



MINUTES
USA ROLLER SPORTS
REGULAR BOARD OF DIRECTORS MEETING
FEBRUARY 20-21, 2016 - VIA WEBINAR
Approved by Board of Directors - 4-20-2016

The first Regular Board of Directors Meeting was called to order via webinar at 2:00 PM Central Time by Board Chairman Bill Spooner. Traditionally, the USARS Board meets twice each year with a Spring Semiannual Meeting and a Fall Annual Meeting. To keep the business before the Board on a more current basis, there will now be "Regular" Meetings, resulting in a meeting every quarter, or four times each year.

Roll was called and the following Board Members were connected to the webinar:

Danny Brown- President	Bill Spooner-Chairman of the Board
Trace Hansen-Vice President	Jim Pollard
Annette Stapleton	Kylie Hughes
Renee Hildebrand	Gloria Manning
Keith Noll	Tom Hughes
Fernando Regueiro	Sara Sayasane Hebbrecht
John Fearnow	Annelle Anderson
David Adamy	Kay Gallatin

Also connected representing USARS were:

Dave Morrell-Treasurer	Peggy Young-Corporate Secretary
Ricci Porter-USARS Sport and Operation's Director	

Participants on the call totaled 73, although it is understood that there may have been additional observers at many of the connections. Chairman Bill Spooner noted that the entire agenda packet had been posted on the USARS website prior to the meeting, and he reviewed the rules of conduct for the meeting (See Addendum A).

Chairman Spooner added a couple of items to the agenda, which included Meet Director Certification, updating the manual and public displays of affection (PDA).

MOTION 1: By Keith Noll, 2nd by David Adamy B/D 2/20/2016

Accept the agenda as amended.

CARRIED UNANIMOUSLY

Starting with Unfinished Business, at the last meeting there was some discussion of how derby might be able to seek lower limits on insurance by opting out the USARS insurance program. Danny Brown indicated they may be able to purchase a club policy under the master program, with a rate based on the number of members in their club. Right now, USARS is insuring individuals, with our policy based on the quantity of members. The club would be responsible for reporting accidents to the carrier. He spoke with the broker who works with the Junior Roller Derby Association (JRDA) and she is pulling together some information based on the classes of memberships we have. We are close to having quotes to further evaluate this possibility. The question also exists of whether or not this system would be acceptable to the USOC, since Derby is expected to be included in the 2017 FIRS Roller Games, the first unified World Championships for all disciplines of Roller Sports.

MOTION 2: By Keith Noll 2nd by David Adamy B/D 2/20/2016

Make the Insurance and Risk Management Committee a Standing Committee.
(later it was noted that this had already been done at the 2015 Annual Board Meeting).

CARRIED UNANIMOUSLY

No action had been taken yet on efforts to rewrite the USARS rules for protests and grievances to make them easier to understand. With the loss of a committee member who is a lawyer, and another one from the USARS Board, it is necessary to reach out and seek additional legal representation to assist with this project. It was suggested that perhaps Curt Craton would be willing to help. We might also be able to get some guidance by contacting the USOC.

The USARS Financial Services Manual is being updated and should be ready for Board approval within the next month or two. It is being reviewed to be certain it adequately addresses requirements relative to issues that may have come up during the most recent audit. It was again suggested that we may want to seek input from the USOC Risk Management Committee on these policies.

The USOC is currently focusing on NGB Safe Sport education for all NGBs. At the last Board Meeting, Keith Noll suggested that USARS could fashion our own Safe Sport Handbook using the one that the AAU spent a lot of time and money to create. The handbook was updated to reflect use by USA Roller Sports and was very thorough and complete.

MOTION 3: By David Adamy, 2nd by Keith Noll B/D 2/20/2016

Accept the USA Roller Sports Youth Protection Handbook, which utilized the handbook used by the AAU (See Addendum B).

CARRIED UNANIMOUSLY

DIRECTIVE 1: A copy of the USA Roller Sports Youth Protection Handbook will be emailed to each coach, to all committees and posted online for the entire membership to access.

DIRECTIVE 2: USARS Regional Coach Representatives will be asked to accept the responsibility of assisting with the distribution of the Youth Protection Handbook in their own regions, by helping assure that everyone has seen and read it. Hopefully this will take some of the pressure off the office in the follow-up process.

There is a great responsibility on leadership to assure that our sports provide safer environments for our athletes. If we do not handle this correctly, it could become a liability issue for the organization.

