

MINUTES
USA ROLLER SPORTS
2016 FALL ANNUAL BOARD OF DIRECTORS MEETING
October 28-29-30, 2016 - Lincoln, Nebraska
Approved by USARS Board January 10, 2017

The meeting was called to order at 8:30 AM on Friday, October 28, at the USARS National Office in Lincoln, Nebraska. The purpose of adding an additional day to the Annual Board Meeting was to provide the Board an educational work session and to review and evaluate the organization's strategic action plan. A sign-up sheet was passed around to record participation in the Board work sessions. Board Members present were as follows: Bill Spooner-USARS Board Chairman, Danny Brown-USARS President, Trace Hansen-USARS Vice President, Peggy Young-USARS Corporate Secretary, Jim Pollard-Emeritus, Kylie Hughes (arrived after roll was called), Renee Hildebrand, Gloria Manning, Keith Noll, Tom Hughes (arrived shortly after roll was called), Fernando Regueiro, John Fearnow, Annelle Anderson, and Kay Gallatin. Board Members Annette Stapleton Heywood, Sara Sayasane Hebbrecht and David Adamy (David attended the later Board Meetings on October 29 and 30) were not present. The position of Treasurer was recently vacated, but filled later on during this meeting by Kay Gallatin. Ricci Porter-Operations Director, and USARS staff members Brent Benson, Kevin Kmetz, Olivia Shelbourne, Melannie Atteberry and Rhonda Cann were present. USARS staff member Megan Schuller arrived later in the morning. Other guests included Tony Berger, Roberta Jackson, Diane Brown, Cathy Carmack, Heidi Permatteo and Michael Stieb.

Board Chairman Spooner stated that this would be a session without the confines of a Board Meeting. Bill turned the session over to Dr. Roberta Jackson. She explained her background and experience with incorporating non-profit organizations. She has learned a lot about USARS since she took on this project. She volunteered to conduct this work session, feeling that it was her obligation to help the USARS Board understand their responsibilities. Chairman Spooner stated that once they have accepted a position on the Board, they have accepted the liability.

Goals

- Need Consistency and Stability of Management
- Need Financial Stability
- Need a Culture Change

Dr. Jackson provided a handout, which she reviewed with the Board members and guests, which included the following information:

The BYLAWS OF THE UNITED STATES AMATEUR CONFEDERATION OF ROLLER SKATING, Article II. Section 3. C. Maintain the managerial and financial competence and capability to establish national goals for Roller Sports relating to the development and well-being of the sport, to implement and administer a plan for the attainment of those goals and to execute its obligations as the National Governing Body for Roller Sports.

Also reviewed were the Basic Responsibilities of Non-Profit Boards with materials from several sources:

Board Source-- Richard Ingram, Building Effective Nonprofit Boards, www.boardsource.org

1. Determine mission and purpose.
2. Select the chief executive
3. Support and evaluate the chief executive.

4. Ensure effective planning.
5. Monitor and strengthen programs and services.
6. Ensure adequate financial resources.
7. Protect assets and provide proper financial oversight.
8. Build a competent board.
9. Ensure legal and ethical integrity.
10. Enhance the organization's public standing.

Also reviewed was information from Studio D, George Lawrence, The Role of Board Members for Nonprofit Organizations:

Guide Nonprofit's Purpose

Nonprofit organizations must operate for a specifically recognized purpose in order to take advantage of various benefits, such as tax-exempt status. The board is responsible for determining the organization's purpose. The board must draft a mission statement and describe the organization's purpose and goals. Periodically, the board should review the mission statement and current activities to ensure the agency is continuing to further its mission.

Planning and Implementation

It is not enough to declare a mission and set goals--the nonprofit must actually take action to achieve and realize its mission. The board handles major decisions regarding fundraising events, hiring, staffing and finding volunteers. Additionally, the board must supervise and monitor nonprofit events and activities to ensure they remain compliant with the nonprofit's mission.

Financial Matters

While a nonprofit does not operate for financial gain, the organization needs money to function. The board must develop and approve an annual budget and ensure that the organization complies with relevant laws and regulations that relate to nonprofit finances. For example, nonprofits do not pay income taxes but may owe taxes on profits unrelated to the organization's purpose.

Legal Responsibilities

Each board member is a fiduciary to the other board members and the nonprofit organization. As a fiduciary, the board must act in utmost good faith. The board cannot engage in self-dealing or take any action contrary to the nonprofit's purpose or mission. Part of this duty includes ensuring the organization has a competent chief executive and choosing a well-qualified and diverse board that represents all aspects of the community. Board members and guests were provided with a copy of the Board Packet which included the following handbook on nonprofit Board governance.

Effective Governance - Board Handbook By Kae Rader

National Governing Bodies are Nonprofits

Unlike a business that drives to the bottom line, nonprofit organizations are formed to fulfill purposes (missions) that promote the betterment of society. In this sense, nonprofits are said to "hold public trust." As a result, nonprofits and their board members are subject to strict ethical guidelines and public scrutiny.

National governing bodies are nonprofit organizations and are subject to the same basic standards as other nonprofits.

The Board's Role

NGB boards represent the interests of their sport communities and athletes in the United States by providing policy, guidance and strategic direction. The board is the highest authority in an NGB, and as such, focuses on long-term impacts. It doesn't concern itself with day-to-day operations. Instead, it hires a chief executive to co-create and implement strategy and to manage staff and operations.

Board members play an important oversight role. They take time to understand the NGB, ensure legal compliance, and embrace governance best practices.

Legal Responsibilities

Board members must meet three well-established nonprofit legal standards of conduct when carrying out board responsibilities.

They are:

- Duty of Obedience
- Duty of Care
- Duty of Loyalty

- **Duty of Obedience** ensures that operations and resources are aligned to fulfill the mission. Programs and services must support the mission. This relates directly to upholding the "public trust."

- **Duty of Care** requires responsible financial and legal stewardship when making board decisions and taking action. Specific stewardship activities are included in the sample board member job description that follows.

- **Duty of Loyalty** requires sole commitment to the organization. Examples of actions that violate the Duty of Loyalty are self-dealing (using a board position for personal gain) and favoring the interests of a particular stakeholder group above the interests of the organization. For example, a coach who serves as a board member can and should voice the perspectives of fellow coaches in board discussions. But when voting, that coach must consider all relevant facts, including other constituent voices, and vote for what is best for the entire organization.

Avoiding real or perceived conflicts of interest is a major board imperative. The board must adopt a code of ethics and an ethics and conflict of interest policy that is applicable to staff, volunteers, board and committee members. Every person must annually certify compliance with the code, which may include completion of conflict of interest disclosure forms.

Board Member Self-Assessment

In addition to assessing the chief executive's performance every year, the board assesses its own performance. A survey can be administered by paper at a board meeting or through a simple online tool. Individual board members evaluate the board's performance compared to responsibilities and best practices. Results are reported and discussed at a meeting.

Many effective assessment tools are available on the Internet.

Fund Raising

Increasingly, NGBs are engaging in direct fund raising activities. Typically staff manages fund raising efforts, but board members assist. They are well aware of fund raising goals and can readily articulate reasons to give. They provide contact

information for potential donors, make personal appeals in-person or through notes. It is a standard best practice for every board member to contribute personally. Many funders require 100% board giving before considering a funding request.

Setting Strategic Direction

NGBs that achieve organizational and sport success year after year work within a strategic framework that focuses on priorities, articulates expectations, and rewards performance. The value of strategic planning lies not only in creating a plan document, but also in the planning process itself. If done well, this process provokes productive thought, sparks compelling dialogue, and fosters collaboration and commitment. The strategic plan becomes an invaluable blueprint, rather than a dusty ornament on the shelf.

An effective strategic plan includes the following components:

- Inspiring vision and compelling mission
- Laudable core values
- Environmental analysis, which yields key success factors
- Goals and strategies that, if achieved, represent significant progress on the mission
- Detailed operating plan that includes measurable objectives and tactics, persons accountable for achieving them, and timelines
- Evaluation process that regularly assesses overall plan performance, and facilitates updates

A brief description of each plan component follows.

- Vision and Mission

The vision describes the ideal future--what the world looks like if the mission is accomplished. The mission reflects the NGB's purpose--the role it plays in creating the ideal future.

- Core Values

Core values articulate the principles and ideals that guide decisions and behaviors.

- Key Success Factors

Key success factors are the three to five key things that must be addressed to ensure significant progress on the mission. They are the basis for formulating strategic direction. They are derived from a SWOT analysis. By considering how to maximize organizational Strengths, minimize Weaknesses, capitalize on external Opportunities, and neutralize Threats, planners identify factors key to success.

Job Descriptions for Key NGB Roles

Effective NGBs establish job descriptions that articulate roles and responsibilities for board members, officers, chief executives, and committee chairs. High level duties are codified in the bylaws.

Sample job descriptions:

• Board Member

- Determines the mission and reviews it periodically to make certain it is still relevant in the current environment and serving stakeholders appropriately and well;
- Implements procedures to orient new board members, educates all members on business and governance affairs, and evaluates board performance annually;
- Selects, compensates, supports, and evaluates the chief executive, and plans for management succession;

- Reviews and approves the strategic plan and annual operating plans, budget, business plans, and corporate performance;
- Sets policy and provides guidance and strategic direction to management on significant issues;
- Reviews and approves significant corporate actions;
- Oversees the financial reporting process, communications with stakeholders, ethical integrity, and legal and regulatory compliance;
- Oversees effective, ethical corporate governance;
- Approves capital structure, financial strategies, borrowing commitments, and long-range financial planning;
- Reviews and approves financial statements, annual reports, audit and control policies, and, upon the recommendation of the Audit Committee, selects independent auditors;
- Monitors to determine whether assets are properly protected;
- Monitors compliance with laws and regulations and the performance of its broader responsibilities;
- Enhances the NGB's public standing; and
- Ensures that board and management are properly structured and prepared to act in case of an unforeseen corporate crisis.

Chair/President

- Sets all meetings and meeting agendas with chief executive;
- Presides over board meetings;
- Helps guide and mediate board actions and governance concerns;
- Encourages board's role in strategic planning;
- Reviews organizational priorities with chief executive;
- Appoints committee chairpersons in consultation with other board members and chief executive;
- Plays a leading role in fundraising activities;
- Acts as spokesperson with chief executive;
- Manages chief executive's formal performance evaluation; and
- Manages annual board self-assessment.

Vice Chair/President

- ◆ Acts in the absence of chair/president; and
- ◆ Performs other responsibilities as assigned by the chair.

Board Treasurer

- Oversees effective management of organization finances and fiscal priorities; and
- Performs other responsibilities as assigned by the chair.

Secretary

- Keeps the minutes of the proceedings of the board;
- Sees that all notices are duly given in accordance with the provisions of bylaws or as required bylaw
- Is a custodian of the corporate records;
- Performs all duties incident to the office of secretary; and
- Performs such other duties as from time to time may be assigned to the Secretary by the chief executive or board.

Note: some NGBs have only one officer--Chair/President. Staff performs duties of other officers as appropriate.

Committee Chair

- Sets tone for committee work;
- Ensures that committee members have information needed to do their jobs;
- Oversees the logistics of committee's operations;
- Reports to board chair;
- Reports to full board on committee's decisions/recommendations if requested;
- Works closely with chief executive and other staff as agreed to by chief executive;
- Assigns work to committee members, sets the agenda, runs the meetings, and ensures distribution of meeting minutes;
- Initiates and leads the committee's annual evaluation (if standing committee); and
- Performs other responsibilities as assigned by the chair.

Chief Executive (Chief Executive Officer/Executive Director)

- Leads with vested authority to make decisions on behalf of management;
- Is responsible for all staff functions directly and indirectly;
- Oversees the hiring, firing of staff and staff's ethical and competent implementation of board policies, guidance and strategic direction;
- Determines size and compensation of professional staff in accordance with NGB's compensation policies and guidelines established by the Board;
- Co-creates strategic direction with the board;
- Develops a strategy for achieving the mission, goals and objectives, and presents the strategy for board approval;
- Is responsible for resource generation and allocation;
- Coordinates international activities;
- Acts as spokesperson with the chair;
- Prepares and submits quadrennial and annual budgets to the Board; and
- Performs all functions as usually pertain to a chief executive.

Developing Goals, Strategies and an Operating Plan

High-level, long-term goals are derived from the key success factors. Goals are broad, directional, and fundamental to the mission and, as such, they may remain the same year after year.

NGBs are generally best served by establishing no more than five goals. Goal wording should be simple and concise. Examples of effective organizational goals are: raise revenue, enhance the brand, provide valued programs and services, and govern and manage effectively.

Questions to ask when developing goals are:

1. Would accomplishing these goals result in significant progress on fulfilling the mission?
2. Do these goals accurately reflect NGB priorities and responsibilities?
3. Do they serve stakeholders appropriately?
4. Are we prepared to align systems, structures, budgets, programs, and people to support goal achievement?

Strategies are developed for each goal. Ideally, each strategy represents a single, distinct approach to achieving all or part of the goal. Like goals, strategies are directional. For example, a strategy under the "Raise Revenue" goal might be to "Increase membership." Another might be to "Secure sponsors."

Strategies are updated as the plan unfolds and environmental conditions change. Just as accomplishment of goals represent significant progress on the mission, accomplishment of strategies represents significant progress on goals.

While goals and strategies are directional, objectives are specific, measurable actions. They are created and implemented annually to support strategies. Objectives become the basis for an operating plan.

Operating Plan

Developing a strategic plan is only half of the equation. Creating an operating plan each year that identifies measurable action steps (objectives and tactics) brings the strategic plan to life. The operating plan transforms visionary ideas into reality. It is a blueprint that systematically facilitates high performance and positive organizational results. Without an operating plan, a strategic plan cannot succeed.

In an operating plan, objectives and tactics are assigned to specific individuals with deadlines for accomplishment. Many organizations have performance management programs that tie individual performance and rewards to operating plan achievement. This creates a concrete understanding of who is supposed to do what, and for what purpose, which provides clarity and inspires commitment. It fosters shared vision and teamwork. In short, setting sound individual goals builds a solid high performance culture to move the entire NGB forward.

Typically, the board and chief executive set strategic direction and establish the strategic plan framework. The chief executive fleshes out strategic plan detail for board approval. Once the strategic plan is approved, the chief executive develops an operating plan each year to support the strategic plan. Only high level objectives of the operating plan need board approval. Implementation is the purview of the chief executive. Plan progress is measured by achievement on objectives, rather than micromanagement of tactics.

A chart depicting strategic and operating plan components follows.

Strategic Plan vs. Operating Plan

Plan Type	Purpose	Components
Strategic (Directional)	Sets long-term strategic direction	<ul style="list-style-type: none"> • Vision • Mission • Core Values • Goals • Strategies
Operational (Measurable)	Action plan that supports strategic plan	<ul style="list-style-type: none"> • Vision* • Mission* • Core Values* • Goals* • Strategies* • Objectives • Tactics • Tasks • Persons responsible • Timelines • Measures

***Note: Vision, Mission, Core Values, Goals and Strategies from the strategic plan are the foundation of the operating plan.**

Dr. Jackson encouraged the Board to set clear expectations for accomplishment for the Board as follows:

EXPECTATIONS OF THE BOARD OF DIRECTORS

1) Provide Leadership to achieve the USARS Mission & Vision and Business Plan, 2) *Ensure effective Fiscal Development and Management*, 3) *Ensure that all Legal and Financial Requirements are implemented with full compliance* 4) Implement successful Fundraising & Donor Strategies, 5) Insist on effective Marketing, Communication and Social Media Communications, 6) Require effective Administration (Exe Committee and USARS Staff) of USA Roller Sports, 7) Engage with USARS Committees and Events as appropriate, 8) *Ratify Personnel and Financial Decisions*, 9) Assess the Effectiveness of the USARS Board, Officers, Executive Committee, Staff and Committees Annually, and 10) Update the Strategic Plan Annually.

