



**USA ROLLER SPORTS  
SPRING SEMIANNUAL BOARD OF DIRECTORS WEBEX MEETING  
Saturday, May 2, 2020**

The Closed Executive Session WebEx meeting was called to order at 9:06 AM CST.

Attendance: John Fearnow – Board President, Michael Jacques – Board Chair, Annelle Anderson, Kay Gallatin, Misty Greer, Gypsy Lucas, Tom Hughes, Stephen Carter – Vice President, Allison Kiger, Erin Jackson, Annette Stapleton, Kylie Hughes, Jon Roux, Danny Brown, Eric Steele – Executive Director, Tina Brendle and Frank Joutras.

The closed-door session ended at 9:55 AM CST.

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The Open WebEx Board of Directors Meeting was called back into session at 10:04 AM CST.

Attendance: John Fearnow – Board President, Michael Jacques – Board Chair, Annelle Anderson, Danny Brown, Stephen Carter – Vice President, Kay Gallatin, Misty Greer, Kylie Hughes, Tom Hughes, Erin Jackson, Allison Kiger, Gypsy Lucas, Heidi Permatteo, Fernando Regueiro. John Roux, Annette Stapleton, Penny Marchiel, Treasurer

Other attendees included: Eric Steele – Executive Director, Kelly Springer, Ricci Porter-Kmetz, Pat Jacques, Keith Noll, Jim Jost, Ed Harney, Gloria Manning, Peggy Young, Brent Benson, Megan Schuller, Frank Joutras and Tina Brendle

Chairman Michael Jacques welcomed everyone to the meeting and asked if there were any additions to the agenda. Keith Noll requested to have the SBA disaster loans added and Michael Jacques wanted to add the discussion about Covid-19 and Indoor Nationals and a change to our bylaws regarding our BOD meeting schedule.

**MOTION 1:** by Fernando Regueiro, 2<sup>nd</sup> by Tom Hughes

Ratify the approval of the Fall 2019 Board of Directors meeting minutes

Motion Approved Unanimously

Keith Noll was given the opportunity to speak about the organization's standing loan to the foundation and the various loans being made available through the SBA. Eric Steele went on to say that we received \$79,800 in the Payroll Protection Program (PPP) and that it will cover staff salaries through June plus 25% of it can be used for the floor storage at Speedway Village and utilities at the headquarters. The money will be forgiven should all stipulations of the loan program be met. In addition, the foundation agreed to purchase the new floor from USA Roller Sports for \$75,000, when the floor arrives in Cedar Rapids. This plan will replenish the USA Roller Sports funds previously spent to purchase the new floor. In addition, the foundation agreed to cover National Headquarter expenses up to \$20,000 for facility maintenance and unexpected issues.

Michael Jacques asked to entertain a motion to bring to the floor a discussion on cancelling the 2020 Indoor National Championships. The city of Cedar Rapids has agreed verbally to allow USA Roller Sports to move the event to 2021 and keep the already received \$100,000 financial contribution from Cedar Rapids. To further assist the process, The Lincoln CVB and Speedway Village have also agreed to push our future Nationals Championships in Lincoln back to years 2022 and 2023. New contractual agreements will have to be created and finalized for both cities, venues and hotel lodging sites.

**Motion #2:** by Heidi Permatteo 2<sup>nd</sup> by Gypsy Lucas

To cancel our 2020 Indoor National Championship event in Cedar Rapids, IA

Motion Approved Unanimously

The meeting continued with a review of the unfinished business directives from the 2019 fall Board meeting.

Directive 1: Special Committee of Danny Brown, Fernando Regueiro and Kelly Springer are asked to provide a clarifying statement regarding vacancies for inclusion in the Sport Committee Guidelines was found to have been completed and reported on at our November 2019 Fall Board meeting.

Directive 2: To add notice of potential fees for Nationals/Worlds etc., to membership forms. Working team documents are to be reviewed and used uniformly across all sports is in the works and will be completed with the implementation of the Sport80 platform.

### **Spring 2020 Board of Directors Meeting**

**Directive 1:** The Figure Sport committee is to re-write the international competitions policy, with any questions or discussions being directed to John Fearnow specifically for the Cup series. We need to clarify what the existing bylaws are if we do not agree with the way it's written now. If it's a series that is only allowing so many attendees per organization to attend or compete then we need better direction.

Eric Steele updated the board about the merge of the Ethics Committee and the Membership & Eligibility Committee into the Compliance Committee and said the merge has been completed however; there still needs to be review of some additional bylaw adjustments related to committee procedures. Once completed, the bylaw changes will go to the Board of Directors for full vote via electronic medium.

