



ADDENDA
USARS REGULAR WEBINAR MEETING
February 20-21, 2016

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

FORMAT
USA ROLLER SPORTS BOARD MEETINGS
Bill Spooner-Chairman - February 2016

ADDENDUM A

Sport Committee Reports

- Financial Impact- Sport Committees are autonomous with exception of items with financial implications or implications that would affect membership.

Items involving finance committee review will not be placed on the agenda until the item has been reviewed by the finance committee in advance, or unless the board considers the issue to be emergent. Emergency is defined as an issue that affects the business of USARS in its current season.

- **Committee Meeting Minutes** - Committees will continue to submit their minutes for review and approval. Any items that involve action should be bolded and underlined with one sentence of what action is anticipated or required of the Board of Directors.
- **Summary for Board Action** - Committee Chairmen are asked to create a one page summary of the actions taken in the period since the last meeting and any action recommended by the chairperson or committee.

Staff Reports

- Staff reports shall use the same format as listed for the sport committees.

This format will make it easier for Board members to focus attention on the specific recommendations and the actions sought by the committees and/or staff member.

Board Agenda

- The agenda item will include recommended actions, as listed in the summary, copied and pasted into the agenda for each item. This should help to keep the meeting on task and be clear as to discussions and actions being proposed.
- Consent Agenda and Process - All reports will be placed on a consent agenda for the meeting. This would mean that the individual board members will accept responsibility for reviewing and seeking the additional information they need from the chair or committee involved prior to the meeting.
- At the beginning of the board meeting the chair will ask if there are items on the consent agenda that any board member would like to have removed. At that time, any item can be removed and can be discussed as a separate item within the appropriate section of the meeting.
- Board members can then ask questions they may have prior to a vote on the issue.

- If in the opinion of the chair, after appropriate discussion, it appears that there is not a likelihood of reaching consensus, the chair can and will defer the item to the next scheduled meeting or return to the committee for further clarification.
- The responsibility of the board is to govern, rather than complete the work of the committees. Inability to reach consensus would likely indicate that further work is necessary.
- After discussion of any each agenda item, the chair will ask members of the board for further comments or questions. Then, those attending will be asked if they have questions.
- Raising hands either electronically or in person will identify questions. Those questions will be limited to one minute. After viewing debates, it is clear that a question can be asked in this time frame. Opportunity for asking other questions about the organization or making comments will be afforded at the end of the meeting.

Order of Business

- (1) Old business shall be discussed first to resolve outstanding items from a previous meeting.
- (2) Committee reports and staff reports.
- (3) The President, the responsible party for staff, will make an oral report of his/her assessment of the office and practices as well as any recommendations of need for materials, supplies or modifications to process.
- (4) New business will only be discussed at this time, in the order herein listed.
- (5) Questions - At the conclusion of the agenda, the floor will be opened to spectators to ask questions or make comments. Those questions or comments will be limited to three minutes, adequate time to give an opinion or ask a question. This will require those speaking to provide organized thoughts and limit episodes of time domination by "speaking off the cuff".

Questions should be submitted in advance to Ricci Porter at the USARS office, to assure that there are resources to answer the question.

Questions submitted in advance will be given the highest priority, as will the questions submitted by those who are current members of the organization.

These processes are not meant to limit participation but rather to focus participation and ensure that there is time to have thoughtful discussion and involvement by the membership



USA Roller Sports

February 2016

2015-2016

USARS
2015-2016

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Introduction

During the past few years, USA Roller Sports (USARS) has been expanding.

In addition, over the recent years USARS has been revising procedures and policies to better serve our members. Including such items as the creation of our Youth Protection Handbook, the institution of background screening for all adult coach members, and other changes.

It is also important to note that over the past decade there has been a great deal of medical research published on the subject of traumatic brain injuries (concussions) within youth sports. And as of 2014, all 50 states and Washington DC have now adopted laws concerning concussions within youth sports.

Please be aware that all of our youth coaches should determine what laws apply within their state and assure that their programs are in compliance. Within this publication we have provided brief descriptions published by the states with links to learn more about these laws. For example, in some states it is a criminal act to return a child into an athletic competition following a possible concussion without clearance from a medical professional.

In view of the factors above, USARS has drawn together existing national policies into this handbook to better educate and prepare our non-athlete volunteers. This will assist our members in providing a safe and healthy environment for the children and families who have grown to expect nothing but the very best from the USARS. Concussion and youth handbook go to.

Dan Brown, President, USA Roller Sports

A very special thank you to Keith Noll and the AAU for allowing USARS to duplicate and borrow materials from their handbook

USA Roller Sports (USARS) National Policy regarding Fighting, Threats, Abuse and Disruptive Behavior

Source - AAU Code - National Policies XVII.C

USARS or event operators may take action in the event of fighting, threats, abuse (physical and verbal) and disruptive behavior. Anyone involved in such incidents, including but not limited to athletes, non-athletes, parents, spectators, officials, vendors, or other event attendees, at a USARS sanctioned event may be removed from the event. In addition the athlete(s) or teams associated with the persons involved in the incident may be disqualified from the sanctioned event. Further, USARS and/or the event host reserve(s) the right, in their sole discretion to remove or deny entry of/to any participant, coach, and/or spectator from any event (site/venue), practice or meeting.