MOTION 4: By Bill Spooner, 2nd by David Adamy B/D 2/20/2016

Effective with the 2016-2017 season, as a condition of membership, require USARS coaches, derby team leaders, meet directors, officials and world team leaders to watch the USOC Safe Sport Videos and take the required tests prior to renewal.

CARRIED UNANIMOUSLY

DIRECTIVE 3: A clarification of the duration of the Safe Sport Certification will be sought, whether it is valid for a two year period or indefinitely.

Annette Stapleton volunteered that this topic was one that a good amount of time was spent on during the USOC Athlete Advisory Council Meeting that she had just attended. Mary Wehmeier stated that this membership requirement should result in a lower cost of liability insurance.

The question was raised relative to having a requirement for a "reporter" for each chartered club. Each of the above named categories of member must view these videos and take the test before USARS membership will be granted or renewed. USARS will need to clarify whether they can be viewed as a group, with the test begin taken individually. We will need to know if we can have access to a record of who from our sport has watched the video and passed the test. Otherwise we will need to have a copy of their certificate of completion.

Further there was brief discussion about requiring everyone who is 18 years of age and above, including athletes, to undergo a background check. Danny indicated that the USOC did not have anything relative to this requirement for athletes.

A proposal for creation of an entry level membership was on the agenda at the 2015 Fall Board of Directors meeting, which included skates in the cost. That proposal was not passed. An amended version was prepared for consideration at this meeting. Discussions included when to implement the program, the length of time a skater could remain in this category, the name of the membership, effective date and when the "clock" would begin ticking, how to handle new skaters who had purchased the most expensive card, etc. It is the hope that we can retain members longer by easing them into the fee structure.

Ken Shelton stated that he has been asking for a lower cost card for new officials for officials for a long time. It would be something a parent could purchase to officiate at non-qualifying events. It would encourage new officials by teaching them at interclub and invitational competitions. Danny Brown stated that this could be taken under advisement.

The \$150 sanction fee is paid when skaters are allowed to participate without any membership of any kind with USARS.

MOTION 5: By John Fearnow, 2nd by David Adamy B/D 2/20/2016

Effective immediately, approve the following proposal for a new category of membership in USA Roller Sports for Roller Figure and Inline Speed Skaters:

ROLLER FIGURE AND ~~INLINE~~-SPEED GRASSROOTS MEMBERSHIP

Goal: Introduce Figure and Speed to entry or class level students at a Grassroots 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 three (3) years in hope of retaining these skaters as future long term competitive members.

ROLLER FIGURE GRASSROOTS MEMBERSHIP – Cost \$45.00 sold through USARS includes:

A. Eligibility to participate in regional or league level area events such as colors or “C” level events that do not qualify for the National Championships. This class of membership would exclude categories that are currently understood to be USARS standard events.

B. Members are to be covered by USARS insurance

~~INLINE~~-SPEED GRASSROOTS MEMBERSHIP – Cost \$45.00 sold through USARS includes:

A. Eligibility to participate in regional or league area events such as “Novice” or other newcomer or beginner events that do not qualify for the National Championships. This class of membership would exclude categories that are currently understood to be USARS standard events.

B. Members are to be covered by USARS insurance

Persons joining USARS through Grassroots Membership of \$45.00 per year may stay in the program for only three (3) years. After three (3) years, they must pay full membership fees to continue as a USARS member. Participation in the 2015-2016 season will not start the eligibility clock. It will start with the 2016-2017 skating season, which begins on September 1, 2016.

Eligible athletes who have purchased a regular membership card this year, may request a change in their card to the Grassroots category and a refund of the excess paid will be given.

All proceeds are paid to USARS for membership fees and insurance. Hopefully this program can be introduced to the other USARS sports such as rink hockey, inline hockey, derby and slalom at a later date.

Prior to implementation, the Finance Committee will review the financial impact to our sports.

Roll Call Vote:

Adamy-Yes

Fearnow-Yes

Hebbrecht-Yes

T Hughes-Yes

Regueiro-No

Anderson-Yes

Gallatin-Yes

Hildebrand-Yes

Manning-Yes

Stapleton-Yes

Brown-Yes

Hansen-Yes

K. Hughes-Abstain

Noll-No

CARRIED (the next day after a re-read of the motion, votes were changed to yes by Regueiro and abstain by Hildebrand and Fearnow)

A ten-minute break was taken at 3:15 PM.