BOARD EXECUTIVE COMMITTEE FUNCTIONS

Executive Committee (President, Board Chairman, Treasurer, Vice-Chair, Corp Sec/ Director of Operations): Make required decisions/ approvals when the Board is not in session. Ensure that the Strategic Plan and the Action Steps are implemented. **President:** Serve as CEO of USARS. Provide Recommendations and Work with the Board to Achieve the Mission & Vision and Business Plan. Ensure that USARS is accountable to the Membership and achieve other Expectations set by the Board. Provide guidance and assistance to the USARS Staff operations as needed. **Treasurer or Finance Chair:** Provide Financial Leadership and Oversight, Achieve Board Adopted Financial Performance Goals, Forward and Post Monthly Budget and Activity Reports, Chair the Fundraising & Sponsors Committee. **Board Chairman:** Organize and facilitate the work of the Board. Facilitate the work of the other Board Committees and sport committees as needed.

Committee Expectations: Accomplish the work of the committee as defined in the Bylaws or Board Minutes. Report accomplishments and recommendations to the USARS Board.

Finance Committee

Marketing Committee

Memberships & Eligibility Committee

Ethics Committee

USARS / RSA Committee

Fundraising & Sponsors Committee - Proposed

Other Committees - Technology, Coaches Reps, Membership and Strategic Planning Goal Teams for Membership, RSA/USARS Co-op

USARS STAFF FUNCTIONS

Corporate Secretary/Director of Operations: Effectively Administer USA Roller Sports and Staff, Ensure Effective USARS Communication Practices, Implement and Utilize Technology to Enhance all USARS Practices, Ensure that needed Policies and Procedures are in place, Recommend any needed Policy and Procedure changes to the Board for adoption, and Provide Professional Development for Staff

Other functions distributed among USARS staff

Accounting, Insurance, Budget, Fundraising, Merchandising, Sponsors/Donors, Board Support, National Championships, Support for Sport Committees, Support for Board Standing Committees, Assist USARS Committees, Membership, Coaches and Officials, Board of Directors, Charters, New Sports, Marketing & Communications (including the E Blast and Magazine), Website, Social Media, World Teams, RSA Communication, Human Resources, Office Management, Technology, Data and Reports

Sport Committee Functions: Sport committees are granted the authority to govern their sport. An annual budget is requested. Minutes are posted on the USARS website.

FIGURE COMMITTEE

SPEED COMMITTEE

ROLLER DERBY

INLINE HOCKEY COMMITTEE

RINK HOCKEY COMMITTEE

SLALOM COMMITTEE

LEADERSHIP

SUPPORT

An update on the Strategic Planning Action Steps was distributed to the Board as follows:

USARS STRATEGIC PLANNING--ACTION STEPS NOT YET FULLY COMPLETED

Action Step Number	GOAL 1 - Autonomy of Sport Committees -- Completed - being implemented.
GOAL 2- Improve Internal Communication	
2.1	Improve information flow to Coaches via Sport Committee Chairs, via Art & Speed Reps, Derby Captains and Hockey Reps. <i>Communication Flow Chart completed--need to implement.</i>
2.2	Enhance USARS Website Template - <i>reorganization continuing.</i>
2.8	Improve day-to-day communication and customer service for participants, coaches, officials, parents, etc.
GOAL 3 - Enhance Marketing	
3.1 3.5	Provide Marketing Training via a Webinar, Streaming Video and/or regional seminars. Organize Seminars to Train the Membership -- Heidi Permatteo & Missy Lingo will do training in the spring.
3.4	Action Step Changed to a Coaches & Officials Communication and Resources Page on the USARS website for Coaches /Officials -- <i>in process with Website Reorg Team.</i>
3.7a	Clarify, Standardize and Elevate the Image of the USARS Brand. Develop USARS Brand Standards, post and disseminate.
3.8	Create and Implement a Social Media Marketing and Communications Strategy. <i>Forming a Task Force to Design a Digital Advertising and Social Media Marketing Campaign.</i>
3.9	Create and post Media Guidelines and Standards and a Press Release Kit. Include the process for posting, an outline for a media interview and marketing materials to sell space -- <i>Need a volunteer to do this.</i>
GOAL 4 - USARS/RSA Cooperation -- this goal is on hold.	
4.2	Implement Super Skater Program -- <i>in process.</i>
4.4	Eliminate the Dual Card for shared responsibility Judge.
4.6	Encourage a jointly-planned seminar on Marketing, Recruiting, Working Together to Build Membership, etc.-- <i>Suggest moving this Action Step to the Marketing Team for development.</i>
4.7	Develop new Coach / Instructor model to work at the "Grassroots" level -- <i>need to form a Task Force to move this forward.</i>
2.8d	Facilitate the connection between service providers (rink owners, vendors, sponsors, USARS and RSA members) and participants -- <i>need to form a Task Force to move this forward.</i>
6.6	Create a Coaching Apprenticeship Program. (note: utilize RSA Apprenticeship program)
GOAL 5 - Budget -- Increase Revenue/ Reduce Expenses	
5.5	Investigate partnership with the RSA.
GOAL 6 - Membership	
6.1	Create a Grassroots Program - Entry Level Program.

6.5	Create Partnerships with AAU, YMCA, and Schools -- <i>need to form a Task Force to move this forward.</i>
6.7	Create online links for members -- coaches' cert, bus card, amateur card, officials' credentials, etc. -- <i>in process.</i>
6.8a	Provide quality competition outlets at all levels of our sports.
6.8c	Provide materials and support to officials so they can create roller skating programs in their areas -- <i>possible RSA/USARS joint project with the sport committees.</i>
6.8d	Provide information for use by coaches and rink owners on how to grow membership and develop new or expanded skating clubs -- <i>"how to do it" being drafted. Additional contributions are welcome.</i>
6.8e	Sponsor Grassroots Seminars for Speed and Art.
6.9	Develop apps for new skaters, for sport rules for beginners, for basic instruction, for coaches to provide personalized instruction, etc. -- <i>Need someone to chair this Action Step.</i>
PRODUCTS/PROCESSES TO BE IMPLEMENTED, POSTED ON USARS WEBSITE and/or DISTRIBUTED -- When Completed and Website Reorganization work is completed.	
Chart how Info Flows to and From the Field -- <i>Communication Flow Chart</i>	
How To Do Webinars: Webinar Procedures & Information Sheet	
How To Do Conference Calls: Conference Calls Procedure Info Sheet	
Enhanced USARS Website Template - <i>Reorganization Team currently working on update.</i>	
Super Skater and Sticker Program Information - <i>Included in Coaches Manual</i>	
USARS Marketing Strategy/Plan - Roberta Jackson & Marketing Team -- Plan continues to evolve	
Develop Video Clips, file of pictures, posters, banners, brochures and other marketing materials	
Create and Implement a Social Media Marketing and Communications Strategy -- <i>recommended</i>	
Online links for members -- coaches cert, bus card, amateur card, officials credentials, etc.	
Coaches Manual -- Gloria Manning	
Quick Guide to Coaching -- Heidi Permatteo	
Alumni Membership Form & Info Sheet - Trace Hansen	
"How To Do It" Instruction Sheet --Strategies rink owners & coaches can use to meet the goals of new skaters	
"How To Do It" Instruction Sheet-- How do rink owners & coaches Maintain and/or Grow their Club Membership	
Group Instruction vs 1 to 1 Instruction to Build Membership Info Sheet - Gloria Manning	
Starter Systems Info Sheets "USA Roller Skating Beginner Programs" Heidi Permatteo	
Info Sheet and sample Partnership Agreements -- Community Org, Schools, etc.	
Sport Committee Guidelines - <i>done - on USARS Website. Distribute "Guidelines" to all Sport Committee Chairpersons and members yearly.</i>	
Sport Committee Minutes & Announcements - <i>posted on USARS Website</i>	
Turn-Key Package: General Rule Book, Bylaws, Guidelines for Sport Committees - <i>emailed to Chairs</i>	
USARS Strategic Plan 11-2-2014 -- Adopted by the USARS Board -- <i>Fall 2014 Board - - reviewed at Spring & Fall 2015 & Spring 2016</i>	
"How To Do It" -- Model for Building a Successful and Financially Sound Skating Club - <i>done - ready for posting</i>	

The following MARKETING UPDATE was reviewed by Dr. Jackson.

From: Roberta Jackson

Date: October 1, 2016

Topic: Update on Marketing Team Activities

BACKGROUND INFO: This Marketing work on behalf of USARS resulted from the Strategic Planning Marketing Goal Team beginning in October 2014.

CHALLENGES:

USARS has very limited funds and only limited USARS staff availability to assist with developing or operating Marketing activities. Another challenge is that with the advent of social media, marketing strategies and practices have changed greatly. Marketing methods used in the past are still important but the emphasis must be on Social Media marketing and Digital Advertising. It is imperative that a fundraising initiative be established to fund the development of a digital advertising /social media marketing initiative.

It is also recommended that a Coordinator of Marketing and Communication be identified to 1) lead the work of the Marketing Committee and 2) Establish a digital marketing campaign to be implemented at the national, regional and local level, 3) respond and interact with USARS contacts via social media, 4) oversee the implementation of the Communication Flow Chart and coordinate the work of a Digital Advertising/Social Media Marketing Task Force.

ACCOMPLISHMENTS OF THE MARKETING TEAM TO DATE:

- ✓ The USARS Strategic Plan was drafted and adopted. Marketing and Communication are key Goals.
- ✓ A Marketing Plan was drafted, adopted and updated.
- ✓ Marketing Reps have been identified for each Sport Committee.
- ✓ The Communication and Posting Flow Chart was drafted.
- ✓ A Marketing Theme survey has been conducted.
- ✓ A Member Survey to get info from members and supporters has been drafted and will be implemented this fall.

MARKETING THEME:

In the THEME SURVEY -- conducted in June 2016, several top Marketing Themes were recommended.

MARKETING ACTION STEPS UPDATE:

ACTION STEP #1: *Develop the Marketing Campaign theme (s), materials and media for a) Recruiting new skaters b) Retaining current skaters and c) promoting competitive roller sports --art, speed, derby, slalom, rink hockey, and inline hockey. Team: Roberta Jackson coordinating -- Karen Trimble, (additional members to be added). Marketing Team will be utilized for input.*

ACTION STEP #2: *Develop and make available a set of standardized, branded marketing media, templates, and print materials for use at the local, regional and national level. Research and recommend Digital Marketing approaches and companies that could be utilized by USARS. Need to define specifications, collection process, and Coordinator of Media (manager of the postings and responses). Guidelines for pictures and videos will be included. Per Ricci -- the USOC technology will be utilized. Media and materials will be available to download via the USARS website. Need to determine the content, media and targets for USARS advertising. An updated marketing budget is needed. Assigned to: Need a Chair and VOLUNTEERS to assist -- a Media/Marketing background would be helpful.*

Marketing Campaign Components:

- Theme (s) – Survey completed. Need recommendation.
- Targets (see Action Step #1)
- Strategies (RJ drafting --volunteers and ideas welcome)
- Media and Photo Collection -- establish a Coordinator of Media and Marketing materials
- Internal Training -- Board, Committees, staff
- Member Training-- officials, coaches, competitors
- Internal Marketing Strategy -- (see p. 4)

Recommended Marketing methods to use initially are the USARS Website and Social Media materials and media downloadable for use at the local level. Strategies to be developed as soon as possible include media and content for Digital Advertising, Digital Billboards and Rink/Venue boards.

ACTION STEP #3: *Get retention data -- info on why members do not renew / leave the sport (by categories -- sport, age etc.) Recommend actions that can be taken by USARS to improve retention. Karen Trimble volunteered to chair this action step. The initial draft of a member survey has been completed and is being edited. It will be posted this fall on the USARS website and in the email Blaster.*

ACTION STEP #4: *Recommend Strategies for local coaches, clubs & rink owners to value their customers and improve retention. Post in the "How To Do It" section of the website. Charles Aybar has volunteered to chair this action step.*

ACTION STEP #5: *Recommend an "Internal Marketing Strategy" that includes all staff, the Board, all members, committees, and volunteers. The first draft of an "internal Marketing Strategy" is below. This action step will require interaction of the website, technology, staff, committees, Board, etc.*

INTERNAL MARKETING COMPONENTS

	Suggested Information to be Communicated	Responsible Person/Group
1	Monthly News from each sport	Sport Committee Marketing Representatives
2	Monthly "features" from each sport	Sport Committee Marketing Representatives
3	Good News!	Sport Committee Marketing Representatives
4	President/Executive Committee messages	President/Executive Committee
5	Committee updates	Committee chairs
6	"How To" Resources and Features	Sport Committees
7	Marketing Suggestions and Recommendations	Marketing Committee

ACTION STEP #6: *Utilize Facebook Tools for Marketing -- Webinar for coaches and interested members (Spring 2017) -- Co-Hosts -- Missy Lingo and Heidi Permatteo*

ACTION STEP #7 --NEW: *Organize a Digital Advertising/Social Media Marketing Task Force to define the goals, the message, the content, the audience, the channels to use and the technology that might be needed.*

The KEY SUMMARY POINTS of SWOTS were reviewed:

SWOTS - Submitted by Bill Spooner (ART), Buggy Almond (Speed), Cheryl Cryer (Derby), Tom Hughes (Rink Hockey) -- Summary by Roberta Jackson

STRENGTHS

- Committed Members/People who really care
- Dedicated Volunteers
- Exercise/Fitness
- Inexpensive Compared to Other Sports
- Social Relationships/Friends
- Backed by FIRS and the US Olympic Committee
- D - Fun for Fans
- D - Safer Ruleset supported by Safe Sport

WEAKNESSES

- Lack of individuals to start new programs in cities and rinks across the nation
- Need more volunteers
- Family entertainment and recreation is the main concern of rink owners (not competitive)
- A - Too many events/ nationals too long
- Need coach training
- Coaches not operating as though this is a revenue-producing business
- No Fundraising Plan/Campaign
- Operational -- USARS office layered and slow moving
- D - Perception of the Sport/Community Image
- D - Clubs hesitant to wander away from WFTDA
- Communication & Marketing
- No Identity / No Integrity

