change:

- Effective 2016: You will only be eligible for Novice events for three competitive seasons (your three-year time begins with the purchase of your first USARS athlete membership), and everything remains as in the 2015 rule book.

CARRIED (1 opposed)

Fernando Regueiro reported that the Derby Committee had been working on a National Team Program, creation of a partnership with the Junior Roller Derby Association and the creation of the AAU event during the 2016 National Championships. Their Committee has also been trying to establish Regional Committees, which has been a challenge. The goal is to increase competition and this is best done through local events. The 2015 National tournament had issues. Their hope was to invade that market, but they did not get the teams from other areas of the country to participate, resulting in lower participation than expected. He felt that their Committee put too much expectation on the local host, thinking they were inviting more teams and officials. Unfortunately, they ended up bringing in officials from other areas of the country, which was an unanticipated expense. It is hoped that in 2016 with the central location, more teams closer, and the Junior Olympic involvement, the Derby Nationals will have a positive factor. Committee Reports are attached as Addendum C.

The Speedway Sports Arena in Lincoln, Nebraska, will be used for the 2016 National Championships. Dates have been expanded to include the Roller Derby Junior Olympic Games, Slalom Championships and US National Championships for rink hockey, speed and figure skating. The biggest concern is that the event cannot lose money. It was noted that the event will bring in more heads that will fill more beds and our impact on the city increased. The facility rental can be divided between all of the events.

JRDA has agreed to the agreement and a waiver holding USARS and the AAU harmless. The rules JRDA uses for sanctioned play will be used for the Junior Olympic Games.

**MOTION 11: Moved by Keith Noll, and John Gustafson B/D 10/31/15 6:10 PM**

Approve the 2016 Roller Derby Junior Olympic Games Collaboration proposal, subject to approval by the Finance Committee

CARRIED UNANIMOUSLY

The Figure Sport Committee Report was given by Bill Spooner - see Addendum D. The A/B rule change was endorsed by 75% of the coaches. There is no good answer since it has just been put into play.

A motion to accept proposal 2 of the Figure Sport Committee relative to elimination of all adult rules, except the minimum age, was made and subsequently withdrawn.

**Directive 23:** The Figure Sport Committee is asked to take this proposal back to their Committee for discussion and to bring it back at the Spring Meeting

John Fearnow, the official apparel supplier at most of the USARS National Championships, questioned how the new logo would affect what he does. The brand standards did show some alternative uses for the logo, based upon the background it was being applied to. Keith Noll stated that approval for use of the AAU logo would need to come from him.

The meeting recessed at 6:20 PM.

\* \* \* \* \*

The Board met in Executive Session on Sunday, November 1 at 8:00 AM in the Husker Ballrooms at the Holiday Inn Downtown in Lincoln to discuss proposed Committee memberships.

The meeting was officially called back to order at 8:20 AM. Roll was called and the following Officers, Board Members and staff were present: Danny Brown-President/Chairman, Trace Hansen-Vice President, Dave Morrell-Treasurer, Richard Hawkins-Executive Director, Peggy Young-Corporate Secretary/Recording Secretary, Tanya Procknow, John Gustafson, Bill Spooner, Jim Pollard, Tom Hughes, Fernando Regueiro, Gloria Manning, Keith Noll, John Fearnow and Annelle Anderson. Guests in attendance were David Adamy, Tony Berger, Diane Brown, Cathy Carmack, Bud Engle, Chris Hunter, Charlie Lucas, Roberta Jackson, Chalie Sgrillo and Kelly Springer.

Tom Hughes, Rink Hockey Committee Chairman, asked for additional expense-compensated staff allocations for the Rink Hockey Nationals. He was directed to submit his request to the Finance Committee. He further recommended that there be an athlete on the USARS Board for each type of hockey (inline and rink) and not just one hockey athlete for the two sports.

The Rink Hockey Committee approved some new rules of competition, effective September 1, 2015. Future selection of the National and World Teams will be accomplished by use of an "open" selection camp, held during the year prior to the World Championships. See Addendum E for meeting minutes and proposals. Peggy Young will work with Tom Hughes to try to determine the available balance from the money raised for World Team expenses, generated by a prior increase in National Championships entry fees.

On behalf of the Slalom Committee, John Fearnow reported on the proposal for fees that went to the Finance Committee - See Addendum F for meeting minutes. Annual membership would cost \$45 as of September 1 and include insurance. Once they have confirmed their participation with USARS, all of their members must belong to USARS. The Slalom Committee knows their name will change and they will be strictly affiliated with USARS. Slalom will have a National Championships in Lynwood, Washington in November, which will be very small. A membership packet needs to be developed. John Fearnow has collected material that can be used. The proposal includes an event sanction fee of \$100 and guest cards, basically the same as single event cards (which have been used for Roller Con when purchased prior to the event through USARS National Office Staff or directly with USARS staff at the event). The Finance Committee has reviewed the proposal and approved it for one year.