The meeting moved on to New Business at which time Michael Jacques asked for a motion to sign the contracts for Cedar Rapids 2021.

**MOTION #3:** Kay Gallatin, 2<sup>nd</sup> Heidi Permatteo

To negotiate and sign the contract for the 2021 National Championships in Cedar Rapids, ensuring we have the correct verbiage including a force majeure clause.

Motion Approved Unanimously

**MOTION #4:** Heidi Permatteo, 2<sup>nd</sup> Annelle Anderson

To sign the contracts to hold Nationals 2022-23 with the city of Lincoln and Speedway Village ensuring there is a force majeure clause.

Motion Approved Unanimously

Eric Steele gave a brief report on the Sports Medicine, Insurance and Fundraising Committees. In addition, the following items were suggested.

- To eliminate the Sports Medicine Committee and to appoint the following individuals to 1.5-year advisor terms effective till the fall board meeting of 2021. With a review and potential reappointment or replacement of a new individual, by a majority board of director's vote for 1-year terms beginning in the fall of 2021.
  - o Lori Brandon – Sports Medicine Advisor
  - o Dr. John Hultquist – Chief Medical Advisor
- To eliminate the Insurance & Risk Management Committee and to appoint the following individual to a 1.5-year advisor terms effective till the fall board meeting of 2021. With a review and potential re-appointment or replacement of a new individual, by a majority board of director's vote for 1-year terms beginning in the fall of 2021.
  - o Keith Noll – Insurance & Risk Management Advisor
- To eliminate the Fundraising Committee and designate fundraising ability to the following committees to conduct fundraising projects specifically designed around said committee's needs, with all projects requiring Executive Committee approval prior to launch and implementation to:
  - o Rink Hockey Sport Committee

- o Speed Skating Sport Committee
- o Artistic Figure Skating Sport Committee
- o Inline Hockey Sport Committee
- o Roller Derby Sport Committee
- o Extreme Sports Committee
- o Grassroots/Education Committee
- o Communication & Technology Committee
- o National Championships Planning Committee
- o Hall of Fame/Awards Committee

**MOTION #5:** John Fearnow, 2<sup>nd</sup> by Kay Gallatin

To eliminate the Sports Medicine Committee and appoint Lori Brandon the Sports Medicine Advisor and Dr. John Hultquist – Chief Medical Advisor until the Fall 2021 BOD meeting.

Motion Approved with 1 opposed

**MOTION #6:** John Fearnow, 2<sup>nd</sup> by Danny Brown

To eliminate the Insurance & Risk Management Committee and to appoint Keith Noll to a 1.5-year advisor term effective until the fall board meeting of 2021. Eric Steele will also serve as an advisor.

Motion Approved with 1 opposed

Michael Jacques suggested that the Committee on Committees review the recommendation by Eric Steele to eliminate the Fundraising Committee at the Fall 2020 BOD meeting.

Michael Jacques then discussed our Bylaws – Article 4, Section 1 – “Semi Annual meeting should be held within 150 days of the close of the fiscal year.” Michael Jacques would like to entertain a motion to change this to 180 days from the close of the fiscal year which would allow us to meet in April.

**MOTION # 7:** Gypsy Lucas, 2<sup>nd</sup> Heidi Permatteo

To change the semi-annual meeting requirements to 180 days from the close of the fiscal year.

Motion approved unanimously

There was a brief discussion on considering a change in officer terms to from 1 year to 2 years. Most of our committee positions are 2-year terms. It’s difficult to take over a new position as it takes time to get up and running and by the time you do, your term may be over. Danny Brown’s major concern is what if a person only has 1 year eligible? Danny Brown is not opposed to a president serving a 2-yr. term and agrees that you spend the 1st year trying to get acclimated to the position.

Eric Steele also discussed the need to incorporate into the bylaws, specific language on athlete selection procedures to the Board of Directors, regarding ratification.

**MOTION #8:** Danny Brown, 2<sup>nd</sup> John Fearnow

To adopt the language as suggested by the Executive Director as follows: "The selection of athletes to serve on the board of directors must follow the procedures outlined in the bylaws per Article 5, Section 6 A. And in addition, will be ratified by only existing sitting elected athlete members of the Board of Directors via quorum of only sitting elected athletes present. As such upon completion, the vote will be ratified and no additional vote by the entire Board of Directors will be required and accepted."

Motion Approved Unanimously

**MOTION #9:** Annette Stapleton, 2<sup>nd</sup> Allison Kiger

To accept the USARS SafeSport Athlete Safety/MAAPP Policies as presented.