USARS - Policy Requiring Non-Athlete Membership

USARS has adopted numerous policies designed to protect all children who participate within USARS youth sports, activities and events. These protections include conducting background screening, concussion training and other educational requirements. Such protections depend upon the ability to assure that all adult non-athletes who are participating within USARS clubs, leagues, tournaments and events as a coach, manager, and trainer or have a role that brings them into contact with youth participants must be a current USARS member.

Therefore, it is the national policy of USARS that no adult may be permitted to participate within any games or practice without first becoming an adult non-athlete member of USARS and having otherwise qualified by obtaining all required coaching certifications, such as the concussion certification through the Center for Disease Control (CDC) and Positive Coaching Alliance courses. This requirement applies to all training, instruction and physical activities, which involve a club or team.

USARS - Policy on Youth Protection

USARS is committed to improving the development, safety and welfare of athletes and participants involved in sport. There are a lot of reasons to play sport – at any level. A life-long activity, people often play sport to have fun and spend time with friends. Sport also encourages a healthy lifestyle, builds self-confidence; athletes also do better off the field. They learn goal-setting, teamwork with time management skills. Athletes are less likely to use cigarettes, drugs and alcohol; they have higher graduation rates and are more likely to attend college.

Here, we identify six types of misconduct: emotional, physical, sexual, bullying, harassment and hazing. All forms of misconduct are intolerable and in direct conflict with the USARS policy about Safe Sport for Youth. USARS publishes this handbook as a resource to guide the development, Implementation and internal review of effective athlete welfare and misconduct prevention strategies for USARS leadership and its members.

The COMPLETE policy on Youth Protection is available at the end of this document

USA Roller Sports (USARS) National Policy regarding Concussions

It is the purpose of the US Roller Sports (USARS) to promote amateur sports and we wish for our members/participants who participate to do so in a manner that provides reasonable safety for their well-being.

The events and activities that are authorized by USARS are run by local host(s), local organizing committee (s), and/or member clubs. Athletic activities involve risks and dangers of injury and accidents may occur sometimes without fault. Available medical assistance may vary from venue to venue. USARS recognizes that the potential for harm from concussions is a serious matter. While some accidents and even concussions may occur, the basis for the USARS's Concussion Policy is based upon trying to limit the potential harm, which could result from continued participation after such an injury.

We have therefore established this Concussion Policy for and on behalf of USARS, which is as follows: Where there is reasonable cause to believe that a concussion may have occurred, such participant shall not be allowed to continue his/her participation in an USARS authorized event/activity without a medical release to resume such participation.

USARS recommends all of its coaches, and other non-athlete members working with youth athletes avail themselves to the Center for Disease Control's (CDC) Head's Up program. Coaches and other club leaders can take a free on-line course that will provide important information in the recommendation and decision-making in handling situations that may involve concussion injuries. This course will only take approximately 30 minutes of your day. The CDC also has downloadable handouts for athletes and their parents.

All fifty states and Washington DC now have laws governing sports organizations and responsibility relative to concussion. It is important that we educate our members on this matter.

USA Roller Sports - Policy Requiring Concussion Training

All disciplines of USA Roller Sports provide the potential for concussions to occur, even in the absence of body-checking. Youth participants may trip, fall, hit the boards or skate into another player, coach or official. In addition, youth athletes often travel to other states, many of which require by law that coaches obtain Head's Up training and certification from the Center for Disease Control's (CDC) .

Therefore, it is the national policy of USARS that all coaches must obtain Head's Up training and certification from the Center for Disease Control's (CDC). Further, it is strongly recommended that all adult non-athletes who are participating within USARS clubs, leagues, tournaments and events as a coach, manager, trainer or have a role that brings them into contact with youth participants should also obtain Head's Up training and certification from the Center for Disease Control's (CDC).

It is the responsibility of all USARS Coaches to assure that they comply with any additional legal requirements, which may exist within their own state.

Finding concussion information within each state

Please click on the state you are interested in to view that state's information:

	Idaho	Missouri	Pennsylvania
Alabama	Illinois	Montana	Rhode Island
Alaska	Indiana	Nebraska	South Carolina
Arizona	Iowa	Nevada	South Dakota
Arkansas	Kansas	New Hampshire	Tennessee
California	Kentucky	New Jersey	Texas
Colorado	Louisiana	New Mexico	Utah
Connecticut	Maine	New York	Vermont
Delaware	Maryland	North Carolina	Virginia
District of Columbia	Massachusetts	North Dakota	Washington
Florida	Michigan	Ohio	West Virginia
Georgia	Minnesota	Oklahoma	Wisconsin
Hawaii	Mississippi	Oregon	Wyoming



These signs and symptoms may indicate that a concussion has occurred.

