



**MINUTES**  
**USA ROLLER SPORTS SPRING SEMIANNUAL BOARD MEETING**  
**Lincoln, Nebraska – May 13-14-15, 2016**  
Approved by USARS Board

The meeting was called to order in Executive Session on Friday, May 13, 2016, at the National Office of USARS in Lincoln, Nebraska. Roll was called and the following were present: Chairman of the Board Bill Spooner, President Danny Brown, Treasurer Dave Morrell, Jim Pollard, Kylie Hughes, Renee Hildebrand, Gloria Manning, Tom Hughes, Fernando Regueiro, John Fearnow, Annelle Anderson, David Adamy, and Kay Gallatin. Sarah Sayasane Hebbrecht was absent. Jerry Pigsley, USARS Attorney, USARS Speed and Operation's Director Ricci Porter and Corporate Secretary Peggy Young were also present. The following Board Members were unable to attend in person, but were connected by telephone: USARS Vice President Trace Hansen, Keith Noll and Annette Stapleton-Heywood. A quorum was determined to be present.

The Board was updated on new information relative to the investigation being made by the Nebraska Attorney General, our efforts to answer their questions and steps being taken to correct and improve procedures so that the problems of the past will remain in the past and not be repeated. No formal actions were taken at this meeting.

The meeting was adjourned at 8:05 PM.

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The USARS Spring Semiannual Board Meeting was called to order in open session on Saturday, May 14, 2016, at the National Office of USARS in Lincoln, Nebraska, at 8:00 AM. Roll was called and the following Board Members were present: Chairman of the Board Bill Spooner, President Danny Brown, Treasurer Dave Morrell, Jim Pollard, Kylie Hughes, Renee Hildebrand, Gloria Manning, Tom Hughes, Fernando Regueiro, John Fearnow, Annelle Anderson, David Adamy and Kay Gallatin. Sara Sayasane Hebbrecht was absent. Connected by phone were Vice President Trace Hansen, Annette Stapleton-Heywood and Keith Noll. USARS Speed and Operation's Director Ricci Porter and Corporate Secretary Peggy Young were both present, with Peggy recording the meeting minutes.

The following guests were recognized by the Chair: Tony Berger, Diane Brown, Cathy Carmack, Bud Engle, John Gustafson, Ed Harney, Chris Hunter, Heidi Permatteo, and Kelly Springer.

**MOTION 1: B/D Moved by David Adamy, 2<sup>nd</sup> by Gloria Manning 5/14/2016**

Ratify the Minutes of the 2016 USA Roller Sports Semiannual Board of Directors Meeting, held via webinar on February 20-21, 2016.

CARRIED UNANIMOUSLY

The first topic was a presentation by Rsports, which was founded by its CEO Greg Argyle to help organizations like USARS. He was connected electronically to the board meeting, along with others from his group, to make a presentation. They have 25 years of experience with web technology, use responsive design and their program offers easy access from mobile phones, tablets and desk tops.

The intention is to help USARS office staff and increase customer satisfaction. In addition to membership enrollment, their program can also be used for on-line event registration. It would be a separate website that can be accessed through the current USARS website, which is hosted by the USOC. This program would help manage members and be useful to events promoters. Each discipline would have its own website, which would streamline the entire process. They can do integrated credit card processing, with easy set up. Using a unique identification, no one can go to the event unless they have a registration. They can purchase a membership online and then enter a competition. This program is optimized for mobile access.

They offer all of the latest options for widgets, photos, videos, etc. Layout out can be specified and locked for all disciplines. Certain widgets can be locked so they cannot be removed, but all would have the same layout.

One parent email works to register up to eight children. Emails for children are not available for public viewing unless the parent wants them to be. The program can be customized to include anything USARS wants. They can provide a dashboard and make ID cards to download onto the member's phone, and once they are members they now have their own individual log-in and will be able to see their history of payments, etc.

The USARS office can see an overall view of all disciplines, members per discipline, how much collected, and more. It is very easy to set up merchant services using Stripe, which is second to PayPal in the world. The app can provide driving directions to events, competition levels, membership waivers, competition waivers, etc. They can add fees, discount fees, add deposits; there is a list of options. It can define memberships, such as adult, volunteers and children; and custom membership fields can be added. There is a bulk emailer option which can be used to send emails to the various types of members, and coaches can email their members, etc. Rsportz can do pages for us, or we can do them ourselves with the tools they provide. The program runs on Amazon Web services. Rsportz can add on a Facebook page and have it set so that every time someone joins a USARS event it will show up on our page - all done by social media.

Questions from the Board were answered. David Adamy asked if the program can handle background checks. They stated that they could contact the company doing them and talk about getting it included. They are doing this with AAU memberships by loading that info into the database. It automatically updates on the coach's profile. Automated reminders are not currently set up, but this is on the list for product development and should be completed in the next couple of months.

Members could register to compete in the National Championships on the website. In addition they could make payments, and see scheduling and event scoring. They could register to participate in regional events, invitationals, and contests at no extra cost to USARS. They could pass on a small percentage on top of the merchant fee, bundled in as an administrative fee to the customers. There are many options in the payment structure.

Kay Gallatin said that our data is sensitive. Depending on their log-on profile they should only see certain information. She questioned how difficult refunds would be. She was told that they would be the same as for PayPal or other services and are fully integrated into their system. John Fearnow questioned if someone should slip through the cracks on a background check and we were to get sued, do they share in the legality of this? They replied that they do not have insurance for something like that.

It makes sense to go with a system like this. Building our own system does not make sense, especially with the need to always be updating the technology. We need to go with a cloud market place like they have. Heidi Permatteo stated that they would still enter through Sitecore (the USOC tool). This is hosted on Rsportz own hardware, and entry through the USOC website will still show as unique hits for USARS. USARS Board Chairman Bill Spooner thanked Rsportz for their presentation.

A very complete Marketing and Strategic Planning Report was included in the Board agenda, and it was briefly addressed by Marketing Committee Member Heidi Permatteo. Priority action is needed on marketing, using a graphic campaign, and media templates. A change to the website is in process. The Committee needs to create a USARS social media strategy, organize Regional Marketing seminars, work with the RSA on joint programs, increase revenue/reduce expenses, and work on increasing memberships, etc.

The USARS rules for protests and grievances are somewhat difficult to understand. It is necessary to seek assistance with the rewrite from someone with legal knowledge. Keith Noll was able to get permission for USARS to use the AAU Code Book and Bylaws with this project, so that we would not need to reinvent the wheel. The ability to use this document is greatly appreciated by the USARS Board.

The World Speed Championships were scheduled to take place in October in Nanjing, China. Not yet approved, was the team staff.

**MOTION 2: B/D Moved by David Adamy, 2<sup>nd</sup> by Gloria Manning 5/14/2016**

Approve Renee Hildebrand as Coach and Jay Ingram and Mary Allmond as Team Managers for the 2016 World Speed Team.

CARRIED UNANIMOUSLY

Kay Gallatin advanced the proposed officials for the 2016 National Championships.

**MOTION 3: B/D Moved by David Adamy, 2<sup>nd</sup> by John Fearnow 5/14/2016**

Approve the following expense-compensated officials for the 2016 Outdoor Speed National Championships:

<b>OUTDOOR</b>	<b>Paid Positions (14)</b>	<b>Name</b>
1	Meet Director	Janine Foster/Kay Gallatin
2	Announcer	Ross Creveling
3	Chief Referee Track	Kristin Dijulio Smith
4	Chief Referee Road	Janine Foster
5	Referee	Larry Pep
6	Referee	Al Tinsley
7	Referee	Mike Wong
8	Referee	Buford Mills
9	Referee	Jim White
10	Chief Tabulator	Tish Gorman

11	Tabulator	Tami Foster
12	Place Judge	Tosha Hill
13	Photo Finish	Joe Robinson
14	Photo Finish	Leonard Gallatin

CARRIED (one abstention - Kay Gallatin)

For Indoor Nationals, Kay stated that we need two competitive stewards but only get one paid position and asked for a second paid position. With the rule of draws at the same time it is impossible for one person to do this. Last year for some of the races it took both competitive stewards and the meet director to get the races to the line.

**MOTION 4: B/D Moved by David Adamy, 2<sup>nd</sup> by Renee Hildebrand 5/14/2016**

Approve the following list of expense-compensated officials for the 2016 Indoor National Championships.