Roberta Jackson gave her Strategic Plan Report (See Addendum C).

The report included a status report on the goals and action steps, a flow chart for publishing and posting in the magazine, blaster or website and another that was intended to illustrate how information flows in the USARS organization. The latest marketing plan was included as were minutes of the Website Task Force and the Website Reorganization Team.

The USARS Website Task Force had reviewed the website of other NGB's and felt that USA Volleyball could be used as a template for our own. We would also like to have a "Members Only" section, that will increase the perceived value of membership in USARS.

Roberta stated that the Marketing Committee has a good team. She mentioned the newly approved membership entitled "Alumni and Friends." She mentioned that sport committees now have autonomy; however, there still remains a need to improve communications. A budget request was made to the Finance Committee for \$7,000 in 2016.

There was a brief discussion on the use of the proposed pictograms. Fernando stated that Derby participants did not like the previous pictograms for Derby and Slalom did not have one. Both sports would like to be allowed to use the new ones for marketing the National Championships.

MOTION 6: By Keith Noll, 2nd by Trace Hansen

That only the new Derby and Slalom icons be approved at this time, in order for them to be used at this year's National Championships.

CARRIED UNANIMOUSLY

A profit was made from the Roller Figure Skating Americas Cup, and Speed operated at a slight loss. An event was held in South American that was in direct conflict with ours. The Americas Cup is highly beneficial to our skaters and both events should expect to operate in the black next year.

MOTION 7: By Bill Spooner, 2nd by Gloria Manning B/D 2/20/2016

Approve conducting the Americas Cup in 2017.

CARRIED UNANIMOUSLY

Sammy Johnson, for speed skating, and Janet Pavilonis, for roller figure skating, will be notified of this decision, so they can get started immediately on plans to run these same events in 2017.

MOTION 8: David Adamy, 2nd by Trace Hanson B/D 2/20/2016

Approve the whistleblowers policy, effective immediately, pending approval from our attorney (See Addendum D).

CARRIED UNANIMOUSLY

The meeting adjourned for the evening at 6:00 PM.

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The USARS Regular Meeting of the Board was again called by to order at 2:00 PM via webinar. Roll was called. With the exception of Kylie Hughes who was in Santiago, Chile, and had a weak connection the day prior, all were again connected. A total of 59 participants were on the call.

MOTION 9: Moved by Keith Noll, 2nd by Kay Gallatin B/D 2/21/2016

Today limit all agenda items to 15 minutes total, noting that the Board Chair has the authority under Roberts Rule of Order, to extend the discussions beyond this if more discussion is needed.

CARRIED UNANIMOUSLY

Motion 5 from the previous day relative to a new grassroots category of membership was read to assure that all were clear on what had been approved. With a reminder that the motion only applied to figure and speed skating, and with clarification of the motion as read, Board members were asked if any of them wished to change their vote. Fernando Regueiro changed his vote to a yes, Renee Hildebrand and John Fearnow changed to abstentions, stating that they were not in favor of giving refunds to skaters who could qualify for this membership but had already purchased a higher priced card this season. The motion still was approved by the Board with these vote changes.

Museum President Annelle Anderson thanked Peggy Young and Ricci Porter for their support of the Museum, following the departure on December 23 of its Director/Curator James Vannurden, who took another position in Kansas closer to his family. The Foundation has been very generous in financially supporting the Museum and payroll expenses. Membership is also vital to maintaining services and advancement in the preservation and continuation of the collection. Renewals are being sent out and fund raising efforts are being maintained. The raffle during the RSA convention is the largest money maker each year. The Museum will again have a booth at their trade show and the Museum Trustees will meet in Las Vegas on May 1.

In October "Mysteries of the Museum" filmed a segment in our museum. We are anxiously waiting for its broadcast and will let everyone know when it is to be once we know. The biggest challenge the Museum is now facing is staffing it during the National Championships.

Betty Ann Danna, President the US Foundation for Amateur Roller Skating and a past USARS Board Member and USARS President, provided a Foundation summary report which required no action by the USARS Board but gave a summation of various activities of the Foundation since their last report at the May USARS meeting. I will briefly highlight them.