OPPORTUNITIES

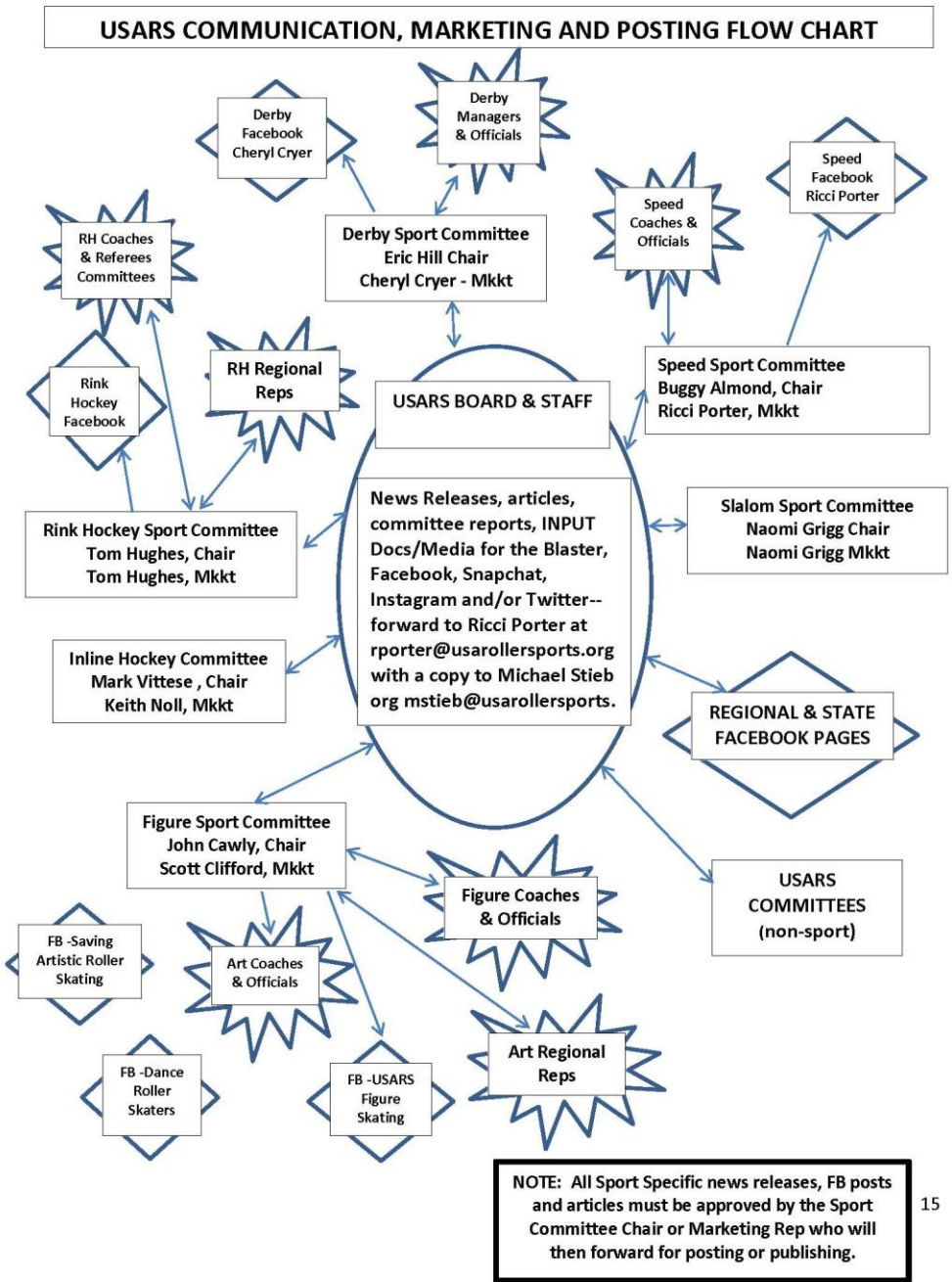
- RH -- focusing on international opportunities
- RH -- continuing local, state, regional recruitment plans result in membership increase
- Competing for Olympic inclusion
- D - Appeal to all play styles/ be more open to all derby
- Opportunity for life-long fitness
- Create Marketing Tools for Members and Future Leaders to use for awareness and Memberships
- Create opportunities for class and recreational skaters
- Expand use of volunteers
- Board/Leaders need to create opportunities

THREATS

- Older players/skaters, coaches, and parents feel that they have been slighted and ignored in their requests and problems over the years
- Decreasing Membership
- Some feel that Art and Speed have received more attention

- Apathy
- Hobby vs Commitment
- Potential failure of parent organization leaves sports vulnerable to take over
- D - Negativity from staunch WFTDA/MRDA supporters
- D - Perceived misconceptions about Speed Derby

The Communication, Marketing and Posting Flow Chart was reviewed.



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Topics discussed through the day included the relationships with the Roller Skating Associations. Their board met about a month ago. It was reported that during their strategic planning session as an action item, the RSA decided to take a more aggressive action to develop the sport within their guidance. As the sport governing body, we still hope to be able to work together with rink operators to benefit both groups. Danny stated that quad speed skating is the most under-focused sport that we deal with. We need to focus on helping it grow and developing it within roller rinks. It is an easy progression to go from quad skate for recreation, then to sports, and then on to inline speed skating. It was reported that the RSA discussed the possibility of having the Quad Speed Nationals within the RSA Convention. Renee stated that she allows skates in her speed class to wear quad skates, but after a few weeks on the team, they want to go fast like everyone else does and want to move on to inline skates. It was agreed that the RSA and USARS needs to be united to succeed. Jim Pollard stated that this challenge is not new. The RSA is a trade organization and cannot deal with the sport. He feels ultimately we can get together as a group. It is important to rink operators and to the grassroots development of all sports.

A ten-minute break was taken at 9:30 AM.

Other discussions, including marketing, customer relations management, social media etc., took place; and Roberta Jackson recommended the creation of a task force on social media. The staff needs to assist with putting this whole thing together and a person or part of person is needed to manage the marketing and communications.

Bill stated an important issue is fund raising. It is difficult to get new members, and membership is at the lowest level in 20 years. We have a volunteer board and have cut the size of our staff. With this in mind, it was acknowledged that the real sales people for our sports are the coaches, who draw the skaters in to become members. We need to praise those who volunteer through honors. We need to develop new blood and be certain we are using the correct logos, etc. Membership drives finance. He questioned the tools we give the coaches to recruit members. Can we afford to conduct a coaches conference, or fund it until the income from it is received? The system needs to be set up so the rink operator makes money. This relationship is an important one.

He asked what members get for their money. We no longer send out a membership card or a magazine. Communications are important and need to be increased. Bill feels we need to have a broader definition of the customer, and include parents. Our priorities for spending need to be established. We have survived with sparse staff for two years and have done well financially; but still have much ground to cover. He covered a variety of topics relative to the service of board members, including integrity, oversight on the committees, communications, finance, the current culture of the membership, ethics and remaining transparent, the need for marketing and use of technology.

Keith stated everything should be upfront and declared, so that Sport Committees need to know they can address issues directly. Trace agreed that all needs to be made clear to our Sport Committees to spread the word when they hear negative chatter. Sport Committees have control over their own sport, and the Board rarely overturns a committee decision or recommendation.

John agreed since we no longer do committee work at the table, issues need to go to the Sport Committees, and he noted that we don't have enough staff to deal with everything. Bill stated this is a communication issue in that we need to let them know who to go to.

Ricci noted that in her ten years at the office, membership benefits continue to go down and prices go up. We need to take a leap and add benefits for coaches and athletes. There are many ways we can do a more high tech magazine. She has asked for a members-only section on our website. The content of the magazine is incredibly important, and we don't want to lose our history and the opportunity to communicate with our members.

Kay stated that we need to use many sources for marketing. Keith believes with online registration we can do more communications. Emails can be part of an online system. Ricci agrees that it should be super easy, but the staff cannot require memberships to be handled only online.

Bill asked if the Board wants to require all memberships to be initiated or renewed online and require an email address. Keith stated that email is a great tool for marketing, but let them know they can opt out by adding a box they could check if they don't want to receive emails from USARS. Kay noted that paying online is more secure than writing a credit card number on a document. Registrations for competitions can be on-line and hosts could have a computer in the lobby for people to sign up prior to an event.

Melannie noted that some members don't do internet at all, and would need time to understand this change. Danny also stated we need to have a program that will work. We are still using paper because we are in the middle of having a dependable electronic process. Kay strongly encourages that we go electronic, as everything off loaded from staff gives them more time to get their work done. Olivia (Sunshine) asked if we might be able to give an incentive for registering online, perhaps offering a discount for getting their members on-line. Fernando said the biggest feedback he receives is that the way we do member applications is very inefficient. For derby it would be good to do team registrations.

Danny stated our next phase is to transition into Rsporz for membership, club charters and event registrations, with payments going directly to the bank. Bill noted that we are taking baby steps, but are moving in the right direction.

Danny reported he did not have very much to report on the situation with the Attorney General. The Board must be mindful of actions that are taken. It was noted that USARS brought \$8 million to this community, the CVB stated that the hospitality tax was at a record level for the city of Lincoln, and named USA Rollersports as important part of that.

Danny stated that we are much stronger this year than we were just one year ago because of the results of actions taken by board leadership, the events conducted and the successes we have experienced. The skating community is pretty quiet and seems to be more satisfied. The National Championships were major successes.

A lunch break was taken at 11:30 AM, and the group went back into session at 12:45 PM which continued till 2:05 PM.

Bill Spooner broke those present into five groups to be facilitated by Bill, Heidi, Keith, Renee and John, with the groups reporting on the questions asked relative to the action plan. A 15 minute break was taken at 2:30 PM.

The staff was thanked for participating and it was noted that requests to the staff should be going through Ricci. It is important to have good communications. The staff reports to Ricci and she reports to the Board. At this time most of the staff left the meeting (with the exception of Ricci and Peggy).

Discussion of Sport Committees followed. There are guidelines that need to be adhered to. Jim stated that there have sometimes been changes to technical aspects of the sport that have a severe impact on finances. The Board needs to watch every step and be sure all policies coming from the sport committees are appropriate and have Finance Committee approval. We need to watch the business side of the sports. Danny stated when a Sport Committee, or the Board, are taking actions, they must be reasonable and without the intention to defraud. The Finance Committee is a resource and not as a policy making body. Bill agreed, stating finance only reviews and recommends. In discussing whether or not Sport Committee members should take out umbrella coverage, it was stated that exposure comes when you act outside of the scope of the organization.

This concluded the educational material discussed by the Board and the review of the USARS Strategic Action Plan.

MINUTES
2016 USARS Board of Directors
Fall Annual Meeting
Lincoln, Nebraska

With the educational session concluded, the USA Roller Sports Annual Board of Directors Meeting was formally called to order to cover the Board Meeting Agenda in open session at 4:03 PM on Friday, October 28, in Lincoln, Nebraska. Board Members present were as follows: Bill Spooner-USARS Board Chairman, Danny Brown-USARS President, Trace Hansen-USARS Vice President, Peggy Young-USARS Corporate Secretary, Jim Pollard-Emeritus, Kylie Hughes, Renee Hildebrand, Gloria Manning, Keith Noll, Tom Hughes, Fernando Regueiro, John Fearnow, Annelle Anderson, David Adamy, and Kay Gallatin. Board Members not in attendance included Annette Stapleton Heywood, Sara Sayasane Hebbrecht and David Adamy (David attended the later Board Meetings on October 29 and 30). Ricci Porter-Operations Director attended, in addition to Tony Berger, Roberta Jackson, Heidi Permatteo, Michael Stieb and Jon Roux.

With the busy summer demands, preparing the Minutes from the 2016 Spring Semiannual Board Meeting has been challenging. It was stated that Peggy would be staying home to work on the minutes of the fall meeting for two or three days to get them out in a timelier basis.

MOTION 1: by Keith Noll, 2nd by John Fearnow

To approve the Minutes of the Spring Semiannual Board of Directors Meeting

CARRIED UNANIMOUSLY

President Danny Brown gave an update on the status of transferring emails, files, etc., to the cloud. We are moving in the right direction. The office is no longer using Five Nines to manage our computer systems, resulting in significant savings. These changes have eliminated the need for our server, which is nearing the end of its use expectancy.

USARS will soon purchase a Quick Books software accounting program to replace the current Great Plains program. The goal was to have this new software in place by September 1, the beginning of the membership year, but this has not happened. Once installed, we will do double entry to get it current so that year-end reports can be generated. There will be a review of the chart of accounts. Training must take place within the office for this new system. QuickBooks will allow attaching invoices, scanning documents, etc. The problem we have with our current system is that we can run credit cards, but the information does not get into the system until the invoice information is manually entered.

New software for registrations can create the invoice by itself, eliminating a lot of manual work. Our office phone is old and failed a couple of weeks ago. Without access to Five Nines for systems management, someone else had to be located. He was able to get the failed router replaced by Cisco at no cost. Labor did cost about \$1,000. It is a matter of time until more problems result, so we will be looking into replacement options.

The US Roller Sports Youth Protection Handbook has been posted on the USARS website and been made downloadable for all. Heidi indicated that it was also distributed by the Roller Figure Skating Coaching Representatives.

DIRECTIVE 1: Ricci Porter was asked to contact Jennifer Geisheker at the USOC relative to the Safe Sport certificate, which verifies that the participant had viewed the videos on their website, and that they passed the quizzes and the final test. It is important for everyone to be educated on the subject of safe sports for youth.

The manual of USARS is based on one prepared by the AAU. Keith stated that having these standards is beneficial if legal action is initiated. There have been a couple of cases that the AAU has been successful in managing. There is a lot of information on concussions in sport. Fernando questioned whether there could be a liability to providing the information for each state, as laws change automatically. Keith commented that there is a link to each state's website, so update of the material is not necessary by USARS. The AAU attorneys have addressed this question. Their certification goes through a website - www.Cdc.gov/ConcussionYouthSports. We should have a disclaimer included on the page with the links for each state.

DIRECTIVE 2: Establish a Master Calendar for USARS of items needing attention. An annual check with the AAU on updates to the Youth Protection Handbook should be included on that calendar to get their most recent version.

USA Roller Sports wishes to have a policy relative to gender bias, reassignment of gender, public displays of affection, racial bias, etc., and has been waiting for the USOC to develop one that USARS can use or develop our own. Ricci asked the USOC about this subject in June, but nothing had yet been finalized.

Fernando stated that FIRS is developing a gender reassignment policy based on the International Olympic Committee. Anyone having a sex change from male to being female needs to meet specific requirements, but anyone can go from female to male. Keith suggested we ask Jerry Pigsley to check on this while he is attending a meeting of the USOC this next week. It is a big issue. Jerry Pigsley was scheduled to arrive at the USARS office at around 5:00 PM, at which time the Board would go into Executive Session.

A discussion of the proposed Bylaws changes began. It was felt that if a group meets the requirements of Class VII Membership, they should be accepted without first being approved by the USARS Board.

MOTION 2: by Keith Noll, 2nd by Annelle Anderson 10/28/2016 B/D

Amend Article III. Membership, Section 1, C, 8., as follows:

CLASS VII. INDEPENDENT COMPETITIVE ROLLER SPORTS GROUPS. Other groups or entities may be accepted for membership when they can demonstrate that they have arranged, conducted, or sanctioned and continue to arrange, conduct, or sanction roller sports activities in accordance with appropriate, published rules which provide for rules of competition, officiating, record keeping, and safety, and for conduct of the activities in accordance with publicized claims. Such other groups or entities also must agree in writing to coordinate and cooperate with USARS to avoid unnecessary conflicts in the scheduling of competitions. *The decision to accept an independent competitive roller sports group as a Class VII member shall be in the sole discretion of the Board of Directors.*

CARRIED UNANIMOUSLY

USARS Attorney Jerry Pigsley arrived at 5:00 PM. Further discussion of the Bylaws would be continued the next day. The guests left for the day and the Board went into closed session.

Jerry gave the Board an update relative to the investigation by the Nebraska Attorney General as well as the investigation of the Lincoln Police Department. Related items were discussed. The Attorney General has not requested any changes to the current staff, nor is it a problem with the Lincoln Police Department.

Other topics covered with Jerry included gender bias, the change in the Fair Standard Labor Act which was expected to go into effect as of December 1, etc.

The Board thanked Jerry Pigsley for his report to the Board and he left at 6:08 PM.

A short break was taken at 6:16 PM.

The Committee on Committee recommendations for the 2016-2017 season were reviewed. During the review of members, the following directive was made.

DIRECTIVE 3: Directed the Membership Eligibility Committee Chairman that all members of the committee shall be invited to participate in all membership and eligibility committee meetings, rather than inviting only the athlete that is knowledgeable of the sport of the person being protested.

There is a group identifying themselves as USA Roller Derby. This title is not one that can be used by any group without the approval of the USOC.

DIRECTIVE 4: Ricci will ask Jennifer Geisheker at the USOC for a recommendation from their legal department and establish a conference call with Jen, Ricci and Fernando.

As previously noted, Jerry Pigsley will be at a USOC conference in Park City, Utah, where he could get some insight into use of this type of name.

The Board Meeting recessed at 7:26 PM.

SATURDAY, OCTOBER 29, 2016

The meeting was called to order in open session at 8:36 AM on Saturday, October 29, in Lincoln, Nebraska, at the USA Roller Sports National Office. All Board Members again participated, including David Adamy. Not present were Annette Stapleton Heywood and Sara Sayasane Hebbrecht. Ricci Porter-Operations Director, Peggy Young-Corporate Secretary, and the following guests were again present: Tony Berger, Diane Brown, Cathy Carmack, Roberta Jackson, Heidi Permatteo, Michael Stieb and Jon Roux, Kelly Springer and Suzi Pollard.