**MOTION 12: Moved by John Fearnow, 2<sup>nd</sup> by Fernando Reguerio B/D 11/1/15 9:18 AM**

Approve USARS membership fees for Slalom skaters for one year only, during this first year of development:

USA ROLLER SPORTS MEMBERSHIP 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 be 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 complete 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

CARRIED UNANIMOUSLY

An additional proposal from the Special Membership Committee had been forwarded to the Finance Committee relative to establishing a Junior Membership for Roller Figure and Inline Speed Skating. The goal is to introduce figure and speed skating to entry level students through involvement in grassroots level USARS programs. The Finance Committee felt that the report should go to the board but their committee should be prepared to address issues and revise the document. The membership fee of \$145, included a pair of entry level skates, a USARS pin, t-shirt, 2 half-hour free lessons, insurance, etc. Additional questions would need to be answered prior to approval of this package as presented.

NOTE: Although the creation of a new Junior Membership and the proposed package was discussed, there seemed to be some confusion as to whether or not it was formally approved during the Board meeting. Board President/Chairman Danny Brown indicated that the Junior Membership proposal should be referred to the Executive and Finance Committees for additional review and resolution.

The Minutes of the USARS Executive Committee Webinar Meeting of May 3, 2015, were provided with the agenda material. The Chairman accepted them without objection from the Board.

**Directive 24:** USARS needs to implement a policy of responding to inquires with 96 hours. This should be publicized with a notice about our dedication to serving the USARS membership, etc.

Bill Spooner, Chairman of the Finance Committee, presented an insightful Committee Report which included the challenges USARS is facing, current membership levels, reduction in administrative expenses, a huge reduction in insurance costs, recommended actions, etc.

Two items were recommended for immediate action. Regional Championships assessment fees are currently \$5 per skater, proposed to become \$3 per event per skater. Those who skate in only one event would actually pay less. Under this proposal, skaters who compete in two events will pay \$6, etc.

**MOTION 13: Moved by Finance Committee, no 2<sup>nd</sup> required B/D 11/1/15 10:15 AM**

Effective with the 2015-2016 competitive season, charge \$3 per event per skater for Regional Championships assessment fees and allow the Championships host to raise their rates accordingly

Anderson-yes	Brown-yes	Fearnow-yes
Gustafson-yes	Hanses-yes	Hughes-yes
Manning-yes	Noll-yes	Procknow-yes
Regueiro-yes	Spooner-yes	

CARRIED UNANIMOUSLY

The Finance Committee's proposal to increase athlete membership fees by \$10 was not one that anyone wanted to implement, but in order to cover the expenses and past debts of USARS, it is needed. There is concern that we may not have enough cash flow to finish the year. So far, USARS has been able to live with the income received. Charlie Lucas felt that an increase in the membership fees would result in a decrease in members. Keith Noll also voiced his concern about raising the fees too high. Tony Berger stated that he is concerned about charging this higher membership fee to beginners. To get beginners into the sport, he charges them much less for his coaching services. Fernando stated that if this has to be done, we need to have a communication strategy that is honest and explains why this is happening.

**MOTION 14: Moved by Finance Committee, no 2<sup>nd</sup> required B/D 11/1/15 10:27 AM**

Raise the 2015-2016 athlete membership card fees by \$10, starting January 1, 2016.

Anderson-yes	Brown-yes	Fearnow-yes
Gustafson-yes	Hansen-no	Hughes-no
Manning-yes	Noll-no	Procknow-no
Regueiro-no	Spooner-yes	

6 IN FAVOR – 5 OPPOSED - CARRIED

**MOTION 15: Moved by Gloria Manning, 2<sup>nd</sup> by Bill Spooner B/D 11/1/15 10:30 AM**

Accept the report of the Finance Committee. See Addendum I.

CARRIED UNANIMOUSLY

To install the skating floor in the Speedway Arena, a sub-floor is needed. The cost of the sub-floor is approximately \$105,000. It would be purchased by USARS and reimbursed by a grant from the Lancaster County. Speedway Sports will store the sub-floor at no cost.

The Board next turned to elections.

To fill the vacancy left by Josh Wood on the USOC Athlete Advisory Council as the representative for USARS, an election was conducted by mailing ballots to eligible athlete electors. Past World Speed Team Member **Annette Stapleton Haywood was elected to serve in that position for the balance of the quadrennial ending December 31, 2016, as the AAC Member for Roller Sports.** One of the requirements of all sport is to have one male and one female athlete fill the two positions (the representative and an alternate). USARS will need to run an election for a male alternate to the AAC to meet this requirement.

Mail ballots sent to eligible electors resulted in **Kylie Hughes being elected to the Board as the Hockey Athlete Representative**, filling the unexpired term of office vacated by Charlotte Nicholson, ending at the conclusion of the 2016 Fall Annual Board of Directors Meeting. **Kay Gallatin was elected by mail ballot to serve as the National Officials Representative**, for a term to expire at the conclusion of the 2018 Fall Annual Board Meeting. **Trace Hansen was the sole candidate for the Figure Athlete Representative on the Board**, will serve another term to expire at the conclusion of the 2018 Fall Annual Board Meeting.