The Foundation annually grants three scholastic scholarships. This year they had more applicants than they have had in a number of years. There were a total of 15 and she stated that it is always impressive to see the degree of success these applicants have had, not only in skating but also in school. In addition, the Foundation gave an

International Grant Request to a strong up-and-comer who is a 14 year old and who has placed 1st or 2nd at the National Championships in 2010-2015. It is hoped this grant will help her obtain more international experience and recognition.

Danna mentioned other awards and grants being administered by the Foundation. The perpetual Wojnarowsky Award is a \$1,000 Scholarship awarded annually to either a male or female of alternating years for placing first in Jr. World Class Figures. The Jan Porter Memorial Speed Skating grants of \$250 are awarded to four speed recipients to aid in offsetting expenses when attending the USOC Training Center.

And lastly the Foundation had made a commitment to the Museum of up to \$20,000 for a two year period. This was to encourage the curator to obtain more memberships and seek out grants for the Museum. Payment of the committed amount of up to \$20,000 was contingent upon performance. The Foundation agreed for a subsidy of \$10,000 for the 2014 fiscal year with the balance of \$10,000 being paid in the 2015 fiscal year. Unfortunately the curator never obtained any grants and has moved on to another position. Betty Ann noted that we are fortunate that Peggy Young has helped fill in the gap and been able to send out the Museum Newsletter.

Betty Ann thanked Bill Spooner for hosting this Webinar, since it an excellent way to get information to the field and receive information from the field as was witnessed yesterday. It helps everyone understand the difficult workings of the USARS Board. As the day went on everyone kept getting better with this wonderful new technology, and she gave accolades to everyone.

Betty Ann closed with a final statement....."When doing seminars over the years I always found it was important to leave everyone with a thought for the day or a gimmick for them to remember the seminar. The last coaching seminar I did in Vegas many years ago I left the 75 + coaches in the room with the following challenge if you might call it that.....I think it might be appropriate today. I handed out a glow stick to each coach and told them we would all break it at the same time and make a commitment to the sport we all love so much. The message was that each coach should go home and add five new skaters this year and one new coach to their clubs. On your board you have coaches, rink owners, athletes, officials and the chairs of the different disciplines."

She continued "Membership is what drives the USARS organization. Therefore, if each one of you would go home and make five new skaters, rink operators need to find a new coach for your facility, officials make new referees, tabulators, etc. Athletes can recruit new athletes into your particular discipline be it Art, Speed, Hockey, Derby, or Slalom. Audience listening in, this should apply to you also. Some people out there are just interested in saving the sport. Find a way to accomplish that desire by helping in any way possible. As those who know me well and see me on Facebook, my message is always of a positive nature. If we would all think positive, do the necessary work to build instead of tearing down, I think our organization could once again grow. I firmly believe in the five D's—Dream, Desire, Dedication, Discipline, and Determination. Go out and make new members..."

No written report was received from Naomi Grigg, Chair of the Slalom Committee. John Fearnow said that the Committee had been meeting monthly. In April there will be an event in Portland and there will be one in June in Seattle. They have developed a flyer that can be used on social media and on the website. They are also working on a video that can be distributed to rinks to get their support. They would like to get instructors certified and at every workshop they conduct they try to get skaters to join the sport. Membership is their biggest priority at this time.

The Minutes of an Inline Hockey Committee Meeting of December 16 were included in the agenda material (See Addendum E). The purpose of that meeting was to discuss selection of World Teams for 2016, their staffing, etc.

Keith Noll indicated that with help from Peggy, the Committee developed a budget for these Championships. This year, teams would again be selected by resume instead of a tryout event. This method is less costly for the organization and for the athlete. Since they must pay their own way to the Championships, this selection method permits them to spend their money on event participation. A "GoFundMe" page has been created, with the hope of raising money to support the athletes' expenses.

Keith noted that this year's World Championships will qualify the countries for participation in the next World Games. He stated that the Inline Hockey Committee has been much more active than they have been in the past. Work is being done to secure uniforms and equipment for teams. He voiced his concern about what has been happening with FIRS at the World level. He noted that ice hockey has cut back their inline hockey world championships to every two years, and it does not include women or junior athletes.

Ricci Porter gave the Speed Committee report (See Addendum F). The Olympic Committee had a policy that athletes could not skate on the banked track unless they were nine years old (a few exceptions were made for 8 year olds provided that they would be 9 by the Outdoor National Championships). We were finally able to get the Olympic Training Center to change their policy as long as we meet certain insurance requirements. We do allow younger skaters on the road (our road sites have not had the same policy). We simply want to modify the age division now that the policy has been changed so that we can have younger participants compete on the banked track at Outdoor Nationals. Ricci stated that if that age category grows, her opinion is that we should look at separating it out.