MOTION 3: by Keith Noll, 2nd by David Adamy 10/29/2016 BD

Amend Article III. Membership, Section 2, A, 1., as follows:

A member shall be eligible to receive newsletters, communications, and other privileges of membership as set forth in these By-Laws **and as the Board of Directors may determine**, upon meeting the qualifications and paying the dues, subscriptions or fees, if any, which the Board may establish from time to time. Such privileges may differ among classes of members and, where reasonably justified, among different members of a class. Such privileges shall include, but not necessarily be limited to, those set forth in paragraphs B through H following.

CARRIED UNANIMOUSLY

MOTION 4: by Keith Noll, 2nd y Danny Brown 10/29/2016 BD

Amend Article III. Membership, Section 2, B., by adding new 8, as follows:

- B. **CLASS I ATHLETES:** Competitive Roller Skaters, if they are otherwise qualified, and eligible, and in good standing under these By-Laws and the General Rules:
1. May participate in competitive events sanctioned by USARS;
 2. May participate in exhibitions and roller sports shows sanctioned by USARS;
 3. May hold office in USARS and local clubs if they are of legal age;
 4. May become, upon passing the required tests, a commissioned judge of USARS sanctioned roller sports activities;
 5. May officiate in other capacities at sanctioned USARS activities;
 6. May submit their views to the Board of Directors and, under such restrictions and time limitations as the Board of Directors may impose by majority vote, may personally present their views at Board of Directors meetings. However, in matters involving protests, members shall follow the procedures in the General Rules governing protests; and
 7. May vote in the *election of Directors as provided in Article V.*
 8. **The athlete/coach/official has the right to take part in "outside" competition over which USARS has no jurisdiction**

CARRIED UNANIMOUSLY

A motion was made by David Adamy, seconded by Kay Gallatin, to remove the requirement that a club must be located at a venue which is suitable to pursue the sport aspects of roller sports and must demonstrate that suitable time is available at that location to develop skills and participate in competitive roller sports. Ultimately the motion was withdrawn, once the requirement was explained, and it was confirmed that this clause does not limit the number of organizations that can obtain a club charter

MOTION 5: by Bill Spooner, 2nd by Trace Hansen 10/29/2016 BD

Amend Article III. Membership, Section 3, B, 1, f., as follows:

- (f) No club charter may be transferred or relocated without permission of the USARS Board of Directors **or Executive Committee.**

CARRIED

MOTION 6: by David Adamy, 2nd by Keith Noll 10/29/2016 BD

Amend Article III. Membership, Section 3, B, 2, (a), as follows:

- (a) Each such association shall be composed of **at least five (5)** USARS clubs in good standing, the members of which are all members in good standing with this Confederation

CARRIED UNANIMOUSLY

MOTION 7: by David Adamy, 2nd by John Fearnow 10/29/2016 BD

Make no change to Article III. Membership, Section 3, B, 2, (b), as follows:

- (b) The states comprising any one region shall be specified by the Board of Directors and membership shall be restricted to clubs located within such state or region.

CARRIED UNANIMOUSLY

MOTION 8: by David Adamy, 2nd by Renee Hildebrand 10/29/2016 BD

Make no change to Article III. Membership, Section 3, B, 2, (c), as follows:

- (c) For purposes of establishing a state or regional association, all chartered USARS clubs in that state or region must be notified 30 days in advance of the association's organizational meeting.

CARRIED UNANIMOUSLY

MOTION 9: by David Adamy, 2nd by Renee Hildebrand 10/29/2016 BD

Make no change to Article III. Membership, Section 3, B, 2, (d), as follows:

- (d) All USARS clubs in the state or region are to be accepted as members of the association should they petition to join.

CARRIED UNANIMOUSLY

MOTION 10: by Renee Hildebrand, 2nd by David Adamy 10/29/2016 BD

Amend Article III. Membership, Section 3, B, 2, (e), as follows:

Replace December 31 with August 31.

MOTION TO AMEND: by David Adamy, 2nd by Kay Gallatin 10/29/2016 BD

Amend Article III. Membership, Section 3, B, 2, (e), as follows:

- (e) USARS will allow a grace period of 60 days after the end of the previous membership period to be determined by each sport on December 31 to enable chartered clubs and their officers to remain in good standing for the sole purpose of Regional Association organizational meetings and voting.

AMENDED MOTION CARRIED UNANIMOUSLY

Traditionally the date listed was the last day of the membership year. With the variety of competition seasons, we need to be less restrictive. Also considering the dates of Nationals, World Championships, etc., we should not use a static calendar date for all roller sports.

MOTION 11: By David Adamy, 2nd by Annelle Anderson 10/29/2016 BD

Make no change to Article III., Membership, Section 3, B, 2., (f), written as follows:

- (f) All USARS clubs in good standing that are members of the association shall enjoy equal voice and vote in the affairs of the organization. An individual may be president of more than one (1) USARS member club, and that individual may cast a vote at state or regional association meetings for each individual club, within the same facility, for which he/she is the president. That vote must be made in person. If a person is president of clubs, located within different facilities, he/she will be restricted to voting for those clubs in just one facility. If the president is unable to attend these meetings, he/she may designate in writing another club officer who can use this authority to act as the club's voting delegate at USARS meetings, subject to the same applicable restrictions. At the discretion of a state or regional association, a facility's multiple club votes may be restricted to apply only to that sport so affected by a particular vote, i.e., a figure club may be restricted from casting a vote concerning a speed club matter.

CARRIED UNANIMOUSLY

DIRECTIVE 5: Ricci Porter will contact the USOC relative to electronic voting by clubs in good standing, which our Bylaws state may cast votes at State or Regional Association Meetings.

MOTION 12: by Renee Hildebrand, 2nd by Danny Brown 10/29/2016 BD

Make no change to Article III, Membership, Section 3, B, 2., (g), written as follows:

- (g) State and regional associations shall conduct a minimum of one (1) meeting each season.

CARRIED UNANIMOUSLY

MOTION 13: by Keith Noll, 2nd by Renee Hildebrand 10/29/2016 BD

Make no change to Article III, Membership, Section 3, C, 1, (b), written as follows:

- (b) "Bona fide roller sports club" shall mean a roller sports organization formed for the purpose of competitive sports and not for recreational or social roller sports activities, consisting of not less than five (5) qualified and registered USARS members who regularly practice roller sports in one (1) or more recognized sports.

CARRIED UNANIMOUSLY

MOTION 14: by Fernando Regueiro, 2nd by David Adamy 10/29/2016

Amend Article III. Membership, Section 3, D, 2, as follows:

- 2. A printed, ~~or~~ typewritten or electronic copy of the organization's complete rules, including rules of competition, safety, officiating, record keeping, and sanctioning.

CARRIED UNANIMOUSLY

DIRECTIVE 6: Within 30 days, provide clarification of the following as to when the applicant gets notified and who notifies them: "The National Headquarters, initially, shall grant or deny applications for acceptance as Class VII members in accordance with these By-Laws. There shall be no protest of denials of acceptance. However, all denials of acceptance shall be referred by the National Headquarters to the Board of Directors for consideration at its next regular meeting."

MOTION 15: by Keith Noll, 2nd by David Adamy 10/29/2016 BD

Amend Article IV, Meetings, Section 1, as follows:

SECTION 1. REGULAR MEETINGS - Regular meetings of the Board of Directors shall be held at least twice each year at a time and place, either within or without the State of Nebraska, designated by the President Chairperson of the Board. The semiannual meeting shall be held within one hundred ~~twenty (20)~~ fifty (50) days of the close of the fiscal year. The annual meeting shall be held not less than ~~four (4) or more than seven (7) months after the semiannual meeting~~ thirty-one (31) days or more than eighty-five (85) days after the beginning of the fiscal year. USARS Board meetings are open to observation by any registered USARS member, provided that notice of the intention to attend the Board meeting is given 10 days prior ~~and delivered by U.S. Mail to USARS Headquarters~~. No person may participate in the meeting without recognition by the President.

CARRIED

MOTION 16: by Keith Noll, 2nd by David Adamy 10/29/2016 BD

Amend Article IV, Meetings, Section 3, as follows and update the method of communication in all other sections where applicable:

SECTION 3. NOTICE

Notice of any regular meeting shall be given at least thirty (30) days previous thereto by written notice, stating the time and place of the meeting, delivered ~~via fax or email personally or by mail to each Director at his or her business or residence address, as at the address~~ via fax or email personally or by mail to each Director at his or her business or residence address, as at the address designated by him or her, and by publication on the USARS website, in the USARS "U.S. Roller Sports" or similar publication. Notice of any special meeting shall be given at least ten (10) days prior thereto, by written email, fax or verbal notice to the Directors and by publication on the USARS website in the USARS "U.S. Roller Sports" or in a special "U.S. Roller Sports." Any Director may waive notice of any meeting. The attendance of a Director at any meeting shall constitute a waiver of notice of such meeting, except where a Director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.

CARRIED UNANIMOUSLY

DIRECTIVE 7: Ricci Porter will ask the USOC if the above constitutes appropriate electronic notice.

MOTION 17: by Keith Noll, 2nd by David Adamy 10/29/2016 BD

Amend Article IV. Meetings, Section 6., as follows:

SECTION 6. ABSENCE - If an athlete representative is not going to be at the board table he/she must notify the office ~~45~~ 15 days prior in order to invite the runner up. The alternate will be invited by the organization to be a voting member for that meeting.

CARRIED UNANIMOUSLY

MOTION 18: by Trace Hansen, 2nd by Annelle Anderson 10/20/2016 BD

Make no change to Article V., Board of Directors, Section 3, A, 4, relative to who shall be entitled to elect:

4. Eligibility and Procedure. For each of the elections under this subsection (a), this subsection (a) (iv) shall apply. Only those athletes, who are current USARS, registered members within the federation then electing a director, who are competing or have competed within the immediately preceding ten years at the domestic senior elite level will be eligible to vote. Domestic senior elite level shall be defined for Speed Athletes as only those who have competed at the Senior Outdoor National Championships, for Figure Athletes as only those who have competed in Senior World Class National Championships events (as recognized by USARS), and for Hockey Athletes as only those who have competed in the Women's Division of the National Rink Championships, or the National Men's Gold and Silver Divisions and the elite rink hockey camps, and the Men's Gold and Silver Divisions and the Women's Division of the National Roller Inline (Puck) Championships. Only current USARS members, who have attained 18 years of age or older and who either meet the United States Olympic Committee definition of an active athlete and/or and who have competed in roller sports in the Olympics, Pan American Games, Senior World Championships or other Senior International Elite Level Competitions within the immediately preceding ten years may apply for and qualify for nomination for a Board seat. The ten year qualification period for voting or nomination must be met by the athlete as of the date of the annual meeting at the close of which the director to be elected will take office. Terms shall be staggered so that one sport representative will be elected each year to the Board of Directors. *(The following was amended by the following motion below)* Application and qualifications for a board seat to be filled in the following year shall be published in the winter issue of "U.S. Roller Sports" magazine. All applications for nomination must be received at the USARS' principal office no later than the following January 15. The Athlete Nominating Committee shall select from the applicants nominees to be voted upon pursuant to Article VIII E Section 3..

CARRIED UNANIMOUSLY

There was discussion relative to the sport athletes who can be elected as representative to serve on the USARS Board. As currently written, one athlete from the following sports is elected: Speed, Figure, Hockey. A recommendation was made to include all FIRS disciplines (Alpine, Artistic, Downhill, Inline Freestyle, Inline Hockey, Rink Hockey, Roller Derby, Roller Freestyle, Skateboarding, and Speed as listed on the FIRS website).

MOTION 19: by Keith Noll, 2nd y David Adamy 10/20/2016

Leave as currently written, and defer further consideration to a Special Committee, to make recommendation to the Executive Committee relative to athlete memberships that are eligible to be elected as a representative to the USARS Board of Directors.

CARRIED UNANIMOUSLY

DIRECTIVE 8: The Vice President is asked to recommend a Special Committee to the Executive Committee.

MOTION 20: by Trace Hansen, 2nd by Annelle Anderson 10/20/2016 BD

Amend Article V, Board of Directors, Section 3, a, 4, relative to notification to the membership relative to use of the USARS Magazine for notifications:

Application and qualifications for a board seat to be filled in the following year shall be published. ~~in the winter issue of "U.S. Roller Sports" magazine.~~ on the USARS website. All applications for nomination must be received at the USARS principal office no later than the following January 15. The Athlete Nominating Committee shall select from the applicant nominees to be voted upon pursuant to Article VII E Section 3. ~~The spring issue of "U.S. Roller Sports" magazine shall contain a~~ A list of the nominees along with their submitted factual biographies ~~on the form provided by USARS shall be published on the USARS website~~. Athletes may at this time submit additional nominees from the field for Board positions, according to Article VIII. Section 3 (f). Ballots shall be mailed to eligible voters by July 4 (later amended). Any eligible voter who did not receive a ballot by July 25 (later amended) may contact the principal office and a ballot shall be mailed immediately. Ballots must be returned and received at USARS' principal office no later than September 1 (also amended). The USARS' representative or alternate to USOC's Athlete's Advisory Council, an officer of USARS' and a USARS' employee shall tabulate the ballots prior to the annual meeting of the Board of Directors, at the close of which the elected director is to assume office.

CARRIED UNANIMOUSLY

MOTION 21: by David Adamy, 2nd by Renee Hildebrand 10/20/2016 BD

Amend Article V., Board of Directors, Section 3., a., 4, and in all other places relative to sending out ballots:

Ballots shall be emailed to eligible voters ~~by July 4 45 days before the start of the fall Board Meeting~~. Any eligible voter who did not receive an ~~electronic~~ ballot ~~15 days prior to the start of the fall Board Meeting by July 25~~ may contact the principal office and a ballot shall be emailed immediately. ~~Ballots Votes~~ must be returned and received at USARS' principal office no later than 10 days prior to the start of the fall Board Meeting September 4.

(Amendment, as clarified by the USARS Executive Committee on November 11, 2016)

CARRIED UNANIMOUSLY

MOTION 22: by Keith Noll, 2nd by Renee Hildebrand 10/20/2016 BD

Make no change to Article V. Board of Directors, Section 3, B. Officials:

B. Officials. Class II members with voting rights (USARS commissioned national championship meet officials who are serving and have served in such capacity for at least the immediately preceding two (2) years) shall be entitled to elect one (1) director. Each "official" elector will be entitled to one vote per person, regardless of the number of commissions held by an official or positions filled at the National Championships. Candidates may be nominated by the nominating committee or by petition and shall meet the following requirements:

1. Be a USARS commissioned national championship meet official for a minimum of five (5) years;
2. Be a current USARS member;
3. Be actively involved in USARS programs;
4. Contribute significantly to the advancement of roller sports;

5. Agree in writing to abide by USARS Code of Ethics; and
6. Shall submit a resume and application for the board seat.

CARRIED UNANIMOUSLY

MOTION 23: by Keith Noll, 2nd by Renee Hildebrand 10/29/2016 BD

Amend Article V. Board of Directors, Section 3, E, FIRS Delegates:

- E. **FIRS Delegates.** One USARS delegate to the Federation Internationale de Roller Sports (FIRS) shall be an ex officio member of the USARS Board of Directors with vote. Seating shall be according to the following priority:
1. A USARS member elected to the FIRS Executive Commission, including but not limited to the president of FIRS, first vice president of FIRS, FATC Chairperson GIPA President, FRHTC Chairperson CIRH President, FIHTC Chairperson CIRLH President, and FSTC Chairperson, CIC President; Roller Derby Chairperson, Inline Freestyle Chairperson and Skateboarding/Roller Freestyle Skating Chairperson, provided that if more than one USARS member attains these positions, the one with the most seniority will qualify as the member of the USARS Board of Directors;

CARRIED UNANIMOUSLY

MOTION 24: by Keith Noll, 2nd y Trace Hansen 10/29/2016 BD

Make no change to Article V, Board of Directors, Section 3, J, At-Large Representatives:

- J. **At-Large Representatives.** Two (2) directors shall be elected by the Board of Directors from business/professional persons or others with special talents to contribute to USARS Board of Directors and who have an interest in competitive roller sports. The Nominating Committee shall nominate the candidates or alternate candidates, at the discretion of the Board, may be proposed who meet the following requirements:
1. Be a current member of USARS;
 2. Possess special knowledge and experience of a technical or business nature or of the professions, which could be utilized to improve the management and development of the sport of competitive roller sports;
 3. Be actively involved in USARS programs;
 4. Agree in writing to abide by the USARS Code of Ethics; and
 5. Submit a resume and application for a board seat.