Motion Approved Unanimously

**MOTION #10:** John Fearnow, 2<sup>nd</sup> Danny Brown

To appoint the Executive Director of USARS as Corporate Secretary

Motion Approved Unanimously

**MOTION # 11:** Danny Brown, 2<sup>nd</sup> Kay Gallatin

To accept the revised Finance Manual updated Apr 24, 2020

Motion Approved Unanimously

Lunch Break was taken from 1:05 PM CST to 1:30 PM CST

John Fearnow, USARS Board President, provided a printed report but also specifically wanted to thank the entire Board of Directors and USARS Staff for all their efforts and to the BOD for electing him President and having the confidence in him to do the job well. (See Addendum A).

**MOTION # 12:** Danny Brown, 2<sup>nd</sup> by Tom Hughes

To accept the President's Report

Motion Approved with 1 abstention

Eric Steele, USARS Executive Director, also provided a printed report and highlighted several items such as the current Covid-19 crisis and how much of a resource the USOPC has been, the Strategic Plan, the Nebraska Attorney General agreement, Property Update, Rental House, Ted Stevens Act changes coming, Sport80 update and how the Covid-19 has effected the office and museum. (See Addendum B)

**MOTION # 13:** Annette Stapleton, 2<sup>nd</sup> by Tom Hughes

To accept the Executive Directors Report

Motion Approved Unanimously

A brief museum report was given. Peggy Young is still serving as corporate secretary for the Museum as well as a board member. There is a fair amount of funds in their balance. The Annual Trustee Convention has been postponed to August due to the Covid-19 virus. The museum raffle is where they make some of their money. A part-time employee has been hired for the museum and she's done a wonderful job of categorizing and organizing some of the inventory. We're hoping for a June 1 re-open date for the museum which has been closed to the public due to Covid-19. Have started the Give to Lincoln day and have received the first donation on that.

**MOTION # 14:** Tom Hughes, 2<sup>nd</sup> by Kay Gallatin

To accept the Museum Report

Motion Approved Unanimously

John Fearnow gave a brief U.S. Foundation for Amateur Roller-Skating report.

**Motion # 15:** Danny Brown, 2<sup>nd</sup> by Annette Stapleton

To accept the U.S. Foundation for Amateur Roller-Skating Report

Motion Approved Unanimously

Michael Jacques gave a brief report on the Athlete Travel Endowment Fund. Current balance as of December 31, 2019 was \$83,827.31. The account is managed by Judy Graves. The artistic world team got some money from it last year. We had hoped to grow fund to over \$100k but it has slowed down and with the market the way it is, it has taken a hit financially.

**MOTION # 16:** John Fearnow, 2<sup>nd</sup> by Kay Gallatin

To accept the Athlete Travel Endowment Fund report

Motion Approved Unanimously

Jim Jost, Rink Hockey Committee Chair, gave a brief update on the Rink Hockey committee and said they're working very well together. There is some concern with the Pan Am games happening in Florida due to Covid-19. Shot clocks are needed. The committee purchased the last shot clock from their own funds. World Skate requires them, so they'll need to be replaced. Submitted a bid for two shot clocks \$800-\$1000 but they're not needed until Nationals 2021. John Fearnow added that they would address the purchase of the Shot Clocks at a later time.

**MOTION # 17:** John Fearnow, 2<sup>nd</sup> by Tom Hughes

To accept the Rink Hockey report and minutes (See Addendum C)

Motion Approved Unanimously

Brent Benson gave the Inline Hockey Committee Report and stated that with this year's World Championships being moved to the fall, the Inline Hockey committee had originally decided to not send any teams to the event, as the ice hockey season and school would be starting back up. The best teams could not be sent, so they decided not to send any Teams.

The Inline Hockey committee found out that this year's World Championships was going to be a qualifier for the 2021 World Games being held in Alabama, so they decided to then just send the Sr. Men and Sr. Women's teams. Due to the corona virus and the Olympics being moved to 2021 the World Games has moved to 2022. So, if this year's World Championships still remains the qualifier for the 2022 World Games or is a qualifier for the 2021 World Skate Roller Games, the committee will most likely just be sending the Seniors teams. Now they are just waiting on that info World Skate, before they move forward on the teams.

**MOTION # 18:** Stephen Carter, 2<sup>nd</sup> by Kay Gallatin

To accept the Inline Hockey Committee report and minutes (See Addendum D)

Motion Approved Unanimously

Kelly Springer gave the Speed Committee Report and indicated that everything that we had in motion has been put on the back burner due to Covid-19. Gypsy Lucas added that we're the only country that is dependent upon rinks. There is an opportunity as an organization to focus on those skaters that are skating outdoors.