MOTION 10: By Speed Committee B/D 2/21/2016

Effective immediately for the 2015-2016 season, change the Juvenile age division for the banked track portion of Outdoor Nationals to be 10 and under (instead of 9 and 10).

CARRIED UNANIMOUSLY

The first sentence of the recommendation below appears in the Speed Skating National Championships program and is followed by many officials and meet directors at events. They ran in to an issue at one of the regions last year because they ran events one hour ahead, skaters or a skater missed their race and the official stated, "it's in the book." It turns out, it wasn't in the current speed book. A variation is listed in the figure rule book and it is possible that it was in previous speed books. A similar rule exists in the artistic rules, listed as AR11.06.07: All skaters and officials shall be ready for events one hour before scheduled time.

MOTION 11: By the Speed Committee B/D 2/21/2016

Effective immediately for the 2015-2016 season, add a rule to the Speed Rulebook stating: "With the exception of the first daytime or evening events, all skaters must be ready to compete at least one hour before the scheduled time of the event. Events can run up to one hour ahead of time."

CARRIED UNANIMOUSLY

The Speed Committee has had several requests for a change in the Speed Rules relative to uniforms. The current rule, SR361.7 states that "All members of a relay team shall wear their club uniforms in each relay event. The relay uniforms shall be identical. This means that if any relay team member wears one or more sponsorship logos on his or her relay uniform, all team members must wear the same sponsorship logo or logos and they shall be placed

identically on their uniforms. *The uniforms must be similar in sleeve and trunk lengths.* One-, two- or three-piece uniforms are permitted as long as the colors and the patterns are the same. Difference in color of fabric due to fading or difference in dye lot may be permitted. Note: Speed skating helmets for relay skaters do not have to match. The helmets are considered as equipment, and not part of the uniform. Socks are not part of the uniform."

MOTION 12: By the Speed Committee B/D 2/21/2016

Effective immediately for the 2015-2016 season, remove the line from the current uniform rule that reads: "The uniforms must be similar in sleeve and trunk lengths."

CARRIED UNANIMOUSLY

Fernando Regueiro reported that the Derby Sport Committee has elected new officers for the 2016 season. Eric Hill is now the Chairman of the Committee and Christina Gerrish is the Vice-Chair, also performing the duties of the Secretary. With the loss of Chris Hunter and Donna Kay, who resigned, they are looking for two additional members for the Committee. It was questioned whether this changes the conduct and organization of Derby Nationals. It appeared that Chris Hunter is interested in providing videography for the Derby Nationals. TMR, the company used for Speed, Figure and Rink Hockey, is expecting to do all of the events. It is important that the Board assures obtaining the best pricing and service. It was also noted the Committees could obtain temporary Committee members for vacancies, but they would need to go through the Committee on Committees and the Board in the fall when all Committees are reviewed and reconfirmed.

They have been working to develop a good relationship with the Junior Roller Derby Association and the AAU for the Junior Olympics event at Nationals. It is felt that this event will be an extremely positive step and be well received in the derby community (see Addendum G for the Derby Committee Meeting Summary and Minutes).

Bill Spooner gave the report of the Figure Skating Committee (See Addendum H). One of the topics of discussion was the World Team outfits. The outfit for opening ceremonies has cost approximately \$450 and \$100 for stones. The Figure Committee feels that the design should continue for a minimum of three years. It was also clarified that these costumes can be worn while competing in other contests (but not in a Qualifying Championships). John Fearnow stated that the Cricket Loft would be submitting a proposal to the Board for future team apparel.

The following motions resulted:

MOTION 13: By the Figure Committee B/D 2/21/2016

Approve inviting the following judges for the 2016 National Roller Figure Skating Championships in Lincoln, Nebraska:

Expense-Compensated - Entire Championships: Debra Adamy, Gary Callahan, John Cawly, Judy Graves, John Gustafson, John Lehni, Billy Mastriano, Dennis Nendza, Al Taglang, Dottie Walsh, Verna Quaranto (Marsha Neary-Alternate)

Expense-Compensated- First Portion: Lisa Holderbaugh, John Hultquist, Leslie Meyers (Roberta Jackson-Alternate)

Expense-Compensated-Second Portion: Sylvia Haffke, Cecelia Kelley, John Rangel (Marsha Neary-Alternate)