**MOTION 16: Moved by Bill Spooner, 2<sup>nd</sup> by John Fearnow B/D 11/1/15 10:32 AM**

Approve the Committees as discussed in closed Executive Session. See Addendum J.

CARRIED UNANIMOUSLY

Note from Executive Session: Inquiry will be made to see if Grant Schnell is able to participate on the Membership Eligibility Committee

Bill Spooner and Ken Shelton both submitted a resumes for the Grassroots Director. Ballots were passed out to each voting Directors. The results that were later announced to the Board resulted in **Bill Spooner being elected to fill the Grassroots Director position on the Board, with a term expiring in 2018.**

In addition to the candidates previously nominated for the At-Large Director on the board (Scott Clifford, Charlie Lucas and Tanya Procknow), David Adamy was nominated from the floor by John Fearnow, seconded by Trace Hansen. Ballots were handed out and collected to be tallied. The results that were later announced to the Board, resulted in **David Adamy being elected to fill the At-Large Director position on the Board, with a term expiring in 2018.**

**Fernando Regueiro was elected for a one-year term as the At-Large Derby Director and Tom Hughes was re-elected for a one-year term as the Rink Hockey Director, both by acclamation.**

The election of Officers was taken up next. Danny Brown was nominated by Trace Hansen, seconded by Fernando Regueiro, to be the USARS President. With no other nominations forthcoming, **Danny Brown was re-elected as the USARS President by acclamation, with his term expiring when his CPRS term expires, yet to be confirmed.**

Trace Hansen was nominated by Annelle Anderson, seconded by Fernando Regueiro, to return as the USARS Vice President. With no other nominations forthcoming, **Trace Hansen was re-elected as the USARS Vice President by acclamation, for a one year term.**

Dave Morrell was nominated by Bill Spooner, 2<sup>nd</sup> by John Gustafson, to return as the USARS Treasurer. With no other nominations forthcoming, **Dave Morrell was re-elected as the USARS Treasurer by acclamation, for a one year term.**

The following motion clarifies the terms of office for the USARS Chairman and the USARS President.

**MOTION 17: Moved by Keith Noll, 2<sup>nd</sup> by John Gustafson B/D 11/1/15 10:44 AM**

As previously approved, add to the Officers of USARS, a separate Chairman of the Board, with the USARS Bylaws being amended to include the verbiage used prior to the consolidation of the Chairman and President into one person. (See Motion 8)

CARRIED UNANIMOUSLY

Bill Spooner was nominated by Trace Hansen, 2<sup>nd</sup> by Keith Noll, to serve as Chairman of the USARS Board. With no other nominations forthcoming, **Bill Spooner was elected by acclamation as the Board Chairman, with a term to coincide with his term as a grassroots member of the Board, expiring in 2018.**

**MOTION 18: Moved by Keith Noll, 2<sup>nd</sup> by John Gustafson B/D 11/1/15 10:45 AM**

As previously agreed, approve the following to serve on the United States Foundation for Amateur Roller Skating: Bud Engle, Danny Brown, Al Taglang.

CARRIED UNANIMOUSLY

Each Board Member was asked to fill out the Annual Letter of Commitment for Board Service.

Nominations were opened for the Executive Committee.

**MOTION 19: Moved by Bill Spooner, 2<sup>nd</sup> by Trace Hansen B/D 11/1/15 10:46 AM**

Retain the same members on the USARS Executive Committee: Danny Brown-Chairman, Annelle Anderson, Keith Noll, and Trace Hansen and Sara Sayasane Hebbrecht - athlete representatives .

(It was ultimately noted that previously the Chairman of the Board was also a member of the Executive Committee, and with a return to having both a Chairman and a President, Bill Spooner was later added.)

CARRIED UNANIMOUSLY

**MOTION 20: Moved by Keith Noll, 2<sup>nd</sup> by John Gustafson B/D 11/1/15 10:47 AM**

Retain the CPA firm of Thomas, Kunc and Black, LLP, and authorize the president to sign the three year engagement contract on behalf of USARS.

CARRIED UNANIMOUSLY

Relative to the new brand standards, Fernando Regueiro questioned can they start now with their rebranding efforts as the review the USARS website, etc. With the sport icons being sent out for input from each sport committee, it was agreed that the fonts in the document could be used as part of the basic standards.

John Fearnow noted that the schedule for Slalom at Nationals would involve only one eight-hour day for competition. He further suggested that Board Mailing list be updated to be certain it is current and includes the new Board members.

Bill Spooner indicated that there would be quarterly electronic updates going out to the Board. John Fearnow cautioned everyone to update their email list to be certain that it is current and includes the new board members.

The Annual Board of Directors Meeting was adjourned at 11:10 AM.



**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
Finance Committee Meeting Minutes.....	Addendum H
USARS Board of Directors following elections.....	Addendum I
USARS Committees for 2015-16.....	Addendum J