**MOTION # 19:** Kay Gallatin, 2<sup>nd</sup> by Danny Brown

To accept the Speed Committee Report and minutes (See Addendum E)

Motion Approved Unanimously

Misty Greer, Derby Committee Chair, said the only update she had was that Roller Con was cancelled.

**MOTION #20:** John Fearnow, 2<sup>nd</sup> by Tom Hughes

To accept the Derby Committee minutes and report (See Addendum F)

Motion Approved Unanimously

Ed Harney, Figure Skating Committee Chair, reported that they've been successful with creating sub-committees. Roll Art technical committee has done incredible work. Most of their issues have been rule clarifications. Now that Nationals is not happening, they can focus their energy on continuing the Roll Art education to be better prepared for next year's Nationals.

**MOTION #21:** Heidi Permatteo, 2<sup>nd</sup> by Allison Kiger

To accept the Figure Skating committee minutes and report (See Addendum G)

Motion Approved Unanimously

Eric Steele gave a brief report on the Extreme Roller Sports Committee stating that we've had some success with scooters, street luge, downhill inline disciplines by approving their participation at World Roller Games.

**MOTION #22:** Gypsy Lucas, 2<sup>nd</sup> by Annelle Anderson

To accept the Extreme Roller Sports report

Motion Approved Unanimously

John Fearnow, after thanking the Executive Committee, provided a brief report stating that the Covid-19 virus has played a big role in what we've done and that we still have a lot to accomplish. Our job is to stay on top of things. The committee meets once a month, sometimes more if necessary. John Fearnow had

been visiting the office once a month until the virus. Will continue to work with all the committees and board to push us forward as an organization.

**MOTION #23:** Stephen Carter, 2<sup>nd</sup> by Tom Hughes

To accept the Executive Committees minutes and report (See Addendum G)

Motion Approved w/one abstention

Penny Marchiel, USARS Treasurer, provided the Financial Committee report by stating that we submitted all the financial info for the annual audit. All interest payments have been made on time. Eric Steele successfully submitted the Payroll Protection Program application and we've received the \$79k grant. We may have to pay a small amount of that back depending on what the funds are used for. A seven-month financial report has been submitted to the Executive Committee which included a \$63K loss compared to last year. We have not received any AAU funds yet this year, although Keith Noll has indicated that we should have the funds sometime this month or early June at the latest. In addition, we had a \$14k increase in payroll consisting of taxes, health insurance and salary over the same time last year. We had an increase in \$60k in fixed assets for the new floor, which will go away once the floor is sold to the foundation. At this point we've only made a \$36k deposit on the floor. We received a grant from the USOPC of \$35k to cover costs associated with compliance and the implementation of the new Sport:80 membership system. Analysis of our member insurance costs - \$41 for derby, \$11 for the other disciplines. Michael Jacques brought to the Board of Directors attention that the membership fees for Derby were higher than the other disciplines and were approved at the last Finance Committee meeting. Fernando Regueiro asked for a breakdown of what the fees go towards. Michael Jacques said the Finance Committee and office will do a breakdown for each sport.

**MOTION # 24:** Danny Brown, 2<sup>nd</sup> by Tom Hughes

To approve the Finance Committee Report and Minutes (See Addendum H)

Motion Approved w/three opposed.

Eric Steele gave a brief Compliance Committee report indicating that we have a couple of cases. More of our cases are related to "in field of play" issues such as participating without an amateur card etc.

**MOTION # 25:** John Fearnow, 2<sup>nd</sup> by Annette Stapleton

To accept the Compliance Committee report

Motion Approved Unanimously

Keith Noll provided a brief report of our insurance claims and indicated he would generate a report that will give us an idea of where our claims are coming from. Michael Jacques reminded everyone that we just voted on disbanding the Insurance and Risk Management Committee, but that Keith Noll will still be an advisor along with Eric Steele.

**MOTION # 26:** Danny Brown, 2<sup>nd</sup> by Tom Hughes

To accept the Insurance and Risk Management Committee Report

Motion Approved Unanimously

Annelle Anderson, Hall of Fame and Honors Committee Chair, gave a brief report to the board by acknowledging that all nominations submitted were considered and given lengthy reviews by the committee. Michael Jacques asked what the next step in the process was. Annelle Anderson said that in the past, Peggy Young has contacted the recipients, but that would now fall to Tina Brendle. These awards are for the 2019-20 season.