Non-Compensated Officials: Patricia Bauler, Bob Behrendt, Debbie Berg, Loren Black, Lona Dennis, Rachel Dols, Sue Ellis, Roberta Jackson, Janet Jordan, Robert Maya, Paul McElhiney, Marie McGee, Marsha Neary, Robin Orcutt, Diane Rieben, Victor Rodriguez

CARRIED (one abstention)

A recommendation was reviewed by the Figure Committee relative to using a world team selection process by committee, rather than by placement, to enhance the performance of Team USA. This process would include other considerations of previous performances. It was not felt to be a viable plan at this time, because members pay their own expenses. The following recommendation was, however, recommended by the Figure Committee:

MOTION 14: By the Figure Committee B/D 2/21/2016

Eliminate the sections of AR7.05.04 relative to Junior and Senior World Team qualification which states that skaters must obtain an average score of 8.0 or more at the National Championships from a majority of the judges.

CARRIED UNANIMOUSLY

Jeff Foster asked for a discounted fee for anyone who would run outdoor events, as an incentive. Danny stated the leadership is open to any and all suggestions. He would like to receive a proposal to have a clear understanding of what is being recommended. We are anxious to find ways to help athletes fund their way.

Tom Hughes, Chairman of the Rink Hockey Committee reviewed the items their Committee wished to accomplish and get a response to (See Addendum I). Rink Hockey does not yet have a schedule for the National Championships. Last year 16 teams participated, but are planning on more this year. Other topics included a request for a reduction in the coach membership fees, since all rink hockey coaches volunteer and do not have any income from their coaching efforts. As previously stated, this is an issue to be discussed by the Finance Committee. It was noted that 17 of the individuals on this call are not member, and they were last year.

The Finance Committee report was given by Bill Spooner (See Addendum J). It is difficult to compare our financial status this year, with the same time last year, because of the return to our traditional competitive season, from memberships renewals based on the calendar year. On January 8 of this year, USARS membership was increased by \$10. It was noted that club charters are down, as well as membership. Fewer competitions mean less income from sanction fees. The Foundation has been generous with grants and loans to USARS. We are paying the interest on the loan and have not used our line of credit. Accounts receivables are higher than expected. Many background checks were required for this year, and that increases the cost of membership. Insurance costs have an increased by 4%. Keith Noll indicated that he would follow up on this.

Renee Hildebrand questioned the debts to USARS and mentioned that in an earlier meeting we discussed a collections policy - voting to send these debts to a collections agency if this was possible. It was also questioned why USARS allows individuals to compete when they owe USARS for World Championships participation. We need to put a plan together on how to stop this from happening. Fernando understands that membership is very important, and he suggested that this be added to the marketing plan so that we can develop a solution.

A ten-minute break was taken from 4:00 PM to 4:10 PM. An Executive Committee Meeting took place on December 3 (See Addendum K). It was noted that with the separation of the position of Board Chairman and President, we did not add the Chairman to the Executive Committee and this was done by President Brown.

The 2017 Roller Games have been moved from Barcelona to Nanjing, China and will take place in late fall, instead of during the summer. This helps with some of the problems relative to participating in our National Championships and team selection.

Annette Stapleton was elected to serve as the USOC AAC representative for USA Roller Sports, filling the term left vacant by Josh Wood. Dustin Roux agreed to serve as the alternate.

The dates for the Spring Semiannual Board Meeting had not yet been set. The FiveNines contract was up for renewal. There was discussion of the current phone system at USARS headquarters, which will soon not be supported in any way by Cisco. There is no immediate plan to replace the system. Any changes would require careful research.

Meet Director Certification was discussed. Danny indicated that this item should be deferred to the individual Sport Committees to determine if they need additional training. If so, we can arrange for it. There was brief discussion on gender bias, reassignment of gender, public displays of affection (PDAs), racial bias, etc. We would need to contact USOC representatives for help with policies. We need to make sure that leadership and event management knows how to deal with individuals on the issues. When we have a potential situation where someone has not been treated appropriately (transgender or transsexual), it should be reported to the USOC to get help with coordinating the investigation aspect of this. A policy needs to be developed immediately and submitted to the Board for approval.

DIRECTIVE 4: Once we know the meet directors for this year, Ricci will communicate with them relative to these issues.