INDOOR	Paid Positions (28)	Name
1	Meet Director	John Gustafson
2	Assistant Meet Director	Tosha Hill
3	Announcer	Ross Creveling
4	Assistant Announcer	Dustin Garcia
5	Chief Referee	Kristin Dijulio Smith
6	Assistant Referee	Jim Pitsch/Justin Foster (only one)
7	Referees	Larry Pep
8	Referees	Joshua Jozwiak
9	Referees	David Glasgow
10	Referees	David Nickels
11	Referees	Joe Robinson
12	Referees	Dan Zielinski
13	Referees	Buford Mills
14	Referees	Lynn Reeves
15	Referees	Mike Wong
16	Referees	Robin Olson
17	Referees	Robert Penrod
18	Referees	Nick Chrissan
19	Chief Starter/Referee	Jim White
20	Assistant Starter/Referee	John Szelagowski
21	Chief Place Judge	Brian Hook
22	Assistant Place Judge	Mary Allmond
23	Photo Finish	Leonard Gallatin
24	Assistant Photo Finish	Kay Gallatin
25	Competitive Steward**	Melanie Holt
25	Competitive Steward**	Nyla Pitsch/George Warren

26	Chief Tabulator	David Alcorn
27	Tabulator	Tish Gorman
28	Lap Counter**	Heather Hoff
**	plus 2 volunteers	

CARRIED (one abstention - Kay Gallatin)

Kay Gallatin stated that using the exactly the same number of positions as in the past, the officials have had a soft ask, nothing formal yet. She had been directed by the Speed Committee to see if they were interested.

Action items being requested by the Speed Committee were discussed. Based on the 2015 Coaches Vote and Survey results submitted at the Fall 2016 Board Meeting, the Speed Committee would like the following items implemented:

**MOTION 5: B/D Moved by David Adamy, 2<sup>nd</sup> by Renee Hildebrand 5/14/2016**

Change the Classic Two Woman Relay rule to read: Two women skating a total distance of 2000 meters. Each woman must skate not less than one lap nor more than five laps before each relay, with the last woman to skate a minimum of one lap.

CARRIED UNANIMOUSLY

This change was put out to the coaches for a vote, with 80% of the votes received in favor of this change. This is already happening in Classic Two Man events and is an equalization of rules.

The following speed rule changes received a yes vote from 96.67% of the coaches who voted.

**MOTION 6: B/D Moved by Renee Hildebrand, 2<sup>nd</sup> by John Fearnow 5/14/2016**

Adopt the following rule for Outdoor Nationals/Team USA Trials: The Outdoor National Championships will utilize the CIC rulebook, with modifications to fit National and Team USA selection requirements.

CARRIED UNANIMOUSLY

Currently, the CIC rule book is used for Outdoor Nationals. Since our Championships also serve as our Trials for Team USA, modifications may be necessary in order to accommodate the selection process. We want to select the best team to represent the United States while maintaining fair play for all national placements.

Ricci Porter said that our rule book states that 6 make the team (Senior Men, Senior Women, Junior Men, and Junior Women - 24 total). The international rule allows for 8 in each for a team size of 32. In the last few years, protests were made that resulted in some exceptions to the rule. The current rule book applies, and any changes now would have to be made at the Board Table.

**MOTION 7: B/D Moved by Renee Hildebrand, 2<sup>nd</sup> by John Fearnow 5/14/2016**

Keep the size of the USA World Speed Team as printed in the Speed Rule Book.

## CARRIED UNANMOUSLY

It was reiterated that the *Team Coach* decides who gets each race. We need to reinforce that selection with the membership. Renee Hildebrand led a discussion on team size. It was stated that we don't have eight skaters that are competitive in each division at the international level. What happens is when you take more skaters you have more cheerleaders. We cannot give skaters races just because they are there and paid \$5,000 to be there. The World Championships is not the pace to go to get international experience. They need to go to events in the USA to get training and bring our whole level up.

Speed skating is not like roller figure skating. Every person who makes the roller figure team has an event in which they can compete. Half of the World Speed Team Members don't ever skate, and the extra skaters' parents get disgruntled because their kids don't skate. The USA wants to win, so we put our best on the field. There is no reason for extra athletes to be added to the team when we can't even let everyone skate now.

Annette Stapleton-Heywood, our USOC AAC Athlete Representative and a former World Speed Team Member, agrees with six going in each division. An exception to this was granted last year, after the USARS President heard some persuasive conversation that the extra members would get additional experience. Danny Brown concurred that this ended up being more disruptive than he had hoped, they didn't gain experience, and that it was a one-year exception only.

Kelly Skinner agrees with Renee. We should go back to history to when we took only four skaters, many times three would do all the skating and the other would compete in the marathon. The concept of knowing you are going and may not get a race has been going on for a long time. Now the athletes and parents think they are owed a race because they are paying their own way. He agreed with Renee that many of the 7 and 8<sup>th</sup> placements are not ready to be at Worlds.

Fernando thinks that perhaps we are locking ourselves into a policy. If the coach is responsible for selecting who gets the races, why isn't the coach responsible for deciding whether we take six or eight? Renee stated that lots of countries take only the people who are in contention for making the final. Renee said that the USA always has the biggest team attending. We look impressive warming up and our Juniors are coming up.

Ricci stated that in moving forward, it is super important to know that any decisions must be printed and published prior to the deadline of the USOC. If we don't do that we are opening ourselves up to protests through the USOC ombudsman.

Danny Brown gave an update on the Attorney General investigation, which began a year and half ago. In addition to the original complaint, it was continued with a different complaint about potential misuse of federation funds. We provided them with approximately 6,500 pages of documentation in answer to their questions. As recently as yesterday, we asked for a response. It is an on-going process, with no decisions for or against.

The next topic was the USA Roller Sports Youth Protection Handbook, an 81 page document that we should be distributing. With permission from the AAU, much of it had been drawn from their policy, for which they spent a lot of money to develop. Ricci said that it had not yet been distributed to the Regional Representatives.

**DIRECTIVE 1:** Each Regional Coaching Representative should distribute the USARS Youth Protection Handbook within the next month. The handbook relates to harassment, sexual abuse, etc. The program, which includes watching videos and taking tests, is to the coach's advantage and promotes safe sport for USARS.

The videos are informative and last an hour and half at most. An electronic test is taken afterwards. This education, in

addition to the handbook and background check, helps to ensure the safety of youth. Gloria stated that she expected this educational tool to be used by some in groups. Danny said that the handbook goes hand-in-hand with the USOC Safe Sport Initiative. Both cover a lot of information, but much of it is the same. Any coach or official who sets foot on USOC property must have Safe Sport Certification. They are not yet policing it 100 percent of the time but are pushing this with their staff. The test is free and if failed it can be taken again.

Fernando stated that having a handbook is great and he likes the information. Someone will need to maintain it, since laws are changing every year. The Safe Sport protocol includes that a coach cannot be in a relationship with an athlete. Danny specifically asked Malia Arrington of the USOC about their position on coach and athlete relationships. She said that if a coach is going to coach an athlete and have an intimate relationship, they must discontinue coaching that athlete. They will not budge or waiver on this. Danny gave specific examples and explained adult figure skating. She felt less concerned about that, but to be consistent we need to follow that process. Jim Pollard said that he had four children who skated and wondered if they had a policy on coaching your own children.

**MOTION 8: B/D Moved by Annelle Anderson, 2<sup>nd</sup> by David Adamy 5/14/2016 9:22 AM**

Reaffirm that participation and certification through the USOC Safe Sports program is mandatory for all USARS coaches. Further, USARS Regional Representatives are required distribute this information to all coaches.

CARRIED UNANIMOUSLY

In addition, the USOC website has modules for parents and for athletes. We need to make sure that this is known. Athletes and parents can visit it to learn what some of the potential situations are.

Fernando says that the Safe Sports program is great, a fantastic movement. He questions if they are updating the requirements every year, are we going to ratify that we support it every year. He is comfortable with the coaches' background checks and watching videos, but has a problem with requiring adults not to have personal relationships. Danny stated that the USOC will continue to communicate with those who took the test and went through the certification. The plan is not to alter the tests any time in the future, but they would do updates. Fearnow stated that under this program a husband cannot coach his wife.

The topic of gender bias, reassignment of gender, public displays of affection (PDAs), racial bias, etc., was on the agenda for discussion. Danny stated that the USOC is working on this, and we should wait for their guidance before developing our own policy, perhaps adopting theirs.