CARRIED UNANIMOUSLY

MOTION 25: by David Adamy, 2nd by Keith Noll 10/29/2016 BD

Relative to Article V, Board of Directors, Section 8. Removal and Vacancies, B, - follow Roberts Rules of Order on Removal of Directors.

CARRIED UNANIMOUSLY

MOTION 26: by Fernando Regueiro, 2nd by Keith Noll 10/29/2016 BD

Amend Article VI. Officers, Section 7, as follows:

SECTION 7. REMOVAL

Any **director**, officer or agent elected or appointed by the Board of Directors may be removed by the Board of Directors whenever, in its judgment, the best interests of USARS would be served thereby, but such removal shall be without prejudice to the contract rights, if any, of the person so removed.

CARRIED UNANIMOUSLY

MOTION 27: by David Adamy, 2nd by Fernando Regueiro 10/29/2016 BD

Amend Article VI. Officers, Section 1. Term and Election, as follows:

SECTION 1. TERM AND ELECTION

The regular officers shall consist of a **Chairperson of the Board**, President, **at least one (1)** Vice President, a Corporate Secretary/**Director of Operations** and a Treasurer that shall be elected or re-elected to a one-year term by the Board of Directors at the annual meeting.

CARRIED UNANIMOUSLY

MOTION 28: by Trace Hansen, 2nd by Renee 10/29/2016 BD

Amend Article VI. Officers, Section 1. Term and Election, A and B, as follows:

- A. Candidates for USARS **Chairperson of the Board**, President and Vice President shall be selected from only voting members of the Board with tenure remaining, which is inclusive of the one-year term of this officer election.
- B. The Corporate Secretary/**Director of Operations** of USARS shall serve as a non-voting member of the Board of Directors.
- C. The USARS Treasurer need not be a voting member of the Board of Directors.

CARRIED UNANIMOUSLY

MOTION 29: by John Fearnow, 2nd by David Adamy 10/29/2016 BD

Pending approval of legal and consistent with Roberts Rules of Order, the Chairperson, President and at least one Vice President must be populated from a member of the board of directors.

CARRIED UNANIMOUSLY

MOTION 30: – by Renee Hildebrand, 2nd by John Fearnow 10/29/2016 BD

To Article VI. Officers, Section 1. Term and Election, add new D., as follows:

- D. The Chairperson of Board **need not must** be a voting member of the Board of Directors.

CARRIED

MOTION 31: by David Adamy, 2nd by Renee Hildebrand 10/29/2016 BD

To Article VI. Officers, Section 1. Term and Election, add Section 2 as follows:

SECTION 2. THE CHAIRPERSON OF THE BOARD - *The Chairperson of the Board shall call regular and special meetings of the Board of Directors, shall preside at all meetings and shall perform other duties prescribed in these Bylaws. The chairperson of the board shall substitute for the president as principal executive officer of USARS in the event of inability of President to represent USARS or with the expressed permission of the President.*

CARRIED UNANIMOUSLY

MOTION 32 by Renee Hildebrand, 2nd by John Fearnow 10/29/2016 BD

Amend Article VI, Officers, Section 3., The President, as follows:

SECTION 3. THE PRESIDENT

The President shall be the principal executive officer of USARS and, subject to the control of the Board of Directors, shall in general supervise and control all of the business and affairs of the Corporation. *The President will also serve as the Chairman of the Board of Directors and shall call regular and special meetings of the Board and shall preside at all meetings.*

CARRIED UNANIMOUSLY

MOTION 33: by Trace Hansen, 2nd by David Adamy 10/29/2016 BD

Amend Article VI. Officers, Section 4. The Vice President, as follows:

SECTION 4. THE VICE PRESIDENT - The Vice President shall substitute for the President as principal executive officer of USARS *if the Chairperson is unable to do so,* with the expressed permission of the President or when authorized to do so under Section 7 of this Article.

CARRIED UNANIMOUSLY

MOTION 34: by David Adamy, 2nd by Renee Hildebrand 10/29/2016 BD

Amend Article VI, Officers, Section 5, Corporate Secretary/Executive Director, as follows:

SECTION 5. CORPORATE SECRETARY ~~EXECUTIVE DIRECTOR~~ **DIRECTOR OF OPERATIONS**

CARRIED UNANIMOUSLY

MOTION 35: by Keith Noll, 2nd by David Adamy 10/29/2016 BD

Amend Article VI. Officers, Section 5. Corporate Secretary/Director of Operations, as follows:

SECTION 5. CORPORATE SECRETARY ~~EXECUTIVE DIRECTOR~~ **DIRECTOR OF OPERATIONS**

The Secretary, who may or may not be the Director of Operations, shall: (a) keep the minutes of the Board of Directors' meetings in one or more books provided for that purpose; (b) see that all notices are duly given in accordance with the provisions of these By-Laws as required by law; (c) be custodian of the corporate records and seal of USA ROLLER SPORTS and see that the seal of USA ROLLER SPORTS is affixed to all documents, the execution of which on behalf of the USARS under its seal is duly authorized; and (d) in general, perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned by the President or by the Board of Directors. The Corporate Secretary/~~Executive Director~~, Director of Operations or a designee, shall sign and issue sanctions for competitions, carnivals and exhibitions, but only after the same have been approved as provided in these By-Laws.

CARRIED UNANIMOUSLY

MOTION 36: – by David Adamy, 2nd by Trace Hansen 10/29/2016 BD

Amend Article VIII. Committees, Section 2, as follows:

SECTION 2. Standing Committees

Committee Chairmen wishing to have a face-to-face committee meeting must submit a formal request to the ~~Executive Director~~ Director of Operations complete with agenda, location, dates and budget for holding the meeting, and receive approval prior to funds being released for the meeting. Committee meetings held after September 1 October 1 each year, may not submit recommendations to the Board for implementation in that competitive season. The standing Committees shall be as follows:

CARRIED UNANIMOUSLY

MOTION 37: by Renee Hildebrand, 2nd by Annelie Anderson 10/29/2016 BD

Amend Article VIII. Committees, Section 2, as follows:

The Standing Committees shall be as follows:

- A. COMMITTEE ON COMMITTEES
- B. FINANCE COMMITTEE
- C. MEMBERSHIPS AND ELIGIBILITY COMMITTEE
- D. FIGURE COMMITTEE
- E. SPEED COMMITTEE
- F. RINK HOCKEY COMMITTEE
- G. INLINE HOCKEY COMMITTEE
- H. ROLLER DERBY COMMITTEE
- I. INLINE FREESTYLE
- J. ROLLER FREESTYLE
- K. ALPINE
- L. DOWNHILL
- M. SKATEBOARDING COMMITTEE
- N. INSURANCE AND RISK MANAGEMENT COMMITTEE
- O. OFFICIALS COMMITTEE
- P. SPORT LEADERSHIP COMMITTEE
- I. Q. ATHLETES ADVISORY COMMITTEE

- J. R. HALL OF FAME AND HONORS COMMITTEE
- K. S. COMPUTER SCORING COMMITTEE
- L. T. NOMINATING COMMITTEE
- M. U. ATHLETE NOMINATING COMMITTEE

CARRIED UNANIMOUSLY

MOTION 38: by John Fearnow, 2nd by Renee Hildebrand 10/29/2016 BD

Make no change to Article VIII. Committees, Section 6. Nominating Committees

CARRIED

MOTION 39: by Keith Noll, 2nd by Renee Hildebrand 10/29/2016 BD

Amend Article VIII. Committees, Section 6. Nominating Committee, C., as follows

C. Nomination Process.

1. The Nominating Committee shall provide for the Board of Directors' consideration at the Annual Meeting, a recommended roster of candidates for USARS Officers and the appointed seats on the Board of Directors, i.e., At-Large and Grassroots. ~~The Nominating Committee shall evaluate the effectiveness and future availability of current directors and new candidates.~~ The Nominating Committee shall solicit and screen eligibility and may interview applicants for all seats on the USARS Board of Directors, other than those seats to be filled by election by Class I members, Class V organizations or the USOC Athletes' Advisory Council member from USARS.

CARRIED UNANIMOUSLY

MOTION 40: by Trace Hansen, 2nd by David Adamy 10/29/2016 BD

Amend Article XIV. Sports to read:

ARTICLE XIV. SPORTS

The Confederation shall consist of ~~four (4) federations representing the four roller sports as follows the following Federations:~~

- A. Roller Figure (Artistic) Skating Federation
- B. Roller Speed Skating Federation
- C. Roller Rink Hockey Federation
- D. Roller Derby Federation
- E. Inline Hockey
- F. Inline Freestyle
- G. Roller Freestyle
- H. Downhill
- I. Skateboarding
- J. Alpine

The individual federations have such authority over their own sport as shall be provided in the Rules and Regulations of the Board of Directors and shall be organized as separate committees as provided by the Board of

Directors. Class I Members of the USARS shall belong to at least one of the federations and shall hold a card designating it. However, members may belong to more than one federation.

CARRIED UNANIMOUSLY

It was noted that Freestyle for FIRS is what we have been calling Slalom.

MOTION 41: by Keith Noll, 2nd by Renee Hildebrand 10/29/2016 BD

Amend Article XVI. Sanctions, by striking Section 7 as follows:

~~**SECTION 7.** The applicant for a USARS Participation Permit is advised such permission is merely an allowance for USARS skaters to participate in a non-USARS event without jeopardizing future USARS competitive eligibility. The applicant acknowledges as a condition of this permit by USA Roller Sports, that USARS is not a party to the organization of this roller sports competition, nor is it one that is sanctioned by or managed under Confederation regulations. Under these circumstances USARS' insurance contracts do not afford USARS members nor did the organizers with injury or liability insurance applicable to USARS sanction competitions.~~

CARRIED UNANIMOUSLY

MOTION 42: by Trace Hansen, 2nd by Renee Hildebrand 10/29/2016 BD

Amend Article XXII. Fiscal Year, as follows:

ARTICLE XXII. FISCAL YEAR

The fiscal year of the Corporation shall begin on the 1st day of ~~January~~ **September**, and end on the 31st day of ~~December~~ **August** in each year.

CARRIED UNANIMOUSLY

Keith noted our insurance providers will need to know this information. Danny reported he had already spoken to Jim Foy about moving the year, calculation of premiums, etc.

DIRECTIVE 9: The signature at the end of the Bylaws should be changed to Peggy Young, who is serving as the Corporate Secretary

Collections from World Team Members was discussed. Keith noted there are tasks that can be assigned to other volunteers to assist with resolving the problems we have with collections.

Trace said our policy states that to be eligible for a world team, the athlete must be a member in good standing (meaning they have paid their past world team expenses, etc.) We have said they cannot skate the next qualifying season if this is not the case. USARS needs to finish our accounting of world teams, and tell everyone their balance due. Some have already registered as USARS members, so the next place to catch past World Team Members who owe USARS is at the next qualifying event either the Outdoor Nationals or Regional Championships

DIRECTIVE 10: Ricci Porter will contact the ACES group about their recommendation on dealing with World Team members who owe money to their sport governing body.

USARS will put out a list as we go into 2017, containing athletes who will not be permitted to compete as a member in good standing unless payment is made. World Team staff members should also inform these athletes they will not be allowed to compete if their world team bill is not paid.

Cathy Carmack suggested the USARS Regions should be notified before the Regional Championships by copy of the letter sent to athletes. Keith suggested the committees pursue these payments. Trace felt the Finance Committee should take on this task.

Tony Berger suggested informing the Regional Meet Director, so when entries come, they can tell them they cannot participate unless they make payment for their past world team expenses. Kay Gallatin stated that it is too soon for meet directors to get involved. We need to start the collection process right now. Danny agrees the qualifying meets are the final resolution point, because when they skate Nationals, it is too late. They might participate in regionals, but are not qualified for the world team at that point. Once they qualify at Nationals they become a "protected" athlete. Stopping them before the qualifier is the key. Tom noted that for Rink Hockey, once the team members have been selected, they become protected athletes. We can stop them from skating nationals if they have not paid, as not being a member in good standing.

DIRECTIVE 11: USARS staff shall receive a letter written by the Finance Committee to use in notification of athletes who owe USARS money and are not in good standing. Members of the Finance Committee will divide the list up to make personal contact. A World Team contract needs to be created, and was supposed to occur several years ago.

DIRECTIVE 12: Ricci Porter was directed to find a contract in the files of the former Executive Director, and make an appointment with USARS Attorney Jerry Pigsley to draft additional wording for the language used. We need a resolution on what is owed and what is not owed.

At the last meeting the Membership Committee was asked to discuss escalating the cost of memberships for renewals for all sports. The cost could be lower for early renewals with the price increasing as the year progresses. The proposal should be reviewed by the Finance Committee and possibly to the Board for consideration. Committee Member John Fearnow said they would continue to work on it.

An earlier directive relative to a recommendation that Officials Sub-Committees should have increased authority and representation, is now being handled by other representation of officials, so this item should be removed from future meeting agendas.

Danny Brown gave an overview of the 2016 National Championships held in Speedway Sporting Village in Lincoln, Nebraska. It was the first time that the Lincoln Championships were not run in Pershing Auditorium. He said he heard that Nationals were a big success and they enjoyed the event. Overall there were no negative comments.

Participants liked having two floors to compete and train on. They liked the environment, the energy, the management, the schedule went good, social media and in person media was very well done, and they loved the free parking. There were some challenges to parking during speed, but the facility management was very accommodating and provided additional parking a short distance away from the competition building. RV's had free parking around a circle drive, which had pullouts to the various soccer fields in the complex. Parking for all was much more convenient than in downtown Lincoln. The only negative heard was limited seating and visibility, but for many the bleachers and folding chairs did work.

Financially, Danny said that the event appears to have done well, but he is not certain as the final financial reports are not done.

A lunch break was taken at 11:45 AM, returning to session at 1:30 PM.

Roberta Jackson provided an updated version of the Strategic Action Plan, noting shaded items which represented additions or other changes to goals, representing an enhancement of our plans for marketing and communication.

MOTION 43: by Keith Noll, 2nd by David Adamy 10/29/2016 BD

Accept the revised Strategic Action Plan as presented by Roberta Jackson.

CARRIED UNANIMOUSLY

Standing Committee reports were next covered.

Keith Noll and Jon Roux provided the minutes of an Inline Hockey Meeting held in Las Vegas. There were no items requiring action, but they were looking for a stamp of approval to move forward for selection of international teams. In these selections, there is a problem with involving ice hockey players who also do inline, due to conflicts with their new season. School openings are also a problem with team participation in the FIRS World Roller Games, especially for the Junior-aged athletes. The USA will definitely have men and women's teams. They are not yet sure if the Men's World Games Team for Poland will be the same team that will participate in the Senior Men's Inline Hockey Roller Games in China.

It was noted the FIRS Roller Games are a consolidation of all roller sport world championships in one place. The World Games involve other non-Olympic events and is really our Olympics with all the bells and whistles.

MOTION 44: by Trace Hansen, 2nd by John Fearnow 10/29/2016 BD

Approve the Inline Hockey Committee Report.

CARRIED UNANIMOUSLY

Kay Gallatin read the Speed Report (see Addendum A). Several items were sent out via survey monkey that produced action items. The question was raised of the economic impact of eliminating the events recommended.

In discussing the proposal to add 3-person relays to the 2017 Indoor Nationals as a pilot program, Kelly Springer stated in his opinion, 3-person would be more popular than 4 person relays because a lot of teams don't have four to put together for the relay team. It is quicker and easier than finding four and he thinks it will be more popular. Success is dependent on making the 3-person event challenging, and it needs to be a completely different style than it has been. He thinks it will benefit numbers and entry.