Danny Brown gave a PASO report. CPRS (Pan American Roller Skating) has not taken action on who is on their Executive Committee or who are members of the sport committees for any of the disciplines. The next Pan Am Games will be in Peru in 2019. Roller Sports are a part of those Games, however, skating in Peru needs to be developed. They can change their minds. Participation is limited to figure and speed skating. FIRS is moving away from World Championships to conducting Roller Games in 2017, where all roller skating sports will be involved. There has been a suggestion that Skateboarding has a chance to be a part of the 2020 Olympic Games in Tokyo. Roller skating could be of assistance to them, and together we all have better opportunities. It is important to work on a relationship to bring skateboarding into USARS.

The Speed Committee should review the use of clinics. Level one clinics were taken away in November of 2014 by the Board (eliminating them as a qualifier). Regional clinics were thought to increase participation.

MOTION 15: By Keith Noll, 2nd by David Adamy B/D 2/21/2016

Bring back the Level I Speed Clinics.

This motion was later withdrawn.

MOTION 16: By Keith Noll, 2nd by David Adamy B/D 2/21/2016

Rescind Motion 6, approved at the Board Meeting on 11/2/2015, which stated: "To eliminate regional speed clinics as filling one of the requirements to compete in the Banked Track National Championships for an athlete who is participating for the first time."

MOTION TO RESCIND - CARRIED UNANIMOUSLY

No clinics should be approved until the sport committee comes up with criteria to be submitted to the Executive Committee.

There was considerable discussion on standing/walking referees vs rolling referees, why they were allowed in 2015,

DIRECTIVE 5: Ricci was asked to work with the speed committee review and send off by survey monkey a questionnaire regarding standing/walking referees vs rolling referees. Speed committee can bring its recommendations to the board or Executive Committee. Results should be returned within 7 weeks of the date of request.

Questions addressed included the revised entry fee for Nationals, the relationships between the RSROA and USARS, Level III membership in the AAU as a means to distribute material in schools, issues relative to sex offenders, diversity in the organization, etc.

We need to work on assuring that recognized coaches are members of USARS when they represent an athlete or team. Coaches are supposed to wear their credentials whenever they are in a limited access area. This needs to be stressed with Meet Directors to help with enforcement.

Roberta Jackson stated that in the strategic plan they have several goals, and one is membership. There are a number of action steps that have not yet been taken. She would welcome volunteers to help with that.

Trace Hansen stated that we need to set up a quarterly webinar for the coaches to get the message across on how they can build memberships. Discussions must all be kept positive. Scott Clifford said that he was extremely encouraged with the discussions going on about membership, and suggested setting up a special committee for increasing membership, which could perhaps work with the regions. The key for survival is membership. Keith Noll said that this committee must be actively driving memberships.

Tom Bense said that one of the best resources is the coach. There are coaches who run very successful programs. It is a resource that could be mined. We need to pick their brains, find out how they promote, what they say, how they advertise, do they have fliers? Coaches need to have marketing and sales training. We need some type of database for the coaches to access and download a program that is working. They can pick and choose the types of things they want to use.

Gloria Manning stated that the 2014 Fall USA Roller Skating magazine contained two full pages on how to build a club. Also there is a coaches' manual that is 61 pages long. We do have information out there.

Chairman Bill Spooner thanked everyone for taking time from their busy lives to participate in this Board Meeting, as Members of the Board and as observers.

MOTION 17: By David Adamy, 2nd by Keith Noll B/D 2/21/2016

To adjourn the USARS Regular Board Meeting.

CARRIED UNANIMOUSLY

The meeting was adjourned at 6:00 PM.

Respectfully submitted,

Peggy Young
USARS Corporate Secretary



**ADDENDA
USARS REGULAR WEBINAR MEETING
February 20-21, 2016**

Rules for Conduct of Webinar.....	ADDENDUM A
USARS Youth Protection Handbook.....	ADDENDUM B
Strategic Plan Report.....	ADDENDUM C
USARS Whistleblower Policy.....	ADDENDUM D
Inline Hockey Committee Minutes.....	ADDENDUM E
Speed Committee Minutes.....	ADDENDUM F
Derby Committee Minutes.....	ADDENDUM G
Figure Skating Committee Minutes.....	ADDENDUM H
Rink Hockey Committee Minutes.....	ADDENDUM I
Finance Committee Minutes.....	ADDENDUM J
Executive Committee Meeting Minutes.....	ADDENDUM K