Committee reports were covered next. The Inline Hockey Committee had no items needing Board action, but minutes were provided for review. *See Addendum A.*

The Speed Committee minutes were provided for the Board. *See Addendum B.* They are currently working on Indoor and Outdoor National Championships schedules. An exception was made last year relative to standing vs rolling referees, but it was a one-year exception, so the rules as stated in the Speed Rulebook stand.

Renee Hildebrand asked how we would populate the Speed Committee position that Richard Hawkins held. She was told that it will remain empty until the Committee on Committees meets. They will make recommendations for review at the Fall Board Meeting, which can be amended or approved by the Board as submitted.

**DIRECTIVE 2:** USARS staff will send out a notice stating that anyone who wishes to serve on a committee needs to

submit their resume.

The Derby Committee Minutes were provided. *See Addendum C.* The Committee did not have any actionable items for Board approval. There was some discussion about the upcoming National Championships. There is a need for more local events. We need to have more marketing through media, etc. Tryouts have been conducted for women and the team selected. There were four tryouts throughout the country for the USA National Derby Team, with the final tryout opened to additional people. Based on all of the tryouts, the coaching staff selected the team based on the final tryout in Washington, which included an exhibition game.

The Committee's emphasis now is on getting organized for the FIRS Roller Games. The Board was informed that Fernando is now the FIRS Derby Chair, and congratulations were expressed. Jim Pollard asked about the Derby Rules and Regulations for the FIRS Roller Games in 2017. We will use whatever rule set the FIRS Committee puts forth. WFTDA had multiple opportunities to meet with FIRS, including a sit down meeting with Sabatino and Marotta to negotiate the use of their rules. After additional conversations with FIRS, WFTDA decided they did not need to be part of FIRS and were not willing to give up control over their athletes. WFTD petitioned for recognition by the IOC. The IOC reaffirmed FIRS as the International Federation for Derby. It was noted that the Chinese Organizing Committee for the World Games prefers the USARS Derby rules, and Jim stated that FIRS already adopted USARS Rules in Portugal four or five years ago.

A representative from the Derby Committee will be attending RollerCon. The single event membership is really an important tool for Derby. It permits other teams to have the ability to play in USARS competitions by giving them a one event membership.

The Figure Committee Report was next. *See Addendum D.* A motion was made to seek a waiver of GR21, relative to making rule changes at the Spring Board Meeting, but withdrawn to permit discussion at the Fall Board meeting. The committee reviewed proposals from three photo vendors and recommended Callum as their choice.

A group of adult skaters have successfully raised sufficient funds to have live organ music for the adult portion of dance skating. They will pay the organist, pay for his per diem, room, transportation and rental of an organ. Although this will cause delays each day, since live music is less efficient than computer generated music, it will bring an increase in customer satisfaction.

FIRS has changed inline events to now include Junior divisions and Senior divisions. They will also be judged by WIFSA (a derivative of ice) as the judges. Their evaluation includes an electronic system and their judges will be utilized at worlds. The Figure Skating Committee is trying to accommodate this change as best they can and has modified our evaluation forms to utilize the similar element requirements. The Figure Rulebook has not been updated, due to lack of volunteer time and staff support. An addendum of the changes made last year has been prepared and posted on our website.

The Rink Hockey Minutes were provided for the Board. *See Addendum E.* Tom Hughes, the Committee Chairman, noted a request submitted to the Finance Committee to reduce the price for rink hockey coaches from \$100 per season to \$75 per season, as they operate different from speed and figure coaches. The Finance Committee did review this request and it had mixed reviews. No one had objections, since rink hockey coaches are all volunteers, and we all want to support our volunteers. This may encourage the other sport committees be seeking a similar reduction. They felt that it is a slippery slope and chose to kick this request up to the Board level for review and/or approval.

Renee stated that there are also a lot of parents, etc., who want to get certified. Tom noted that the coaches of other disciplines get income. John Fearnow asked if we did something for the first year only, would that entice them. If we reduce the fee for one sport, we will have to do it for all sports. Renee noted that hockey coaches and derby coaches don't get paid.

**MOTION 9: B/D Moved by David Adamy, 2<sup>nd</sup> by Renee Hildebrand 5/14/2016**

Effective next season, in order to produce more hockey coaches, the coaching membership fee for their initial season, and every season that the background check is required, will be \$75 per coach. For years not requiring a background check, the membership fee shall be \$50 per coach.

CARRIED UNANIMOUSLY

**DIRECTIVE 3:** As President, Danny recommends that the Membership Committee (which includes John Fearnow) study the options for all other disciplines of coaches to look at a tiered coaching structure. We need to be proactive and look at that issue.

A break was taken at 9:54 AM, returning to session at 10:12 AM.

There was no report from the Slalom Committee. They do have members, including John Fearnow, who are actively working to promote the sport, since it is obviously brand new. They are trying to come up with material that can be put on a memory stick and sent to all rinks in the country to use.

Another struggle is how to develop coaches, which are needed to start the program. They are working on a training module for all coaches. At their events they set up a membership table for USARS and work to get skaters to join. They are using the single event membership and giving them a packet. The entry fee for that day is included, with the fee currently being \$45. The committee is very excited to have a little event here at Nationals for more people to see their competition. Right now, slalom is mainly in Washington State, in Boston and the East Coast. The slalom folks don't understand the club concept. They were advised by John that once you form a small club, people want to belong. It can be a challenge getting rink time to do this, and it is hard to get rinks involved because they don't know what slalom is.

Danny said that slalom was at the RSA Convention, and there was a lot of interest from rink operators. It is a fun thing to do during sessions. We need to put on our "rink operator hats" and come up with games involving slalom that can be provided to the rink operator to give to their DJs. We won't have a sport until we have more recreation. John has tried it in his rink. There are hot shot skaters who can do slalom well, but thought perhaps it needs to be more of a game.

Heidi suggested conducting slalom events outside of the rink, because there are a lot of places outside. In Boston they sometimes shut down streets. It is only exposed to people in the rink who want to roller skate. Danny said rink operators have to adopt it, own it and they will use it if it drives sales and fun. Then it can go on to the next level. He believes that the key is the rink operator. David suggested that it could be done in shopping centers, as he has seen yoyo competitions in shopping centers. We could do the same with slalom. Any skate can go through the cones, quad or inline.

The Executive Committee had a few meetings, and Danny, the chair, indicated that their reports were in the agenda book. Most of their meetings involved the Attorney General questions. The Committee did approve sponsorship through recognition of a speed skating marathon team that traveled to compete in China this year. *See Addendum F.*

Bill Spooner reported that in the past USARS has assisted in the development of other countries by giving them training or other things, such as flights, skates, etc. USARS is no longer in a financial position to do that. As Chairman of the Finance Committee, Bill Spooner stated that he wished to speak frankly and turned the meeting over to Danny to run during his report. See *Addendum G*.

We are in a better financial position than we were two years ago. We still have to pay the bills of this organization, but it has to be in measured moves. Every time we give a discount or do something to promote, we need off-setting income. Committees Chairs need to have their budgets turned in to finance.

Three years ago USARS was \$850,000 in the hole. The Foundation gave us a \$400,000 loan and a \$100,000 grant to assist with retiring the debt of the Roller Skating Museum. We are down three staff members from this time last year. We have recently added a part-time employee, Rhonda Cann, who has a good personality on the phone.

Revenues have increased with the increased membership and contest fees. The challenges with membership mostly relates to the fiscal year change, making it difficult to compare to determine loss or growth. We are working on improving receipt of financial reports from the office. Most significant improvement to the financial status of USARS was the reduction of insurance premiums, obtained with the help of the AAU's insurance broker, and this resulted in savings of over \$200,000. USARS has reduced its line of credit to our bank from \$200,000 to a level of zero.

We need for our committees to tell us how we can do better. Coaches are the USARS Sales Force. With fewer rinks and fewer coaches there will be fewer members. Ultimately it is all about membership, and our relationship with the rink operators makes a difference on how to promote.

In doing a financial comparison, expenses are dramatically lower, but revenues are also lower. All salaried employees are working lots of hours, without any overtime pay. Action items from the Finance Committee report were considered.