DIRECTIVE 13: Send Jose Miguel's recommendations to the Finance Committee for consideration (included with Addendum A).

MOTION 45: by John Fearnow, 2nd by Keith Noll 10/29/2016 BD

Approve the following Speed Committee recommendations, for the effective 2016-2017 season:

Add 3-person relays to the 2017 Indoor National Championships as a pilot program

Eliminate Novice Junior and above from the Indoor National Championships

Change the Veteran and Esquire Quad 700 meter to a 1000 meter for the 2017 Indoor Championships

Remove Junior and Senior from the Outdoor National Championships

Approve Janine Foster's proposal for the 500 meter race at Team USA Trials/Outdoor Nationals, summarized as follows: Modify the current rule book to remove the B final. Placements and times from the semi will be used to determine 5th – 8th place. The 3rd placement in each semi will be placed 5th and 6th based on the fastest time and the 4th placement in each semi will be placed 7th and 8th based on fastest times. CIC rules will be used.

Amend SR141 in the Speed Rule Book, taking out "either quads or inline skates may be used within the same race (not separate divisions)

CARRIED UNANIMOUSLY

Fernando gave the Derby Committee Report. As a committee they felt this last year was successful in partnership with the JRDA and AAU, and it generated lots of excitement. They were able to organize tryouts for the National Team, and there was also excitement for tryouts. Derby will have two national teams for the FIRS World Roller Games next year. They have also been seeing a lot of new teams in areas where USARS traditionally has not had teams, such as in New York and Baltimore.

Fernando said they are organizing several clinics and trying to have participation in events already organized. RollerCon is the biggest derby event conducted and is held in Las Vegas. It has a party-like atmosphere, clinics, games and is well attended. USARS Derby had a presence there, and has organized a couple of games with USARS rules. The question of the committee has been should we adopt the rules from FIRS Derby, and the overwhelming response is yes. The FIRS rules are super similar to what we have for USARS. FIRS is trying to move those rules to other countries, and Fernando is translating the FIRS rules into Spanish.

The Derby Committee has been discussing antidoping, since they have never involved, but will need to be for the National Teams. Bill Spooner stated that Dr. John Hultquist has agreed to represent USARS for the FIRS Antidoping Program.

DIRECTIVE 14: The Derby Rules will be sent to the Executive Committee for action (since a copy was not in hand for review).

MOTION 46: by Trace Hansen, 2nd by Keith Hansen 10/29/2016 BD

Approve the Roller Derby Committee Minutes (see Addendum B).

CARRIED UNANIMOUSLY

Bill Spooner stated he was no longer the Chair of the Roller Figure Committee, and there were multiple members of that committee present. Membership is going down and he noted a five year trend by region. The Committee is looking at changing the way things are done. The Figure Committee Minutes were provided with the Board material and contain no major action items.

Roller Figure Skating follows FIRS rules for international events. There will be a showcase and demonstration in January in Florida at the Americas Cup for Roller Figure Skating.

MOTION 47: by Trace Hansen, 2nd by John Fearnow 10/29/2016 BD

Approve the report of the Roller Figure Skating Committee (see Addendum C).

CARRIED UNANIMOUSLY

Tom Hughes gave the Rink Hockey Committee Report. They were not happy with the National Championships schedule being shortened by their day of practice on Saturday because of the derby bout. The set up for Rink Hockey Nationals took most of the day and they were unable to provide practice time.

They will be having DJs at future National Championships to add more excitement and noise to the event. With the power outage and being unable to connect their music system to the local speakers, opening ceremonies were not up to their usual level. They plan to expand their program for the 2017 National Championships.

The Rink Hockey Committee has reviewed and reinstated the helmet rule for the current and future seasons, adding "nothing may be attached to the exterior of the helmet (go-pros, decorations, etc.) except for the face mask." Someone competed this year wearing a go-pro camera, and since there were no rules prohibiting it, they were not able to have the competitor remove it.

The ladies game times will become (2) 20 minutes halves as is the case with the Ladies World Cup Championships. Some years ago it was agreed to increase the team entry fee by \$50, with that money going to support the World Teams. This must be reviewed with the National Office, finding out how much was made and how it was spent. World Team payments due to USARS must be computed, especially as far as eligibility and right to participate are involved.

The Committee proposed hosting the 2018 Pan American Championships for Rink Hockey in Lubbock, Texas, stating the City of Lubbock is already onboard for this. Tom believes we can make money on this event, and it should be dedicated in memory of Bill Sisson.

DIRECTIVE 15: The Rink Hockey Committee was directed to prepare a budget to host the 2018 Pan Am Championships for Rink Hockey in Lubbock, Texas, and bring it back to the Board at the next meeting or at the Fall Board Meeting.

MOTION 48 by John Fearnow, 2nd by David Adamy 10/29/2016 BD

Accept the Rink Hockey Report (see Addendum D).

CARRIED UNANIMOUSLY

There had not been any Executive Committee Meetings since the last Board Meeting, so no minutes were presented at this meeting.

Danny Brown took over conduct of the meeting while Bill Spooner gave the Finance Committee Report (see Addendum E). Bill noted we currently do not have a year-end financial report. Our Financial Services staff has been informed that there is nothing more important than getting the finances done. We are implementing some tools that should be useful. Although there is specific information that has not been received from Nationals, the total expenses and income is known, so these reports can be completed on a preliminary basis with what we have. USARS has not touched the line of credit, and in fact one is not currently in place. The report gave membership figures for athletes, clubs and coaches for 2013-2016. Membership is the key to remaining a viable organization. Without coaches recruiting and retaining members, the outcome is bleak. Financial comparisons of income and expenses were also reviewed

Key issues to consider include the following: There are only five staff members currently, and it is difficult to keep up with telephone messages and their jobs. It is estimated that we need two more full time employees. A new federal law relating to overtime become effective on December 1, and this will add a significant amount to our payroll expenses. We must maintain the office building, consider costs to by the NGB for skateboarding, etc. In addition, USARS owes the US Foundation for Amateur Roller Skating \$400,000. Hiring additional staff does not appear feasible at this time.

Danny said he learned this past week that there were problems with video distribution though Tenacious Videos. He spoke with the videographers and Chris Hunter who indicated that after Nationals they have been struggling with how to handle the videos and how they would be made available. Some wanted videos of individuals and some wanted the entire event video. They decided to segregate everything as individual performances, which has turned out to be a very time-consuming process. When they spoke they had only done this for 3 days of the 30 days total. All of derby and speed have been completed. Chris will be getting back to Danny this next week. Anyone can rent them on line, but people want to buy them. It was reported they lost a significant amount of money, however, USARS has no way to know whether a vendor loses money or makes money. This is the same situation as reported by TMR, the previous videography company.

The quality was significantly better this year than in the past. Now it is a matter of the orders filled for those who ordered them, but who have not received them. Sales was impacted because one other person took videos and posted them online. John Fearnow said he talk to a couple of individuals who were recording and trying to sell them on the spot. Danny said that these videographers really were not prepared for individual orders - they had a different model in their mind on how they were to approach sales.

Keith said technology is changing so drastically. In Hawaii at an AAU event, they had 360 high definition hooked up with Rspartz, and he suggested talking to Greg about doing something for our National Championships. We may decide not to have videographers, although having them really enhances the event.

Danny said Tenacious Videos put in a lot of time and effort. If we are going to have videographers, we need to prepare an RFP (request for proposal) and get the bids coming in, and we need to do it as soon as possible.

Danny passed out printed copies of the 2015 audit to the Board.

A 15 minute break was taken at 2:45 PM.

Keith Noll, Chairman of the Insurance Committee, gave his report. Keith investigated insurance relative to equipment owned by USA Roller Sports. It was discovered the lease on the photocopiers used in our office had insurance built in as

an extra cost, making what we otherwise carried duplicate. We won't get it all back, but it was refunded back to April. There was a lot of old equipment on our lists, and Bill stated we need a list that is accurate and timely. The list should include equipment that is in the building all of the time, things that go out and equipment that is held "off site" and list everything that we own or lease. Kay Gallatin noted this should include equipment that gets stored away for our National Championships.

DIRECTIVE 16: Ricci Porter, USARS Operations Director, was asked to use the interns to prepare a list of equipment owned by USARS compiled for use in assuring adequate insurance coverage.

Keith has been working with Jim Foy on insurance renewals and stated that every insurance policy being paid for by USARS should go to him for a quote, as he can save us money on everything. Keith recommended increasing the primary Directors & Officers coverage from \$25,000 to \$50,000. A copy of the proposed liability and Sports Accident coverages we provided to the Board.

Keith noted the USARS house has been sitting empty since January. An empty building is a major red flag for an insurance company. The organization is losing income by allowing it to sit vacant. We need to get it rented out so it can make money. It was estimated a real estate company could probably lease it for around \$800-\$900 each month. Two major issues with the house have been identified. The front and rear steps have deteriorated, with the front steps sinking. The upstairs shower fixture head needs to be replaced. Other than that, it is ready to rent out. Keith will get an updated insurance quote. Danny stated that we do have some proposals on property management and we can revisit them.

MOTION 49: Keith Noll, Insurance Committee Chair, 2nd by Gloria Manning 10/29/2016 BD

Engage a management company to immediately prepare the home owned by USARS for rental and get it rented out.

CARRIED UNANIMOUSLY

Keith continued by noting that insurance for the National Headquarters Office Building is in place through the end of year. Keith will get the building information to Foy and he will seek out the best policy. He discussed the possible addition of cyber insurance, coverage for our cloud server and assuring that we have coverage to replace maple floor in the event of a complete loss. In reviewing the proposal from Foy Insurance for Liability and Sport Accident coverage, he was pleasantly surprised by savings for all items quoted. Danny suggested looking at a different insurance model, shifting away from our need to provide the insurance, to having the club needing provide it to their members. On the international level, this is how they are handling it. Keith stated that Foy followed USOC model. Everything looks good for this year. We have saved money, but he wants to pick up some coverage that we didn't have but should have had. Optional coverages noted are cyber insurance– data breach - \$249 and cloud server interruption - \$64.

Keith needs to send Foy a copy of the past rule book and the new book, to provide to the underwriters. The addition of safety factors may save some money. Fernando said he would get a book and highlight the safety changes in yellow.

MOTION 50: by Keith Noll, 2nd by Trace Hansen 10/29/2016 BD

Maintain the deductible the same as last year for the sports accident insurance policy.

CARRIED UNANIMOUSLY

MOTION 51: by Keith Noll, 2nd by Renee Hildebrand 10/29/2016 BD

Approve the general liability coverage quoted at \$4 per member for skating, and \$4 per member for derby.

CARRIED UNANIMOUSLY

DIRECTIVE 17: The following Claims Procedure notice should be posted under insurance on our website:

CLAIM PROCEDURES

Should you be involved in an incident please complete the USARS accident report form (available on line at www.usarollersports.org). After USARS receives your accident form and verifies membership, we will send you the insurance company's claim form and claim filing instructions. For questions regarding the USARS accident report form, please contact Foy Insurance at 603-772-4781. Once you receive your claim form and claim filing instructions, it will be your responsibility to file your claim. For questions regarding policy coverage terms or conditions, please contact Foy Insurance at 603-772-4781 or Jim Foy at Jim.Foy@foyinsurance.com and Cindy Harb at Cindy.Harb@foyinsurance.com

MOTION 52: by Trace Hansen, 2nd by Renee Hildebrand 10/29/2016 BD

Accept the Sport Accident Report, (with the exception of the recommendations relative to reducing the deductible and increasing the benefit period). The current deductible and the benefit period of 26 weeks shall be retained.

CARRIED UNANIMOUSLY

There were no reports from the Membership Eligibility Committee, Sports Medicine Committee or the Hall of Fame and Honors Committee.

Proposed Sport Committees were next presented. It was noted that:

- Special Advisory Committee positions will serve at the discretion of the Committees, and were not part of the recommendations approved at this meeting.
- Each Committee shall elect the Chairperson of their choice
- For committees of nine or less, all members shall be voting.
- Voting privileges will be given for up to nine participants on committee conference calls or at a meeting, based upon attendance - or as determined by the chair when more than nine are present.

MOTION 53: by Keith Noll, 2nd by Renee Hildebrand 10/29/2016 BD

Approve the Roller Figure Skating Committee for 2016-2017 to be as follows:

John Cawly - Chairperson (Committee Member term expiring 2018) - voting
Tony Berger (term expiring 2017) - voting
Kayla Rodriguez - Athlete (term expiring 2017) - voting
Scott Clifford (term expiring 2017) - voting
Jodee Cohen (term expiring 2018) - voting
Jessica Gaudy - Athlete (term expiring 2019) - voting

David Adamy (term expiring 2020) - voting
Ed Harney (term expiring 2020) - voting
Janet Pavilionis (term expiring 2020) - voting

CARRIED

MOTION 54: by Keith Noll, 2nd by Renee Hildebrand 10/29/2016 BD

Approve the Speed Skating Committee for 2016-2017 to be as follows:

Jay Ingram - Chairperson (Committee Member term expiring 2018) - without vote
Joe Hanna - term expiring 2017 - with vote
Harry Stewart - term expiring 2018 - with vote
Kay Gallatin - term expiring 2018 - with vote
Renee Hildebrand - term expiring 2018 - without vote
Kelly Springer - term expiring-2018 - without vote
Laura Gustafson Sweers - term expiring 2019 - with vote
Shaun Pattison - term expiring 2019 - with vote
Erin Jackson - Athlete - term expiring 2019 - with vote
Chris Payne - term expiring 2020 - with vote
Sara Sayasane Hebbrecht - Athlete - term expiring 2020 - with vote
Buggy Allmond - (term expiring 2020) -with vote

Maximum with vote is 9 or by consensus. (Note: After conclusion of the Annual Board Meeting, the Chair (above) was elected by the Speed Committee, and vote designations determined by Speed Chair)

CARRIED

MOTION 55: by Keith Noll, 2nd by Fernando Regueiro 10/29/2016 BD

Approve the Rink Hockey Committee for 2016-2017 to be as follows:

Tom Hughes - Chairperson (Committee Member term expiring 2018)
Brent Benson - Staff Director
Shane Enlow - Athlete - term expiring 2017
Pat Ferguson - term expiring 2019
Don Allen - term expiring 2019
Jim Jost - term expiring 2020
Bryan Moyer - Athlete - *term expiring 2020*

CARRIED UNANIMOUSLY

MOTION 56: by Keith Noll, 2nd by Renee Hildebrand 10/29/2016 BD

Approve the Inline Hockey Committee to be as follows:

Keith Noll - *term expiring 2017*
Jeff Prime - term expiring 2017
Jon Roux - term expiring 2018
Dustin Roux - Athlete - term expiring 2018
Chalie Sgrillo - term expiring 2018
Jonathan Mosenson - Athlete - term expiring 2018
Arlene Lehman - term expiring 2019
David Inouye - term expiring 2019
Melanie Bogus - term expiring 2019
Jetta Rackleff - Athlete - *term expiring 2020*
Jeff Manning - term expiring 2020

Maximum with vote is 9 or by consensus.

CARRIED UNANIMOUSLY

MOTION 57: by Fernando Regueiro, 2nd by Renee Hildebrand 10/29/2016 BD

Approve the Derby Hockey Committee to be as follows:

Eric Hill - Chairperson - Committee Member term ending 2019
Fernando Regueiro - term expiring 2017
Cheryl Cryer - term ending 2018
Angela Hammel-Link - *term expiring 2018*
Misty Greer - Athlete - term expiring 2019
Sabra Bungler - term expiring 2019
Christina Gerish - *term expiring 2020*
Victoria Urban - *term expiring 2020*
Carrie Craft - *term expiring 2020*

CARRIED UNANIMOUSLY

MOTION 58: by Keith Noll, Renee Hildebrand 10/29/2016 BD

Approve the Skateboarding Committee to be as follows:

Heidi Lemmons - Skatepark Development - Acting Chair
Jim Fitzpatrick - Industry Liaison
Joe Lehm - Racing
Jason Lee - Mountain Boarding
Cindy Whitehead - Women's Advocate
Steve Steadman - Bowls & Park - Vert
Jeffrey "PJ" Harris - Street
Jesse Martinez - Parks & Bowls - Street
Joe Contreras - Judging - Bowls & Park
Greg Delger - School Programs - Street
Jay Ingram

*Special Advisors - Mike Jacki & Tim McFarren
Added by following motion - Danny Brown*

CARRIED UNANIMOUSLY

MOTION 59: by Keith Noll, 2nd by Renee Hildebrand 10/29/2016 BD

Add Danny Brown to the Skateboarding Committee.