**MOTION # 27:** Stephen Carter, 2<sup>nd</sup> by Gypsy Lucas

To accept the slate as presented by the Hall of Fame and Honors Committee (See Addendum H)

Motion Approved Unanimously

**MOTION # 28:** Kylie Hughes, 2<sup>nd</sup> by Misty Greer

To accept the Hall of Fame and Honors Committee Report

Motion Approved Unanimously

There was no Nominating Committee report given but John Fearnow did remind the BOD that electronic ballots will be mailed out 45 days prior to the Fall BOD meeting and that they need to be returned within 10 days of the Fall BOD meeting.

Annette Stapleton gave a brief report on the Roller Sports Athletes Advisory (RS-AAC): It is anticipated that athlete representation to key committees will increase by 33% in January. They're trying to increase funding and are updating their protest rules. Ombudsman has a new website.

**MOTION # 29:** Heidi Permatteo, 2<sup>nd</sup> by John Fearnow

To accept the Roller Sports Athletes Advisory Report

Motion Approved w/1 abstention

There were no reports on the Elite Coaches Selection Committee, National Championship Planning Committee, Special Committee on Education, or the Fundraising Committee.

**MOTION # 30:** Gypsy Lucas, 2<sup>nd</sup> by Annelle Anderson

To accept the Communications and Technology Minutes (See Addendum I)

Motion Approved Unanimously

Fernando Regueiro provided the World Skate (FIRS) report and said that the organization was having constant meetings about Covid-19 and are emphasizing concentrating on having a successful Nationals all over the world. It's important to give skaters and teams an opportunity to practice before Worlds. They've indicated that the end of this year as the specific date when WS would be recognizing only 1 Federation per country. This is something we need to continue to look at. Michael Jacques asked if there are any stipulations as to who gets to be the Federation? Eric Steele stated he would reach out to Rick Adams at the USOPC to seek guidance.

**MOTION # 31:** Annette Stapleton, 2<sup>nd</sup> by Tom Hughes

To accept the World Skate Report

Motion Approved Unanimously

Danny Brown gave a report on World Skate America (formerly CPRS and Roller-Skating Pan American Confederation): The next Pan Am games host city is preparing for the next Pan Am games. To re-cap the WSA Vice President's position, we as a board had presented a person's name (Kelly Springer) to take Danny Brown's place knowing it was entirely up to the WSA President to either accept or deny our suggestion. They denied our suggestion. Michael Jacques explained that John Fearnow received a letter from the WSA President requesting that John Fearnow take the position of North American Vice President and they wanted that effective immediately. Kelly Springer wrote the letter of understanding and stepped down. John Fearnow has gladly accepted the North American VP position pending however the board needs to vote. It's a 2-yr. position.

**MOTION # 32:** Kay Gallatin, 2<sup>nd</sup> by Heidi Permatteo

To ratify the appointment and acceptance of John Fearnow as WSA North American VP for a 2 yr. term.

Motion approved w/1 abstention

Danny Brown asked what happens to JF's board seat? By JF taking over as the representative for WSA that technically gives JF a seat on the board, but he already has a seat as Grassroots. Technically he is taking the position immediately. So, he is currently occupying 2 seats. JF is concerned with the possibility of doing away with the seat because it has been very beneficial to USARS to have both DB and FR on the board of WSA. Feels it's somewhat in DB's hands to give some direction. JF recommends that if DB is willing to stay in the seat until the Fall meeting. JF would take the position, but DB would stay on the board as such. Makes sense for continuity however; if there is a WSA meeting that requires representation or action that would be handled by JF. The question is the 2-yr. calendar. When did it start, when does it end? JF doesn't know but will ask that question when he submits his written acceptance.

**MOTION #33:** Annette Stapleton, 2<sup>nd</sup> by Heidi Permatteo

To accept the World Skate America report

Motion approved with 2 abstentions.

According to the USARS Bylaws, the Committee on Committees is elected at the Spring Semiannual Board of Directors Meeting and serves through the end of the next Spring Semiannual Board Meeting.

Nomination for the athlete – Annelle Anderson nominated Annette Stapleton; Tom Hughes nominated Ally Kiger; Gypsy Lucas nominated Stephen Carter; John Fearnow nominated Heidi Permatteo.

**MOTION #34:** Gypsy Lucas, 2<sup>nd</sup> John Fearnow

Approve the following Committee on Committee for a one-year term: Annette Stapleton, Allison Kiger, Stephen Carter, Heidi Permatteo and John Fearnow.

Motion Approved Unanimously

All staff and guests were asked to leave the call at 6:05 PM CST to permit the members of the Board of Directors to go into closed session.

A second closed session occurred at 6.06 PM CST and concluded at 7:30 PM CST