**MOTION 10 B/D Moved by John Fearnow, 2<sup>nd</sup> by Tom Hughes 5/14/2016**

Approve Callum Sports as the official still photographer for the 2016 USARS National Championships in Lincoln, Nebraska.

CARRIED UNANIMOUSLY

There is a possibility that last year's National Champion photos will not be in the program this year, as we are having problems getting them from the previous official photographer. It is, however, our goal to get them.

The sale or lease of the residence next to the office has been looked at as source of revenue. The previous Executive Director no longer resides there. An assessment was done and the property lines were clarified. The houses' property line goes down to the fence, and that would eliminate all parking if sold. Because our office building has historical designation, there is little likelihood of cutting down trees to create additional parking. Renee noted that the house was a perk for the Executive Director and sale of the house is no longer an actionable item.

The pricing for Nationals would remain approximately the same, including spectator fees, program sales and practice fee.

**MOTION 11: B/D Moved by David Adamy, 2<sup>nd</sup> by Kay Gallatin 5/14/2016**

Accept the Finance Committee's pricing recommendation for the 2016 National Championships, to remain similar to those in previous years for art, speed and hockey.

CARRIED UNANIMOUSLY

The videos and tapes in the USARS office and the Museum were discussed. Some are very old and won't last long. They contain the history of hockey, speed, derby, and roller figure skating. The Foundation is working with a group (the Museum Archive Committee) to come up with ways to preserve them. David Ripp has offered to assist, along with people in the field with technology knowledge. There would be no cost to USARS or the Museum for this project.

**MOTION 12: B/D Moved by David Adamy, 2<sup>nd</sup> by Tom Hughes 5/14/2016**

Officially approve the project through the Archive Committee to preserve the tapes in the USARS conference room.

CARRIED UNANIMOUSLY

Annelle stated that at this time the Archive Committee is still researching how best to do this. The Museum has tapes that are in the Museum that were donated to the Museum. This proposal does include both the USARS and the Museum tapes; however, the Museum has not formally approved how their tapes should be handled. Downstairs in the basement are lots of nitrate reels. Some are unidentifiable with no way to trace who are on them, and lots are duplicates.

The Committee's goal is to get all of this in the cloud and to be able to sell them, with the money going to help fund the Museum. Annelle also got a quote from a local person to duplicate them for preservation, which she did share with the Foundation's Chairman Betty Ann Danna. The cost just to send them would be \$6.80 each direction, however, the Foundation would be paying for that.

Bill Spooner reported that there is a huge amount of outstanding uncollected funds in our Accounts Receivable. We have past World Team members who have not paid their world team expenses, some going back to 2013. The following was proposed:

Finance Interim Policy for Escalation of Intervention

As a result of discovery that previous personnel and previous administrations have not maintained appropriate documentation for check requests or sufficient documentation once money has been expended, the finance committee desires to create an interim policy to obtain the documentation needed.

This policy will apply to all employees and volunteers operating on behalf of USARS. Documentation and receipts are required for all expenditures by USARS. If a receipt is not possible due to cultural or different country for expense, the person seeking and utilizing the money will create a document to support the expenditure in detail.

All receipts are to be submitted to the person in the office responsible for accounting ASAP and ideally within 10 day of the expenditure.

The person in the office responsible for documenting the receipt of supporting data may need additional documents to

support the expenditure of USARS resources. He/she will contact the person involved by telephone and e mail to request additional documentation and in what format he/she expects. Those documents are expected to arrive at the office within 10 days of request. If that does not occur:

- The accounting person will notify their supervisor that he/she is implementing an escalation plan
- At the same time, he/she will notify the person who has not provided the documents that he/she is notifying the next person in the chain of command when the request was made, the response has not been received and seeking their assistance to encourage the person to provide documentation. For employees this would be the Director of Operations. For board members this would be the President of USARS, for volunteers and committee members this would be the President of USARS. Should the negligent party be the President of USARS, the accounting person will contact the chairperson of the board of directors.
- If within another 10 days the documents are not presented then the accounting person will notify the chairperson of the board and the issue will be communicated electronically to the board of directors for a discussion of actions to take or referral to the executive committee.

Danny has obtained confirmation that we can deny an athlete's participation in the trials if they owe USARS money. And once published we can deny their participation in a qualifying event. The notice has to be out prior to qualification or selection, and not when they make the team. We cannot begin this in 2016, but can in 2017. Renee suggested that for speed a letter should be sent out telling potential team members that they are expected to have their deposit at the Outdoor Nationals. If they owe from past championships, they need to pay that too in order to be considered a member in good standing. They need to have their team member packets filled out and their deposit ready. We need to nail them down to get a commitment.

Danny stated that we have been a trusting federation. Some of these have come up, but escalated when it goes back as far as 2011. There is not an established plan of action with a contract stating that within 30, 60, or 90 days the payment needs to be made in full. We can't deny participation without due process. Many compete and finish owing money. We are creating a payment structure and process, to include invoicing.

Jim stated that all disciplines will have Championships in the same time frame in China in 2017. Everyone will need to have a visa, and we have to be ready with a world team contract in place for everyone, but prior to the Outdoor Nationals for the Speed Team.

The Finance Chair and Treasurer have gone through all past accounts receivable and established what they could collect on and what they could not. The decision was made to write off some, and steps were taken to collect others. We are working on paying off the accounts receivable.

Our attorney must be involved with writing up an enforceable contract.

**MOTION 13: B/D Moved by John Fearnow, 2<sup>nd</sup> by David Adamy 5/14/2016**

All athletes competing in the 2017 World Championships must sign a contract with USA Roller Sports, agreeing to pay all fees due to USARS in order to be a member of the USA team.

CARRIED UNANIMOUSLY

If an athlete owes money, in the future they could possibly be denied USARS membership. Jim stated that athletes who participation in the Pan Am Games have 100% of their expenses paid by the USOC. Those involved in the Pan Am Championships are not covered by the USOC. Australia has a rule that athletes who want to go to a championships must pay before they qualify, and if they don't go they get a refund. John Fearnow stated that it must be understood by whoever signs that contract that is an enforceable contract.

The Financial Service Policy and Procedures Manual has been updated since the March version. Mostly, the wording for responsibilities was changed, and "Executive Director" was changed to "Director of Operations".

**MOTION 14: B/D Moved by John Fearnow, 2<sup>nd</sup> by David Adamy 5/14/2016**

In the proposed Financial Services Policy, strike the words "Executive Director" and put in "Director of Operations". The new logo will be used.

CARRIED UNANIMOUSLY

Dave stated that budgets are critical to this organization so that we do not fail. We need to always submit cost estimates because we need to know in advance. Good company, good ideas, but we need to figure out how to pay for them. He also recommends that after Nationals we do a new amateur card.

**DIRECTIVE 4:** The Membership Committee was directed to discuss escalating the cost of memberships for renewals for all sports. The cost would be lower for early renewals with the price increasing as the year progresses. This should be submitted to the Finance Committee, and then to the Board for potential approval. Consideration should be given to making this apply to all sports membership.

With the Finance Report concluded, the meeting control was returned to the Board Chairman, Bill Spooner.

Keith Noll has been serving as the Chairman of our Insurance and Risk Management Committee. Right now they are working on the coverage that will go into effect for our next competitive season, due for late November or early December. He asked if anyone had any questions at this time, and there were none.

Bill Spooner was the Acting Chair of the Hall of Fame and Honors Committee this year. The Committee missed George Pickard as a member, because of his incredible knowledge and organizational abilities. Bill stated that the Committee reaffirmed denial for previous candidates, some nominated three times. Unless there is additional information in the future, they will not be reconsidered by the committee. Bill reviewed the proposed candidates as recommended for approval by the Hall of Fame and Honors Committee.