CARRIED UNANIMOUSLY

MOTION 60: by Keith Noll, 2nd by Renee Hildebrand 10/29/2016 BD

Approve the Finance Committee as follows:

Mike Jacques-Chairman, Bill Spooner, Annelle Anderson, Scott Clifford, Kay Gallatin, Janet Pavilonis, Aaron Gogley, Trace Hansen-Athlete Representative, Al Taglang-liaison without vote.

CARRIED UNANIMOUSLY

MOTION 61: Fernando Regueiro, 2nd by Renee Hildebrand 10/29/2016 BD

Approve the Insurance and Risk Management Committee as follows:

Keith Noll-Chairman, Jim Foy, Bill Spooner, Chris Hunter and *Fernando Regueiro*.

CARRIED UNANIMOUSLY

MOTION 62: by Keith Noll, Renee Hildebrand 10/29/2016 BD

Approve the Membership & Eligibility to be as follows:

Ken Shelton-Chairman, Gloria Manning, David Adamy, *Curt Craton, Renee Hildebrand* and the following Athlete Representatives: Sara Sayasane Hebbrecht (speed), Jessica Gaudy (figure), Joy Garvey (*inline* hockey) and *Kylie Hughes (rink hockey)* -

CARRIED UNANIMOUSLY

MOTION 63: by Renee Hildebrand, 2nd by Trace Hansen 10/29/2016 BD

Approve the Athlete Performance (Sports Medicine) Committee to be as follows:

Dr. Scott Kleiman-Chairman, *Dr. John Hultquist*, Lori Brandon, Brian Richardson, *Jay Ingram, Renee Hildebrand*, Kylee Berger-Athlete

CARRIED UNANIMOUSLY

MOTION 64: by Trace Hansen, 2nd by Renee Hildebrand 10/29/2016 BD

Approve the Hall of Fame and Honors Committee to be as follows:

Bill Spooner- Chairman with vote, Jim Pollard, Tom Hughes, Annelle Anderson, John Gustafson, *Keith Noll*

CARRIED UNANIMOUSLY

MOTION 65: by Trace Hansen, 2nd by Renee Hildebrand 10/29/2016 BD

Approve the Nominating Committee to be as follows:

Danny Brown-Chairman, AAC Member Annette Stapleton Heywood, and three Regional Representatives that are determined annually, rotating between Regional Officers.

CARRIED

MOTION 66: by John Fearnow, 2nd by David Adamy 10/29/2016 BD

Approve the Elite Coaches Selection Committee to be as follows:

Ricci Porter-Chair - non-voting, Bob Labriola, Tom Hughes, Ken Shelton, Gloria Manning, *Jon Roux*

CARRIED UNANIMOUSLY

DIRECTIVE 18: Elimination the Transfer Review Committee identified at the Spring Semiannual Board Meeting.

MOTION 67: – by David Adamy, 2nd by Renee Hildebrand 10/29/2016 BD

Establish a Special Committee for Review of USARS Bylaws, which will do a review at least every two years: Keith Noll, John Fearnow, David Adamy, Aaron Gogley, Fernando Regueiro

CARRIED UNANIMOUSLY

Kelly Springer gave an update on the banked track in Colorado Springs. There has been a lot going on in the last year and one-half. The USOC and cycling spent millions of dollars and put a dome over the track. It will be put up in October and taken down in May for our Outdoor National Championships. He has heard they may be leaving it up permanently, and this would present some challenges with the 201 person maximum occupancy limit for the Nationals. Ricci will participate in a conference call to discuss this situation. Kelly is there for his community program and does end up getting information he passes on to USARS.

With the dome staying up, this will provide a great opportunity to do some maintenance on that track. A lot has been done, and it is much better than before, however, there are still a lot of problems. Vasmaco is a surface applied on the track to make it work better. This has been a huge asset for us. The results at worlds show we are getting more competitive on the road. Renee agreed that skating on Vasmaco makes a huge difference. If we could train a couple of times a year on

it, that would really be would be very helpful - She is trying to get the Florida track coated with it. It is something like a tennis court surface, but a much better quality and it is not soft and rubberized.

The USOC doesn't fund these upgrades. In our best interests to put together some grant requests. We should give Kelly the procedures and he is willing to do the footwork. If we could get about 50% of the cost, the USOC might kick in the rest. Kelly is doubtful this could be accomplished in time for 2017 use. If the dome is left up, the weather will not tear up the track any more. Cycling is looking at adding two more exits, which will probably be fine with the fire marshal. Bill asked if there had been any efforts to contact providers of cycling equipment for donations. Kelly was uncertain, but we might be able to do some cross-sponsorships. It is an avenue to keep open. Bill said he would get the information for the US Foundation for Amateur Roller Skating, but seriously doubts half would be granted.

In previous agendas, the former Executive Director was listed as the Roller Sports Representative to the USOC. It was noted Ricci Porter has now taken on that designation as the USARS Director of Operations.

Dany indicated he met with Alberto Herrera in Florida. Alberto is looking for USA Pan American representatives (CPRS) for derby, inline hockey, and rink hockey, and Danny presumes Marie Gaudy would be the roller figure representative. Alberto did reaffirm a list of Continental CPRS Vice Presidents, which included him as the North American Vice President. Jim Pollard stated that all international representatives for USARS must have approval from the USARS Board.

MOTION 68: by Bill Spooner, 2nd by David Adamy 10/29/2016 BD

Confirm Danny Brown to serve as the CPRS representative from the USA.

CARRIED (1 abstention)

DIRECTIVE 19: All other representatives for CPRS should first be reviewed by the Executive Committee, with a letter of nomination being sent to CPRS.

Jim Pollard stated a group of coaches has been formed in South American, and Marie Gaudy is involved. They are looking for participants from among all roller sport disciplines and want them to be the people who are actually running the championships. Bill asked Danny to get further clarification of anything that is needed from USARS. Danny agreed he would work through Olga Soto on getting more definition of this group.

MOTION 69: by David Adamy, 2nd by Trace Hansen 10/29/2016 BD

Approve Fernando Regueiro as a delegate on the FIRS International Derby Committee.

CARRIED (1 abstention)

The Nominating Committee report was passed out. Two nominations were immediately made, which were ultimately withdrawn. There was discussion on whether the Board wishes to create a special position for inline hockey with a three-year or a one-year term. It was suggesting that perhaps the two At Large special representation seats currently for rink hockey and derby could be increased to three-year terms.

MOTION 70: by Trace Hansen, 2nd by David Adamy 10/29/2016 BD

For this year, add a one year At Large Board Seat for someone with special expertise in Inline Hockey. The Bylaws Committee and/or Sports Committees can bring a written proposal to populate one-year At-Large positions and whether the term should be more than one year at a time.

CARRIED UNANIMOUSLY

At this point the board will be filling three one-year terms and one three-year term.

MOTION 71: by Trace Hansen, 2nd by David Adamy 10/29/2016 BD

Nominate Renee Hildebrand for a three-year term as an At-Large Board Member.

Tom Hughes was nominated by the Nominating Committee.

BY PAPER BALLOT, TOM HUGHES WAS APPROVED FOR THE THREE-YEAR TERM AS AN AT-LARGE BOARD MEMBER.

The Board then populated the three one-year terms, designated for inline hockey, speed and derby.

MOTION 72: by Trace Hansen, 2nd by Renee Hildebrand 10/29/2016 BD

Nominate Jon Roux for a one-year term as an At-Large Board Member representing Inline Hockey.

A motion to close nominations was made and carried.

BY ACCLIMATION, JON ROUX WAS APPROVED

MOTION 73: by Fernando Regueiro, 2nd by Trace Hansen 10/29/2016 BD

Nominate Cheryl Cryer for a one-year term as an At-Large Board Member representing Derby.

A motion to close was made and carried.

BY ACCLIMATION, CHERYL CRYER WAS APPROVED

MOTION 74: by Fernando Regueiro, 2nd by Keith Noll 10/29/2016 BD

Nominate Renee Hildebrand for a one-year term as an At-Large Board Member representing Speed.

A motion to close was made and carried.

BY ACCLIMATION, RENEE HILDEBRAND WAS APPROVED

The results of the mail ballot elections were announced. Annette Stapleton Heywood was returned to the USOC Athlete Advisory Committee as a representative for roller skating athletes, for a four year term beginning on January 1, 2017. Dustin Roux was elected to serve on the USARS Board as a hockey athlete and Heidi Permatteo was elected to fill the vacancy as a representative to member coaches, but for three year terms beginning at the conclusion of this Fall Annual

Board Meeting. It should be noted, however, even though these individuals come from a specific roller sports membership category, when they sit at the table they represent the best interests of the sport as a whole. Congratulations was expressed to everybody.

MOTION 75: by Keith Noll, 2nd by David Adamy 10/29/2016 BD

Return Jim Pollard to the Board for a one-year term as an Emeritus Member without vote.

CARRIED UNANIMOUSLY

Because of the valuable contribution and need for someone with knowledge for insurance, as well as his knowledge of inline hockey and FIRS, the following motion was made.

MOTION 76: by Danny Brown, 2nd by David Adamy 10/29/2016 B/D

Approve Keith Noll as an ex officio non-voting member of the board for a one-year term, based on his expertise in insurance

CARRIED UNANIMOUSLY

MOTION 77: by David Adamy, 2nd by Gloria Manning 10/29/2016 BD

Kay Gallatin was nominated by to be the USARS Treasurer for a one-year term.

A motion to close was made and carried.

BY ACCLIMATION, KAY GALLATIN WAS APPROVED

A motion was made by Gloria Manning, 2nd by Keith Noll, for Trace Hansen to serve as the USARS Vice President for a one year term. Trace declined the nomination.

MOTION 78: by Trace Hansen, 2nd by Kay Gallatin 10/29/2016 BD

Nominate Renee Hildebrand for USARS Vice President for a one-year term.

Motion to close nominations moved and carried.

RENEE HILDEBRAND APPROVED AS USARS VICE PRESIDENT BY ACCLIMATION

MOTION 79: by Nominating Committee, 2nd by David Adamy 10/29/2016 BD

Nominate Bill Spooner for USARS President for a one-year term.

Motion to close nominations moved and carried.

BILL SPOONER APPROVED AS USARS PRESIDENT BY ACCLIMATION

MOTION 80: by Gloria Manning, 2nd by David Adamy 10/29/2016 BD

Nominate Trace Hansen as Chairman of the Board for a one-year term.

Motion to close nominations moved and carried.

TRACE HANSEN APPROVED AS USARS CHAIRMAN OF THE BOARD BY ACCLIMATION

MOTION 81: by Trace Hansen, 2nd by Gloria Manning 10/29/2016 BD

Nominate Peggy Young as Corporate Secretary for a one-year term.

No other nominations were forthcoming.

PEGGY YOUNG APPROVED AS CORPORATE SECREARY BY ACLIMATION

Bill Spooner indicated as the new President of USARS, he would reach out to the attorney general to introduce himself, etc., would contact the USARS bank, collect the necessary passwords, etc.

Because the Executive Committee is populated by officers of the Board, consideration of it was the last to be handled.

MOTION 82: by Trace Hansen, 2nd by David Adamy 10/29/2016 BD

Approve the Executive Committee to be as follows: Bill Spooner-USARS President and Executive Committee Chair, Trace Hansen-Chairman of the Board, Annelle Anderson, Keith Noll, Sara Sayasane Hebbrecht-Athlete, all five with vote. Danny Brown will serve on this committee as an advisor without vote.

CARRIED UNANIMOUSLY

MOTION 83: by Keith Noll, 2nd by David Adamy 10/29/2016 BD

Approve the Standing Committees as provided and as approved (see Addendum F).

CARRIED UNANIMOUSLY

The meeting recessed at 5:51 PM.

**USARS BOARD OF DIRECTOS MEETING
SUNDAY, AUGUST 30, 2016**

The meeting was called back to order at 9:00 AM on Sunday, August 30, 2016. All Board Members were present as previously listed, with the exception of Keith Noll. Ricci Porter and Peggy Young were also present as before. The same guests were again present with the exception of Roberta Jackson, Kelly Springer, and Jon Roux.

Fernando showed a preview of a new Disney program currently being broadcast in South America, titled Soyluna, about a young girl who loves to roller skate. Distribution is being expanded and it will come to the United States in 2017.

A preliminary financial report from the 2016 National Championships was passed out by Danny Brown. He was present for the entire event and was the person responsible for all things financial, including expenses, income from admissions, etc. The event was discussed. It was noted the income from admissions was down over previous years. In the future we need volunteers to watch the stairways and the outside doors so that people cannot gain entrance without paying an admission fee. If we could get 100 people to volunteer for four hours each, we could cover much of the event. Because of other commitments making this difficult for some, we could also seek donations to cover the cost of security for Nationals. We need to start talking about it now.

Danny gave the President's Report. At this point in the meeting, a lot of discussion had already occurred. With respect to the last couple of years, he said that we have come a long way. He said that he appreciates everyone who supported all efforts made during these tough couple of years. His biggest regret in leaving the USARS Presidency is that he was not able to accomplish all that he wanted to accomplish.

He gave an update on skateboarding as a USARS sport, which is still in question. He created a committee of people to spearhead our involvement. All indicated that they want to support USARS, all realize there is not just one body doing skateboarding events in the USA. There are lots of events and lots of people, but they are not doing it in a cohesive manner. They are fighting each other for control. There are factions who want no part of the Olympic movement, who want no rules and who just want to fly through the air. Others want to embrace the Olympic movement. Others only care about profits, others are volunteers who want to do what is right.

Heidi Lemon, who is spearheading our current efforts, worked with this office and Jay Ingram when he worked here. She had some events organized but the program did not materialize for some reason. She has touched base with some high profile sponsors who are interested in supporting the sport of skateboarding. Danny explained some of the politics of trying to get this sport united into one that can field participation in the 2020 Tokyo Olympic Games through FIRS. Until USARS can get a concrete response from the USOC as to who they will identify in the US as the NGB, we cannot move forward. We do have information to include in a presentation to USOC, with help of perhaps Heidi Lemon and Mike Jacki. There is some question as to whether or not FIRS has the IOC designation as the International Federation (IF) for Skateboarding. Fernando, who is now the Chairman of the FIRS Derby Committee, said that he saw an official letter written by Thomas Bock, IOC President, relative to events in the Olympics, where he stated that he was excited to welcome skateboarding and FIRS to the Games.

After the initial announcement by FIRS that it had been selected as the IF, there was a challenge to FIRS as the governing body by another organization.

DIRECTIVE 20: Newly elected President, Bill Spooner, stated that going forward the Board will need to receive written reports from those who go to international meetings on behalf of USA Roller Sports.

Danny reported that last week he sat down in Miami with CPRS President Alberto Herrera and Jose George. There was previously a disconnect with them for political reasons, however, Herrera is now reaching out to USARS for USA support of changes that may be forthcoming through FIRS, etc. FIRS President Sabatino Aracu is also seeking the support of the United States, promising an increased involvement in the circle of authority. Bill Spooner thanked Danny Brown for his service as President of USA Roller Sports. Danny noted that the FIRS office is moving to Lucerne, Switzerland, and the international office will be occupied by one staff member.

A brief staff report was given by Ricci Porter. Nationals went well, thanks to volunteers. As previously mentioned, Indoor Nationals received good feedback. Only one letter was received regarding the difficulty of hearing the speed starter pistol because of the whistle used for hockey. It was referred to the Speed Committee and determined not to be a significant problem.