Athletes Hall of Fame in 2016: Jennifer Orcutt - Active Athlete, Aubrey Orcutt - Active Athlete; Sheryl Truman Courtney - Veteran Athlete

Coaches Hall of Fame in 2016: Larry Chopp - Active Coach and Robin Holmes Boyer - Active Coach

Distinguished Service Hall of Fame: Peggy Young

Charles Wahlig Memorial USARS Life Membership: John and Dee Viola

M.M. Shatuck Distinguished Service: Kurt Anselmi

USARS Artistic Skater of the Year for 2015: Deven Jacobson

USARS Speed Skater of the Year for 2015: Franchesca Bell

USARS Rink Ball Hockey Player of the Year for 2015: Colby Moyer

USARS Inline Hockey Player of the Year for 2015 – Laura Veharanta

USARS Derby Player of the Year for 2015 – Oly Rollers

Meritorious Service Award: Lucas Thompson

The Marie Walker Award for Figure Skating: John Cawly

The Billy Sisson Award for Ball Rink Hockey: Mark Brailey

The Dennis Snead Roller Speed Skating Award: Maurice Swihart

The USOC Roller Sports Team of the Year for 2015 – The Women’s Inline Hockey World Team

The USOC Roller Sports Male Athlete of the Year for 2015 - Deven Jacobson

The USOC Female Athlete of the Year for 2015: Erin Jackson

The USOC National Coach of the Year for 2015: April Dayney Jacobson

The USOC Roller Sports Volunteer Coach of the Year for 2015: Ken Shelton

The USOC Developmental Coach of the Year for 2015: Sonny Felter

**MOTION 15: B/D Moved by David Adamy, 2<sup>nd</sup> by John Fearnow 5/14/2016**

Approve the Hall of Fame and Honors Committee Report. (*See Addendum H*)

CARRIED UNANIMOUSLY

The Committee on Committees will be meeting prior to the Fall Board Meeting to recommend Committees for next season. Peggy will put out a notice so that anyone can apply. We also need to remind those on the Committee to apply if they wish to stay on the Committee.

Gloria Manning, a member of the Elite Coaches Selection Committee, would like to change some of the criteria. Three of the five committee members were on the call. Approval must be unanimous by action. Mark Vittese is a member of the committee but has not been able to participate and perhaps needs to be replaced. The Committee denied Elite Coach status to two applicants and the following two were approved.

**MOTION 16: B/D Moved by Elite Coaches Committee 5/14/2016**

Approve the Elite Coaches Committee Minutes, which granted USARS Elite Coach status for speed skating coaches, *Laura Gustafson Sweers* of Bonney Lake, Washington, and *Kelly Springer* of Evans, Colorado

CARRIED

**DIRECTIVE 5:** The Special Information Technology Committee should be deleted from the agenda in the future.

The Special Committee for Organizing Nationals had a document created by Fernando. John Fearnow said that he was ready to meet as a committee, and it was suggested that the Meet Directors and Committee members should meet while they are in Lincoln.

Lunch break was taken at 11:45 AM, with the meeting resuming at 1:34 PM.

Scott Clifford, although not present, was connected by telephone. Danny gave a brief update on the use of technology at the USARS office. There has been a review of costs, the risks of our existing systems in the office, and recommendations made to minimize risk and increase cost efficiency. Scott had been involved with this and also with the redesign of the USARS website.

Our current costs are too high for the needs of our organization. CRM and accounting system are overkill for what we need. Changes need to be done by a consultant. Our website is difficult to negotiate and costly to maintain. A person from USA Volleyball came in to Lincoln to work on our website. She did a little training, but the software was complex and difficult to work with. We have to maintain this to keep the revenue from the USOC. We will look for alternate solutions. We need to limit what we have to do on the USOC website to keep everything basic so we don't need a programmer to update and maintain. We should try to get to a place where we can do it ourselves with a more simple system. Currently, USARS emails are in the cloud. There is an estimated cost savings of \$1,500 per month by moving everything to the cloud. There is no pressing need to change the office phone system. It is old but remains functional.

Ricci and Karen with USA Volleyball redesigned the website to be more user friendly, and, hopefully, making it easier to find answers so there will be fewer questions asked of the staff. Ricci stated that Heidi did a lot of preliminary work, and when Karen came in they talked with Heidi.

The on-line registration system is working for competitors, but not yet available for coaches. We could move to Rsportz to get the coaches registration up and running. Ricci says the updates have worked very well. The limited membership card is available on-line. Also for each discipline we created a special events card for non-USARS members who want to compete. To add events, notify the office with dates, and membership will become available online to register for that one event. The membership automatically expires when the event is finished.

David stated that there are more and more corporations being hacked. We have a lot of personal information in the cloud, and he questioned how secure this information is. Scott said that we have been in the cloud since 2012, since CRM is a cloud-based tool. Our on premise storage of this information is more susceptible, since we don't have the latest and greatest. This cloud-based system has multiple clients and is monitored 24-7, so the risk is less. It is a reputable system. The USOC website is cloud-based.

Renee questioned the cost to use the Rsporz program. Scott said he would be contacting them to work on pricing and structure and do a fully detailed report for the Finance Committee for review.

Danny stated that the expectation is to transition to QuickBooks at the fiscal year change over. We are looking at getting it, installing it, and setting it up for the transition. On September 1 we would start operating with the new accounting software. We will maintain our historic files. Our Great Plains accounting system is good through 2017. We can take it from Great Plains to Excel. Scott said it is important to change over, since we can get more detailed fields and have more detail in the chart of accounts to run reports. Chairman Spooner thanked Scott for his presentation.

Danny Brown gave his President's Report. He has been working to enable staff members to get their work done by giving them the support needed. USARS needs additional staff, and at the same time we are helping with the Museum's needs. As mentioned earlier, Rhonda Cann was hired as a part-time person and has been doing a good job in communicating with customers to facilitate some of the collections. She can also help with Museum visitors. He anticipates going forward to get additional part-time help for this summer with the increased work, making copies for nationals, etc.

The roof on our office has withstood multiple storms, and we knew it had some hail damage and leaks. With the recent storm there have been more damages. From last fall we had a claim of \$9,000 for repair. This won't replace the roof, but would repair what we have. With the last storm there was a lot of water in the basement, and we need to determine where it came from. We had fans and humidifiers running to dry it out.

Everyone is continuing to working toward Nationals. There are several things going forward to address with FIRS President Sabatino Aracu relative to the 2017 Roller Games in Nanjing and the World Games in 2017 in Krakau, Poland. We will have teams participating in both of these events.

Jim Pollard stated that for the World Games we pay to get to the event, and they pay expenses once we arrive. Participating countries in the World Games are determined by FIRS World Championships placements. For hockey the floor will be Stilmat, and figure competitions will take place on concrete. Speed skating is done outdoors. There is a benefit for us being in the World Games as it is another International Olympic -type event for our athletes to participate in and it helps us in the long run. We have been invited to participate in the University Games and are looking at the financials of participation.

Ricci Porter gave the National Office Report, stating that most has been already discussed, some by Danny, but she would address a few items briefly. Our office is short staffed. We had eight last year at this time, so we are down three. She thanked everyone for their patience and understanding and thanked those who we have relied upon to make changes, including Heidi on the website and Scott for online membership. They have been crucial to helping us in the office. When we started down three, we also had a new online membership system we didn't understand and which was not operating the way it should be. We all thought it would help, but it actually took more time in the office. More work with less staff. The circumstances that lead to that change were out of our control and no one was prepared.

One thing going on is that we are all new to something we are now doing. We have had a lot of help from our volunteer President, but we don't know what we don't know. We are doing "rants and raves" at our weekly staff meeting. Many of the rants have now turned into raves because of experts and volunteers on committees and on the Board. Moving forward she asked everyone to be patient and inform her if we are missing something. She will be honest if it is in or out of our control.

Scott stated that Ricci has done an outstanding job in getting the staff together. Danny agreed that there have been positive changes, and that we have some good quality staff. The hope is to redirect some of the work through new technology. Scott spent a lot of time going through the registration template at the beginning of the year that caused a lot of issues. Fortunately, he knew how to get them to facilitate the needed changes. Appreciation was expressed to Bill Spooner and Dave Morrell who worked in the office to accumulate the massive amount of documentation for the Attorney General. They were there at a time when we really needed them.

Scott stated that one major change in our membership registration system was the removal of a requirement for social security numbers. That information has been purged from the database. We no longer use it as a unique identification. We are using a birth date and the last four numbers of the member's social security number. Scott left the call at this time.

A Museum report was given by the President of the Museum, Annelle Anderson. The Museum accepted the resignation its past curator in December and have since been operating without one. USARS staff has filled in doing tours, and Peggy has been doing membership renewals and working on the newsletter that goes out to museum members. A list of the current Museum Trustees provided on the back page of the Museum's report. The Annual Trustees Meeting was just held during the RSA Convention in Las Vegas, where a raffle was conducted. The raffle tickets sell for \$50 and 249 were sold this year. The prize bank consists of 50% of the sales. Three winners were drawn, with the big winner being Danny. He is giving back half of his winnings through the "Give to Lincoln Day" fund raiser, where some matching funds are also received by the Museum.

With Nationals in Lincoln, we will have more visitors at the Museum this summer. At this time we have received over \$8,000 in donations in memory of George Pickard, a founder of the Museum. Our Museum was in a TV segment on the Travel Channel's show "Mysteries at the Museum". It ended up being a great short segment that was really interesting and very well done. We have asked for a clip that we can show to visitors. Annelle concluded her report by encouraging everyone to become a member of the Museum.

The U.S. Foundation for Amateur Roller Skating met in Las Vegas during the RSA Convention. With the loss of George Pickard, they had three positions to fill. Al Taglang, who had 23 years of experience with Bank of America, was recommended as a Trustee, in addition to a return of the two Trustees whose terms were expiring.

**MOTION 17: B/D Moved by David Adamy, 2<sup>nd</sup> by Gloria Manning 5/14/2016**

Approve Jim Ball, Betty Ann Danna and Al Taglang for three-year terms as Trustees of the U.S. Foundation for Amateur Roller Skating.

CARRIED UNANIMOUSLY

The Athlete Travel Endowment Fund, which has not had many recent donations, has a current balance of \$52,000.

The first item under new business was a written recommendation from Ken Shelton, who was not present at the meeting. Ken feels that we again need to have strong officials committees that would include the officials' representative on the board and four top national and/or FIRS officials and which would report directly to the Board. They would be responsible for administrative rules affecting the running of competitions, officials testing (including Meet Directors), upgrading and/or downgrading officials and officials training. Right now there are problems with certified meet directors who are running unsanctioned meets, referees that allow skaters to violate our age restrictions and at least one that has multiple assault

arrests. We need to immediately fix this problem.

Danny said that in talking with Ken, he feels the officials need a stronger voice for officials-only issues. With officials having only a minor contribution to on the sport committee, it is difficult to get rules changes, etc., and he feels we need more structure.

Under the current Sport Committee Guidelines, an official is supposed to be included on all sport committees. The Committee on Committees needs to make certain of this. Ricci stated that the Speed Sport Committee Official resigned, was replaced and then that person resigned. There was a major disconnect on one rule. The Speed Sport Committee approved everything the Officials Committee asked for without much hesitation, except standing vs rolling referees. In her opinion this has been the major source of contention. Kay stated that the rule that the officials put forward to the Speed Committee was changed from what the officials wanted in the first place. Originally not everyone agreed on the Speed Committee that it should be all standing, but a majority voted on it to be standing. The Speed Committee did not change it.

It was pointed out that the recommendation from Ken came directly to the Board and did not first have committee review. Since we no longer do committee work at the table, the following directive resulted.

**DIRECTIVE 6:** The Speed Committee needs to review the recommendation from Ken Shelton that the Officials Sub-Committee should have increased authority and representation.

**DIRECTIVE 7:** Every Sport Committee must also have a representative who is an official.

A waiver of General Rule 21 is being sought by the Figure Sport Committee and the Regional Coaches Representatives. The rule established in 2009 states that changes to requirements, rules, etc., must be presented by the Spring Board Meeting for the next season. Since the Board is meeting more frequently than two times a year, and with the addition of Coaches Regional Representative sub-committees from whom the proposed changes would emanate the timeline established in GR 21, they felt that it is difficult to implement. They felt that approval could be given in August or September via an electronic meeting.

Jim Pollard stated that the reason this was approved years ago was so that the skaters and coaches could leave the National Championships knowing what the requirements were for the following year. This is good for everyone. This year was a disaster. Now we do not have a rulebook for this year. Back to 2002 and before, we made sure we had everything in place. This year coaches were confused about International Solo Dance and were changing routines, which is not fair to the officials. Getting back to our original dates would be helpful. During the Regional Championships it is difficult for coaches to sit down and go over all the proposals. They are trying to do a day's work in about two hours.

Heidi said that in April they can ask for ideas and suggestions. In May the Coaches Representatives get together to decide what will be voted on at the National Championships. It can thus be streamlined, and the number presented is much smaller.

**MOTION 18: B/D Moved by David Adamy, 2<sup>nd</sup> by Tom Hughes 5/14/2016**

Accept a waiver of General Rule 21 for only one year.

CARRIED UNANIMOUSLY

The process didn't get followed this year as required by GR 21. The requirements got changed, but the waiver was sought for this year only.

Ed Harney asked whether the Board would look at updating the rule book. As a National Championships Meet Director, he knows the rulebook is archaic. There needs to be a meeting with the officials committee and recommendations made to change the rules to enhance the program. The General Rules need a clean-up committee, but that would be premature until each Sport Committee has looked at them and made their own recommendations.

**DIRECTIVE 8:** The Sport Committees can discuss their issues with GR 21 and supply their opinions. They should also review the General Rules and make recommendations through their committees of items that need to be modified. This should be done by September 1, 2016.

John Fearnow explained a situation in Florida relating to the transfer of memberships. He stated that there are certain rules for transfers that must be followed. He said that this close to regionals, the rules require them to skate unattached. By not following the rules we have in place, we are discouraging rinks from having clubs.

Danny Brown believes that the rules are ambiguous, and in the absence of an Executive Director in the National Office he made the decision that he would sign the transfer request. If he had not, everyone would have been required to skate in unattached status. He said that the point of issue is whether we need to address that rule, and that we are not here to debate whether he had authority. We don't want this issue to be a problem in the future, as it is too late now to reverse it. We need to look at the rule as we go forward as to whether we want to take away the rights of an athlete to change club affiliations. Bill stated that the issue ends up being that the kids want to skate, and we may need to fix the rule. David said that this could be something that would go to the Executive Committee for a decision on a case-by-case basis. Renee said that everyone can transfer, but they cannot transfer if they owe the rink owner money. They did and it was just paid by one of them last week. The transfer was granted a month ago.

**DIRECTIVE 9:** Create a new Transfer Review Committee, to be co-chaired by Fernando Regueiro and Ed Harney.

Having separate Hockey Athlete Representatives on the Board, one for rink hockey and one for inline hockey, was again reviewed.

**MOTION 18: B/D Moved by Gloria Manning, 2<sup>nd</sup> by David Adamy 5/14/2016**

To discuss adding an athlete representative for each type of hockey.

There was no vote to approve discussion, but discussion began with the question of how many members we have for each type of hockey, whether it warrants two seats on the USARS Board. For inline hockey we only register those who want to be on a USARS World Team, so the number is not high.

Fernando noted they do not have competitions with the other sports this year for Nationals and asked whether we see them as one of our sport disciplines. USA Roller Sports does field teams to the World Inline Hockey Championships, but they only become members when they submit resumes for team selection.

Inline athletes should have a voice for their program, and they need to have equal representation. Kylie Hughes is a rink hockey player and is the current Hockey Athlete Representative on the Board. She is concerned that she cannot represent them properly. Small or not, they are USARS and need representation.

Fernando called for a motion for the addition to the USARS Board of a separate athlete representative for each, rink hockey and inline hockey. Chairman Spooner noted that because this will require a change in the USARS Bylaws, which requires advance notice, a change cannot be approved at this time. The next meeting is tentatively scheduled for Halloween weekend, and it will be a two or three day meeting.

The 2016 National Championships in Lincoln were next discussed. An update was given relative to the sub-flooring situation, with the question being who would own the floor (expected to be purchased with grant money) that would be put on top of the imitation grass at the Speedway Sporting Village. It now looks like the county and the city will own the floor and house it at Speedway. Jeff Maul with the city of Lincoln placed a high confidence level on the grant coming through. Speedway Sporting Village has made a down payment to start the manufacturer of the floor so that it will be here by June 1. It is being manufactured as we speak. Because it will not cover all of our needs, we will supplement it with our Ice Court floor.

A program to get volunteers to help staff nationals needs to be implemented to find people who are willing to come in and help. This program is not yet in place. Bill said he would write up a draft for use on social media seeking volunteers and would ask the regions for help. We need a schedule of staffing needed, as well as a work schedule. He suggested two five-hour segments during the Roller Figure Nationals.

An air curtain will hang between the two floors. Meet Directors visited the facility just prior to this Board Meeting. Unfortunately the facility's sound engineers were not able to meet with them. The ends of each floor by the aisle ways are open, so we must expect to have some sound bleed.