For feedback, the office staff does a rant and rave weekly during their staff meeting. The on-going challenge has been the problems with our current online membership system. Things we get fixed, revert back to not working. Emails confirming USARS memberships have stopped being sent out automatically, and the system is assigning duplicate member numbers. That was fixed, worked for a week, and then the problem came back. A problem of entering members surfaced, where some staff members can enter, and some cannot. The office has been in constant contact with the Summit Group in an effort to get the situation corrected. Hopefully with the transfer of memberships to Rsportz, these problems will be solved.

Our voice mail causes lots of problems. The opening message is out of date and confusing to people who contact the office. The repair man we found when our phone went down is going to help get the voice mail message and links improved. It was also good to learn that Leonard Gallatin is familiar with this phone system.

Ricci continued by saying it has been a challenge with low staffing. A lot of what does not get done in the 40 hour work week, may be able to accomplish with better systems and improved communications. There are systems we can improve on inside the office. She feels really good that we were able to get through a successful multi-event National Championships with all of the changes and challenges we faced.

Better streamlining of communications between the staff and the Board is needed. She has talked to Danny about this quite a bit, about setting priorities, etc., and is very happy with the progress. Ricci thanked Danny big time for "living" in Lincoln, Nebraska during Nationals and for working with the staff as one of us. Even when it was overwhelming with all of the changes, Danny showed up and worked it and not dictate.

Danny raised the possibility of having a Ruby Receptionist type service (an off-site person). He doesn't know the cost but knows this type of service is available and might be an appreciated customer service effort. Renee suggested having guidelines on what office staff can make decisions on. Ricci stated that in the beginning some of the problems we have been experiencing probably stem from trust issues, but we are working through some of that now.

Renee feels that staff needs to start sending rule questions to the Sport Committees to answer, and delegate more to the committees. She stated that they really appreciate the staff in taking on the extra work and the challenges that have been faced, and the staff is never rude.

Michael Stieb stated that he set his own expectations relative to the USARS website and social media, and felt that he met them since our web traffic and social media have exceeded the national averages. Our reach on Facebook has been good.

He does not have access to other NGB data so we cannot compare ours to theirs. Stieb feels he is providing very limited services to USARS, considering his skills. He feels we can hit the targets we want but he needs to have the tools to do so. Relative to the website, Fernando stated that in doing an organic search, we are usually found by our name, which means they already have knowledge of us.

Annelle Anderson gave the Museum Report. She stated that the Museum is continuing to survive without a curator with the excellent help of the USARS staff, and expressed her appreciation to them. "Give to Lincoln Day" was very successful this year and is our primary fund raiser. Over \$10,000 was received in contributions in the name of George Pickard. A memorial plaque with his picture has been created, and it hangs outside of the USARS Board Room in recognition of his years of leadership to the Museum and to roller skating in general. The Museum Trustees have also instituted a "Founders Award" in memory of George as one of the Museum Founders. This is an ongoing award that will be presented each year to a person who has carried out the goals of the Museum. The first recipient is Chester Fried of New Jersey. Although he is currently ill and in a nursing home, he has been mailed a plaque and made aware of the awards. A larger plaque is hanging in the Museum which will show all recipients as this develops throughout the coming years.

Tickets for the 2017 Raffle are ready for sale. The Museum appreciates the donation to the Museum of printing by Tina Robertson, past RSA President. The raffle will take place at the RSA Convention in Orlando. The Museum will be receiving a grant of \$15,000 from the USARS Foundation to be placed in a restricted museum account in the name of George Pickard for the sole purpose of preserving historic roller skating tapes. This account will be made available to other individuals or entities who might wish to make a charitable donation to this project. The digitized tapes will become a part of the Museum artifacts, and the Museum can take order for them on their website. The VHS tapes in the conference room will remain the property of USARS. Jim Pollard stated that he had donated many tapes to the Museum that need to be located and included in this project.

The Museum had many visitors during July-August during the National Championships. Visitors are always extremely pleased and surprised when they visit the Museum. Special thanks go to Museum Trustees Alan Bacon, Bud Engle, Michael Jacques, and Ed Hughes who spent time during the championships to be in the Museum on a daily basis.

Appearing on the Travel Channel's "Mysteries at the Museum" show was a segment on our Museum. It was professionally prepared and featured the Plimpton skate, its patent and the infringement on the patent by Winslow. This excellent segment was shown to the Board.

Bill questioned whether there was any other new business. Trace stated that Kelly Springer had agreed to help contact local businesses for their support of our 2017 National Championships, through purchase of ads, etc. Last night several Board Members met with the Assistant Manager at the Holiday Inn Downtown, Lauren Folkerts. She indicated she would be willing to work with us over the six month period of the remodel of the hotel, after which it will be named the Graduate Hotel. She would be able to contact hotels, restaurants, etc., in exchange for a percentage of sales. For our next board meeting, Lauren can help us get rooms in Lincoln.

DIRECTIVE 21: Ricci will discuss this offer by Lauren Folkerts with Kelly Springer.

Danny discussed a change to the World Roller Figure Skating events. At Worlds there was the chance of removing figures from the World Championships. There was almost a unanimous vote to go to a new system, which has a modified structure of the figures themselves to make it more interesting and take less time. This was the best alternative to losing the event completely. The scoring system will fall more in line with ice, where everything has a value. USARS will be offering a seminar in Kissimmee. The details and times are being worked on, tentatively January 11 and 12, 2017. The system has one person evaluating the figures (and controlling the scores).

Gloria reported that the 2016 World Roller Figure Skating Championships was one of the best we have attended. The USA brought home four Gold Medals. As a member of the CIPA committee, she stated that Danny worked non-stop. The hotel accommodations were great, the practice rink was 1 1/2 blocks away from the hotel, and the bus transportation was excellent. Practices are now intermingled (by events for Juniors and Seniors). Gloria felt that they need an hour more for the beginning of each week.

Team members normally make their own transportation and hotel reservations. However, this year with the late selection of the teams, the hotel that had been previously selected for staff use was short on rooms. By having the athletes stay with the staff and parents and coaches staying in other hotels, it was possible to make the reservations so they could have a "team" experience.

Trace noted that by having these expenses paid for by the athletes and run through our accounting system, it appears as if we have more revenue than we do. Every sport has to pay for the USOC Safe Sport Initiative by the USOC, which is based on revenue. Taking the money in, even though it goes out, makes it look as if it is revenue. In addition, this requires more staff work.

Renee, who was the 2016 World Speed Team Coach, stated that team staff doesn't want to be responsible for the kids on the last night. The last two years have worked out good, whereby team staff is not responsible full time - or responsible for travel or accommodations for the athletes. The athletes all wanted to be at the team staff hotel. During the competition, the kids need some distance from their parents, so they can relax and not have them in their ears. Gloria noted that for Figure this year only the athletes were in the hotel and believes we should book all rooms in advance. Renee recalls a time for speed when parents were not permitted to stay in the team hotel, because of the distraction they presented. Kay Gallatin went on record as being totally in favor of team members booking their own travel. It was noted team staff should be identified as soon as possible, so rooms can be booked for members of the team staff. This will allow the athletes to make their own reservations in the same hotel.

Fernando recounted a conversation during the FIRS meeting when they were talking about hotels for officials at the FIRS 2017 Roller Games, and segregating hotels for athlete and families. FIRS will be creating a packet that will have all the official hotels for all the federations. The average price should be approximately 75 Euro for two people per room including breakfast. He knows that some federations booked rooms for next year while they were in China during the World Speed Skating Championships. Danny noted that because all sports will be there we should begin to coordinate the event, and we need to select the team staff for each team as soon as possible so we can plan the needs and quantities of rooms now. He recommended that a committee of all team staff members be established. Having a team contract relative to payment of expenses will help with the collection process. He said that the organizers who are working with the Chinese Government may be able to use the team entry information and bypass the visa requirement.

Renee reported that it was a successful World Speed Skating Champions, with six medals (in four other races we were in contention for a potential of ten medals). This is a big improvement and she felt that the team was more positive and acted as athletes (instead of being there to party). The Seniors Team members were good in helping lead the Juniors to behave as sportsmen and women. There is a change in culture among the athletes.

DIRECTIVE 22: Renee and Gloria will come back with a world team contract within 6 weeks. Jerry Pigsley will be involved.

Staff and leaders will work on a letter to go out stating that the athletes will not be allowed to continue through the qualifying events if they owe USARS money. Everyone who owes money, will get a copy of this letter of notification.

A break was taken at 11:00, and the group was back to work at 11:15 PM.

Bill Spooner stated that he had been to a lot of world meets, and some parents are negative, and some positive. The contract should not accept responsibility for the safety of their children.

The 2017 FIRS Roller Games in China will be the World Championships for all sports. The World Games are in Poland. We need to post a link to the FIRS Roller Games schedule, with a note that it is subject to some change.

Fernando expressed concern about the uniform look of the USA teams. It would make sense to have a unified look and a way to communicate with the athletes. The Committee of Team Staff members should be involved with this. Danny noted that the opening ceremonies were set to be at a time when all sports would be present. We should start now to figure out what our team look should be for the next five years. Other countries do that all of the time.

DIRECTIVE 23: World team staff applications have been posted with a due date of December 15. Staff selection should be completed by the end of December, so we can put everyone on a committee to work together to determine apparel, etc. John Fearnow should be on the Committee that can work on the preferred color, style, etc.

Stepping back from the Board table, John stated that the apparel provided by The Cricket Lofts to all the teams has been the same, but changes every year. If The Cricket Loft remains the vendor for World Team apparel, he stated that it is hard to come up with a different outfit that looks nice every year. We may be able to partner with the board and find a manufacturer where we design our own outfits. He wants to be on the committee and stated that the Board needs to see if there is somewhere in the budget to make this purchase possible to work together to manufacture the apparel for future teams. The biggest problem is when they select a style, it is possible that six months down the road and it is no longer available. He said that he would work hard to get items manufactured at a reasonable price for a custom-made outfit.

MOTION 83: by Fernando Regueiro, 2nd by Tom Hughes

Create a Special Committee to determine the look of the American delegation for the 2017 Roller Games and in general for years to come.

CARRIED UNANIMOUSLY

DIRECTIVE 24: The World Team Apparel Committee shall include Fernando Regueiro, John Fearnow, Tom Hughes, Kylie Hughes, Renee Hildebrand and Gloria Manning.

USA Roller Sports received an email from the Executive Director of the Georgia State Games Commission in Atlanta, Georgia, about roller sports being added to their event schedule. Many years ago roller skating had a strong commissioner of roller sports for the Special Olympics. The question was raised of whether our sport should be looking for a volunteer to spearhead participation in outside events, such as this. Participation in all events enhances the visibility of all aspects of our sport. Having an Independent Events Coordinator, or Commissioner, might be something to consider. We could solicit applications via the website, This person must have time to research State Special Olympic Games, the State Games, and other groups the might be interested in adding our sports to their programs. It would be a volunteer position.

DIRECTIVE 25: Establish an Independent Events Commissioner and Committee. Volunteers and other names offered up to be on the Independent Events Committee included John Fearnow, Gloria Manning, Lori Clifford, Janet Pavilonis, Sherry

and Wayne Bowles, Tony Williams, and Debbie Lewis. John Fearnow will work on a notice for this volunteer position and contact those listed above to see if they are willing and able to serve. John will also get back in touch with Eric Pfeiffer of the George State Games.

Danny Brown stated that the 2017 World Games in Wroclaw, Poland will include competitions for Men's Inline-Hockey, Speed Skating on the Track and on the Road, and Roller Figure Skating (Artistic). Overall event dates are July 20-30, 2017. Roller Figure dates are July 21-23. These dates conflict with the USA's Indoor Speed and Roller Figure Nationals, but mostly will be a problem for the figure skaters. Our National Championships is their qualification to be on the 2017 World Roller Games (World Championships) Team. Tentative dates for the 2017 Figure Nationals are July 23 through August 6 and for speed the preliminary dates are July 15-22. The Roller Figure Skating National Championships schedule should be established with consideration of this conflict.

Each National Federation, or individual, is responsible for travel to and from the event. The organizers house and feed the athletes/teams. Qualification for the World Games was based on placement at 2016 World Championships for each sport. If someone from the USA is not able to attend, the next highest placement will be invited, and it may not be from our country. Danny has indicated that all for figure are planning to participate in the World Games.

It would be appropriate if the organization could pay for transportation. It was noted that Inline Hockey athletes are expecting to pay their own transportation costs, according to the application that has been prepared. We may want to locate a successful volunteer to coordinate a fund-raising effort on behalf of the participating athletes. A Go Fund Me page could be established for this purpose. It could be used to pay for travel. In addition, we want to assure that all athletes have coordinated outfitting. Trace Hansen indicated that he could contact Fred Piper to seek assistance with this fund raising effort for teams participating in the 2017 FIRS World Games in Wroclaw, Poland. The name of Alix Liberman was then brought up, and it was agreed Danny, Gloria or Trace would reach out to her first to see if she would be willing to assist.

Danny Brown gave a report on skateboarding and the activities needed to bring this under the jurisdiction of USA Roller Sports. A copy of the report he provided to FIRS was included with the agenda material. It identified the various skateboarding sport disciplines, individuals who will serve on the USARS Committee, etc. He noted that skateboarding already has insurance protection. The potential cost provided by Keith are still low, pending stabilization based on claim history.

The Olympic Games in 2020 will take place in Tokyo. Danny stated that we would like to have the Woodcraft Rangers event as one of the first one we sanction. Fernando noted that FIRS is not allowed to organize World Championships from now until 2020. No path to a World Championships for Skateboarding can exist now, but there will be invitational events. USARS needs to insert itself into the grassroots of skateboarding competitions. Fernando asked FIRS what would happen if the US Olympic Committee does not name USARS as the governing body for skateboarding. No decision has been made yet, but if it comes down to that team selection could be really complicated.

Fernando stated that the membership year for derby does not match their competition year and the following motion resulted.

MOTION 84: by Trace Hansen, 2nd by Renee Hildebrand 10/30/2016 BD

Establish the Derby membership year as being December 1 through November 30.

CARRIED UNANIMOUSLY

Bill Spooner stated that it should be harder to file a protest. We should require a cash deposit of \$500. Danny thinks we should put that issue into the hands of the officials committees. What are the logistics of it, what are the challenges, can we do this? There are lots of considerations. Of further concern is with the ever-aging officials and lack of new officials with expertise, for speed more and more calls are being questioned. Stieb noted that it is important to include the official source for the review of a speed call. Can we review footage taken by the official videographer? What other challenges should we consider?

MOTION 85: Bill Spooner, 2nd by David Adamy 10/30/2016 BD

Send the issue of protests to every sport committee and to the newly created Officials Committee, with feedback to be Board coming within two months.

CARRIED UNANIMOUSLY

Michael Stieb asked to address the Board as his client. The future is mobile, and he feels we are not delivering. Tablets, phones, everything, we are failing on delivery. With any future public facing expenditure on the internet, we should serve our mobile recipients first, as it is the future.

Michael suggests that Ricci should be on the Technical Committees and that all email addresses should be left in place for 12 months after someone leaves to assure that messages are not missed. We need to look at all technology choices that are made with consideration of the procedural changes.

Chairman Bill Spooner thanked everyone for giving three days to be present at these meetings.

MOTION 86: by Renee Hildebrand, 2nd by John Fearnow 10/30/2016 BD

Motion to adjourn.

CARRIED UNANIMOUSLY

The meeting was adjourned at 12:25 PM on Sunday, October 30, 2016.

Respectfully submitted,

Peggy Young
USARS Corporate Secretary



**ADDENDA
2016 USA ROLLER SPORTS
FALL ANNUAL BOARD OF DIRECTORS MEETING
Lincoln, Nebraska**

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

Derby Committee Meeting Minutes..... Addendum B

Figure Committee Meeting Minutes..... Addendum C

Rink Hockey Committee Meeting Minutes.....Addendum D

Finance Committee Meeting Minutes.....Addendum E

2016-2017 Officers and Committees Listing.....Addendum F