There is a sports performance and rehab area for athlete massages and treatments, etc. These trainers are not, however, the USARS trainers who cover the competitive floor. They will be offering their services at a price.

Lincoln will install the floor owned by Lincoln, but they will not install the floor owned by USARS. There is an outdoor patio on second floor, which is shaded all the time. Our sports have permission to use the patio for cookouts, which could be fund raisers for world teams, etc. This would not be considered an infringement on their concessions. Valentinos will not be the vendor for the food concession, as was indicated during the fall site inspection by the Board. Food services will include a Speedway in-house concession near the front entrance. The Defy Gravity entity will also be offering concessions with a decent menu of rink-type food.

There are more and more restrictions on what each state can use relative to Roll On floor coating, relative to ventilation, workers' safety, etc. The new coating was used in Toronto for the Pan Am Games and worked well. The friction coefficient is as high as the traditional Roll On, but it does not have the same smell or issues. We will coat only the competition floor for figure and speed.

Speedway has 1,200 free parking spaces, which will be appreciated greatly. David suggests that with bleacher seating we may want to sell seat cushions with the USARS logo or rent them for fund raising. There will also be chairs along the aisle ways.

Decisions need to be made as to who will do videography and who will serve as the official apparel vendor. We have three proposals for apparel vendors, which the Board received prior to the meeting. One was from the Cricket Loft, which seeks exclusive use of the term "National Championships" and which has the same terms as in the past.

Fine Designs also wants an exclusive agreement, similar but separate or different focus of apparel in some areas and

crossovers. They offered a percentage value of gross sales and provided an estimate based upon guestimates of their sales. They are offering a webstore and apparel marketing.

A derby person showed interest, but she was not seeking an exclusive agreement and just wanted to do embroidery at Nationals on sweats, t-shirts hoodies, etc. Her focus would be on derby events only. She would like to pay a flat fee for her space. The cost is \$1,000 for a single booth or \$2,000 for a double. Last year she bought two booths spaces, preferring to have an area that is 20 x 20.

It was stated that without a standardized bidding process, it is hard to compare the three bids. Fernando has had conversations with the Cricket Loft about providing apparel for Derby's Team USA. Any world team that is a USARS world team and where Cricket Loft provides apparel at their National Championships is included in this agreement (with the exception of roller figure precision teams and quartets).

The Cricket Loft is in the process of building a significantly improved website now, but can use some help in that area. Their company has lot of plans to change things and move into other sports. They are working on an additional team apparel package that would permit team members to look alike every day which would be made available at a reasonable price.

**By secret ballot The Cricket Loft was approved as the official apparel vendor for the 2016 National Championships.**

Next under consideration was a videographer for Nationals. Tim Rounds of TMR offered a proposal that is exactly as it has been in prior years. He seeks to have housing paid for him and his staff. He would sell subscriptions to his on-line video feed. Nothing else comes back to USARS in way of compensation.

Chris Hunter of Tenacious Ventures gave an overview of their proposal. They are shying away from dvds, and instead would provide sd cards. Thumb drives can also be used if this is preferred. They are seeking a payment of \$3,000 up front, with a total cost of \$6,000. In addition they are asking for rooms for three people and transportation.

Their subscription fees have not yet been determined. JRDA will want to be involved. The bid is for the whole month. There would be a landing page for speed, art, derby and JRDA, with each discipline having its own channel. Access can be for the entire event, or just daily. Chris questioned how much ump comes from Speedway Village. They need to know how much upload is available to get the images out. They were hoping the IT folks were going to be there to answer this question, but they were not. They would like to have at least 5 meg to give a reliable content delivery mode (CDM).

There was discussion about the customer feedback from the product produced by TMR. The question was raised as to what more could we gain if we gave them a \$6,000 budget. Tenacious Ventures is more highly acclaimed in the Roller Derby world, but that is all we know. Are we willing to make an investment in what might be a better product for our customers, perhaps getting images back that can be used for commercials, etc.?

TMR provides discs of the final events. It is understood that TMR is not operating at a profit, but if it becomes profitable they would consider sharing those profits.

Kay asked Chris Hunter if they can they provide video playback of races, and he indicated that it can be done. A place to view those is needed. It has been labor-intensive for derby. They could record in the cloud in a lower res file that could be reviewed right away, but we would need to figure out how to identify them.

With Tenacious Videos, once the events are over they don't care how we use the footage, and they will hand the rights over to USARS. We can put it on our website for people to get jazzed about and use anyway we want to. Each discipline has its own fan base, although there might be some crossover. Each channel (sport) gets a schedule to post. Heidi stated that right now our website has a video gallery that we are not running. With the website redesign we would be able to provide a video library.

They will be looking for volunteers and people from the college to see if anyone is interested in production and in getting involved. With this agreement, there is no additional cost to us if they work longer than 10 hours each day. For Tenacious Video, our cost is \$6,000, transportation and three separate rooms.

Sport specific commentating on the live fee was discussed. There is also the possibility of selling commercials during the broadcasts. We can offer access to anyone who would like to advertise. A music commercial could run as well. We need to show that there is value to advertising for our vendors. Perhaps there are logos and catch phrases that might go on the landing pages. Kelly asked for more information on time spots, how long would the commercials last, etc. There is also the opportunity to talk about the event to fill the dead air.

There are 3 - 4 minutes between hockey games, and it would be good to enhance the product. Live feeds are available. Sponsorships can be a way to offset the investment to the sport. We could also include some commercials as part of our sponsorship packages or we could offer an advertising package. A national sponsor could pay for a booth, but for an additional fee also have spots, etc. Chris says we can also reach out to prospective advertisers, not just our people but to companies such as Samsung or a company like that which is not used to these non-mainstream types of events. Once we can show viewership, things could improve and become more robust instead of being a financial risk.

Using Tenacious Videos brings an additional expense to the budget. Is it possible for the Finance Committee to go back and find money to pay for this? Are we willing to invest in this? Chris reiterated that JRDA and the AAU endeavor definitely want to have some kind of streaming as well. This contract includes them. They are committed to running a turnkey operation for the whole event, but he understands our limitations. If we only want them to do derby, they can negotiate costs. If USARS is paying and its includes JRDA and AAU, they should be paying for part of it. Expenses should be allocated to the JRDA against the revenue for that period of time since it is a collaborative event.

Kay also stated that we also need to think about the cost of the three rooms. Ricci said that we need high quality video for future marketing, which can pay for itself long term. Whoever is chosen, we need to make sure we have that video.

Fernando said in looking at the first budget with JRDA, a profit was projected as coming from that event. This is no longer anticipated. We are also asking the vendor to take a risk. Danny said that If we are changing the agreement with JRDA, they need to be a part of the conversation. When talking about splitting the profit, that was not considering the entire month of the events, just the Junior events. Further discussion was deferred until Sunday. Finance will review these proposals for discussion again the next day.

The meeting was recessed at 6:00 PM, with plans to start the next day at 8:00 AM.

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Roll was called on Sunday, May 15 at 8:00 AM. The same Board Members were present at that time, with the exception of those who previously participated by phone, Trace Hansen and Keith Noll as well as Sara Sayasane Hebbrecht. Annette Stapleton Heywood was again connected by phone. USARS Staff members Ricci Porter and Peggy Young were at the meeting.

The following guests at the meeting were recognized by the Chair: Tony Berger, Diane Brown, Cathy Carmack, Heidi Permatteo, and Bud Engle.

Chairman Spooner indicated that the Board would revisit the question of videography for the 2016 National Championships. The Finance Committee met the night before to review costs. The reality is challenging as there have been some problems with TMR. With Tenacious Videos we don't have any experience. They are giving us the rights to use the images. TMR will not. The quality of Tenacious Videos seems to be better, and they are willing to go through the USOC website to receive hits for the streamed events.

Do we go with the old safe company, or go to a new one. Tenacious Video staff is willing to use the USARS owned house located next to the National Office, rather than require individual hotel rooms. It is still going to be a financial risk and is a gamble. We need to make a business decision. Both are asking \$6,000 for half production costs with no revenue guarantee.

Danny noted that one company was here and the other was not. There had not been an opportunity for TMR to speak to the Board. Danny had called Tim Rounds and told him that we want the rights to all of our images, and he was not willing to give up all of his videos. In past years we could pay for his disk drives at \$300 - \$500 each. This year he wants them for the next year to be able to sell. Tim Rounds indicated that he expected to come to Nationals this year, but really struggled with whether they were going to do it. Also, they had no expectation of being here for Derby, Slalom or Rink Hockey. We would need to provide a person for the camera to do rink hockey. They would video record speed and art and give us the "best of" videos. Tim had indicated that he would sell his equipment to someone if they wanted to do that. If they were coming in for Derby we would need to figure out how to compensate his team for that. He said that it was highly likely this would be his last year of doing this anyway.

An informal vote showed that all but two wanted to offer video at this year's Championships. Danny stated that Scott Clifford is familiar with some of this. Beach volleyball uses the USOC website to house their video stream. He will check to see if we can run skating video through the USOC. If we can, then the USOC may pay us for this. With beach volleyball, the USOC gets all the advertising income, and then they compensate the NGB. We won't know if or how much it could be until the following day. By the end of week they could do an electronic vote, or vote here if preferred. TMR would not want to stream through USOC site.

John Fearnow stated that we have added \$20,000 to \$30,000 in expenses that we did not have originally budgeted and questioned how we would pay for this. Jim Pollard said that we are in a last-minute situation now and questioned how important it is to bring in someone new. Can we survive this year? We don't know if it will be the success we hope it will be. Is everyone sharing the cost, or dipping into figure and speed because of the others that are coming. We all want to be streamed. He doesn't see the return and sees it as an expense only. He questioned whether it is necessary at this point to put our neck out. Jim also questioned whether the facility lighting is good enough for television quality, and Danny confirmed that it is.

Danny said the sports have been expecting video all along. With the TMR proposal, there is no opportunity for monetizing it ever. With Tenacious Ventures we have an opportunity for income. If we are going to pay for it we want a quality company.

Ricci asked how important we think having video is. She understands that we cannot spend money. We've been missing marketing opportunities for a long time. Something got us to where we are now, and we don't change anything we are doing. The nature of the world today is in your face image-driven. All of those videos on snapchat and Facebook are

taken back to schools. We need to blast those commercials at the sessions to build teams. This will help us build clubs and our organization. She stated that she knows she is not in finance or someone who has to deal with the budget, but at some point marketing has to be a priority - and it is not right now.

Danny knows that Scott is reaching out to the USOC to get some answers. Discussions can take place with JRDA, and we can take a week to focus on the project. By the end of week information can go out to Board. The Executive Committee could make a decision based on their input and the information gleaned.

Fernando thinks it has value and is a huge investment in expanding the style of play and the brand of USARS. We suffered when we didn't have video two years ago. When searching the internet, there is nothing found to show the style of USARS Derby.

Danny stated that if we have an opportunity to go through the USOC site that should make the decision easier.

**MOTION 19: B/D Moved by John Fearnow, 2<sup>nd</sup> by David Adamy 5/15/2016**

Once we have additional information, expected by the end of next week, selection of the official videographer for this year's National Championships will go back to the Executive Committee for a decision.

CARRIED UNANIMOUSLY

Fernando said that during the Meet Directors visit to the 2016 Championships site, he learned a lot about the logistics of each of the events and their challenges, and asked each to make a report by the end of the week. They will have a conference call after the reports are received. A list of all of the chairs, etc., that will be needed must be compiled and responsibilities set. They talked about many of the details, equipment, the sound barrier, locations for speakers, volunteers, etc. Jim mentioned that we are paying for each chair and each table, so we must be certain we are careful in our utilization, so as not to rent more than needed. Danny said that Speedway does not house or own any chairs or tables for our use. That is why each sport must know their needs beforehand. We may be able to get some chairs donated by churches or the CVB by giving them recognition or VIK tradeoffs. We first need to know what we need to have. We must have some pipe and drape, and it was noted that it might be cheaper to buy one chair than rent it for 30 days. There is a party rental down the street.

Danny said that prices for different levels of sponsorships need to be created. This is an opportunity for companies to expose their brands. Fernando does with his derby team. They have a person who sells these opportunities, such as being a penalty box sponsor. We need to establish exposure rates based upon the events and the number of people expected in the facility.

Danny reported that we are planning three community-wide social skates to be used as fund raisers and will need to bring in skate rentals. As previously mentioned, having organ music during the adult events has been funded through donations and will not cost USARS anything. Regarding the extra practice time, a request was made by the Figure Sport Committee that we do not sell extra practice time on the competitive floor. However, no changes were made to the plan approved by the Executive Committee at an earlier meeting.

The agreement with the AAU relative to inline hockey was discussed briefly.

**MOTION 20: B/D Moved by David Adamy, 2<sup>nd</sup> by Renee Hildebrand 5/15/2016**

To continue the agreement between USARS and AAU, whereby USARS receives \$40,000 per year, which includes a 30-day notice by either party permitting the agreement to be voided.

CARRIED UNANIMOUSLY

There needs to be further consideration of how USARS, as a 501 (c) 3 member of the AAU, could take advantage of the relationship by the club purchasing an insurance policy based on the expected number of athletes. The club would decide how they collect this cost from the athletes. It is an \$8 million policy and if structured properly could get USARS out of the need for providing insurance. This would give us an opportunity to lower member costs and add simplicity. Clubs would pay a premium based on a number of people. No names would be needed until there is an injury.

Dan Heid with CCN Sports is seeking a renewal of the agreement that he apparently had in the past as a licensed sponsor of the World Speed Team. Some of his expectations have been excessive. Renee says there are others who would be interested in providing national jerseys and skinsuits and other speed items for the World Team, but nobody else has ever had a chance. She knows of three who would provide these items in exchange for booth space, ads, etc., things that do not cost us money. Theresa Cliff, for one, has a uniform company. The Cricket Loft gets skinsuits for their own team all the time.

Renee feels there is room to negotiate the contract with CCN for this year, but that we should open a bid process early next year to get other proposals.

**MOTION 21: B/D Moved by David Adamy, 2<sup>nd</sup> by Annelle Anderson**

Authorize Renee Hildebrand, the 2016 World Speed Team Coach, to negotiate with CCN regarding speed uniforms and other items needed by the World Speed Team in 2016.

CARRIED UNANIMOUSLY

**DIRECTIVE 10:** CCN must understand it must release all ownership of the team apparel to the athletes, skinsuits included, and that he cannot collect or retain any of the items after the fact.

Renee asked for confirmation that the Board will stand behind her in what she negotiates. She will be in touch with him this week. The owner of CCN should have no expectation to have an opinion or any authority over the team or any decision made for the team. This is not negotiable.

Renee reported that ice speed skating is going into schools to teach. She realizes that they view inline speed as a farm sport, but our skaters are successful. Earlier, Renee agreed to be the point of contact when asked by Ricci. We don't know all of the details.

US Speed Skating is the one that applied for the grant, saying we were on board with them, but we didn't know about it. We do support it, regardless of who puts skaters on wheels. As a highly successful coach, Renee can give us the press we deserve. They are trying to get a banked track in Ocala based on their success. Right now we have a perfect opportunity to get something done for roller sports based on the success of these kids that have come through inline to ice.

Danny said our next step is to communicate with local roller clubs. We can create coupons for participants to go to the rink or club for a free class. Articles relative to this program should be sent to Lynette at the RSA. He recently presented a letter of support to a club seeking support to have the Olympic Oval in Lake Placid resurfaced for asphalt for use in the summer. USARS does support this project.

He stated that we are also partnering in Colorado Springs with the Sports Corp and in Lake Placid for recreational and high level competitions. In Colorado Springs they would include a banked track event and a road race through Memorial Park, to take place during the balloon festival.

**MOTION 22: B/D Moved by David Adamy, 2<sup>nd</sup> by Annelle Anderson 5/15/2016**

To adjourn the Spring USARS Board Meeting.

CARRIED UNANIMOUSLY

The meeting was adjourned at 9:38 AM.

Respectfully submitted,

Peggy Young  
USARS Corporate Secretary



**ADDENDA**  
**2016 USA ROLLER SPORTS**  
**SPRING SEMIANNUAL BOARD OF DIRECTORS MEETING**  
**Lincoln, Nebraska**

Inline Hockey Committee Meeting Minutes.....	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 Committee Meeting Minutes.....	Addendum E
Executive Committee Meeting Minutes.....	Addendum F
Finance Committee Meeting Minutes.....	Addendum G
Hall of Fame and Honors Committee Meeting Minutes.....	Addendum H