SIGNS OBSERVED BY COACHING STAFF

Appears dazed or stunned
Is confused about assignment or position
Forgets sports plays
Is unsure of game, score, or opponent
Moves clumsily
Answers questions slowly
Loses consciousness (even briefly)
Shows behavior or personality changes
Can't recall events prior to hit or fall
Can't recall events after hit or fall

SYMPTOMS REPORTED BY ATHLETE

Headache or "pressure" in head
Nausea or vomiting
Balance problems or dizziness
Double or blurry vision
Sensitivity to light
Sensitivity to noise
Feeling sluggish, hazy, foggy, or groggy
Concentration or memory problems
Confusion
Does not "feel right"

If you suspect that a player has a concussion, you should take the following steps:

1. Remove athlete from play.
2. Ensure athlete is evaluated by an appropriate health care professional. Do not try to judge the seriousness of the injury yourself.
3. Inform athlete's parents or guardians about the known or possible concussion and give them the fact sheet on concussion.
4. Allow athlete to return to play **only** with permission from an appropriate health care professional.

For more information and to order additional materials *free-of-charge*, visit:
www.cdc.gov/ConcussionInYouthSports

July 2007





A Fact Sheet for ATHLETES

CONCUSSION FACTS

A concussion is a brain injury that affects how your brain works.

- † A concussion is caused by a bump, blow, or jolt to the head or body.
- † A concussion can happen even if you haven't been knocked out.
- † If you think you have a concussion, you should not return to play on the day of the injury and not until a health care professional says you are OK to return to play.

CONCUSSION SIGNS AND SYMPTOMS

Concussion symptoms differ with each person and with each injury, and they may not be noticeable for hours or days. Common symptoms include:

- † Headache
- † Confusion
- † Difficulty remembering or paying attention
- † Balance problems or dizziness
- † Feeling sluggish, hazy, foggy, or groggy
- † Feeling irritable, more emotional, or "down"
- † Nausea or vomiting
- † Bothered by light or noise
- † Double or blurry vision
- † Slowed reaction time
- † Sleep problems
- † Loss of consciousness

During recovery, exercising or activities that involve a lot of concentration (such as studying, working on the computer, or playing video games) may cause concussion symptoms to reappear or get worse.

WHAT SHOULD I DO IF I THINK I HAVE A CONCUSSION?

- † **DON'T HIDE IT. REPORT IT.** Ignoring your symptoms and trying to "tough it out" often makes symptoms worse. Tell your coach, parent, and athletic trainer if you think you or one of your teammates may have a concussion. Don't let anyone pressure you into continuing to practice or play with a concussion.
- † **GET CHECKED OUT.** Only a health care professional can tell if you have a concussion and when it's OK to return to play. Sports have injury timeouts and player substitutions so that you can get checked out and the team can perform at its best. The sooner you get checked out, the sooner you may be able to safely return to play.
- † **TAKE CARE OF YOUR BRAIN.** A concussion can affect your ability to do schoolwork and other activities. Most athletes with a concussion get better and return to sports, but it is important to rest and give your brain time to heal. A repeat concussion that occurs while your brain is still healing can cause long-term problems that may change your life forever.

HOW CAN I HELP PREVENT A CONCUSSION?

Every sport is different, but there are steps you can take to protect yourself.

- † Follow your coach's rules for safety and the rules of the sport.
- † Practice good sportsmanship at all times.



A Fact Sheet for PARENTS

WHAT IS A CONCUSSION?

A concussion is a type of traumatic brain injury. Concussions are caused by a bump or blow to the head. Even a “ding,” “getting your bell rung,” or what seems to be a mild bump or blow to the head can be serious.

You can't see a concussion. Signs and symptoms of concussion can show up right after the injury or may not appear or be noticed until days or weeks after the injury. If your child reports any symptoms of concussion, or if you notice the symptoms yourself, seek medical attention right away.

WHAT ARE THE SIGNS AND SYMPTOMS OF A CONCUSSION?

Signs Observed by Parents or Guardians

If your child has experienced a bump or blow to the head during a game or practice, look for any of the following signs and symptoms of a concussion:

- † Appears dazed or stunned
- † Is confused about assignment or position
- † Forgets an instruction
- † Is unsure of game, score, or opponent
- † Moves clumsily
- † Answers questions slowly
- † Loses consciousness (even briefly)
- † Shows mood, behavior, or personality changes

Symptoms Reported by Athlete

- † Headache or “pressure” in head
- † Nausea or vomiting
- † Balance problems or dizziness
- † Double or blurry vision
- † Sensitivity to light
- † Sensitivity to noise
- † Feeling sluggish, hazy, foggy, or groggy
- † Concentration or memory problems
- † Confusion
- † Just “not feeling right” or “feeling down”

HOW CAN YOU HELP YOUR CHILD PREVENT A CONCUSSION OR OTHER SERIOUS BRAIN INJURY?

- † Ensure that they follow their coach's rules for safety and the rules of the sport.
- † Encourage them to practice good sportsmanship at all times.
- † Make sure they wear the right protective equipment for their activity. Protective equipment should fit properly and be well maintained.
- † Wearing a helmet is a must to reduce the risk of a serious brain injury or skull fracture.
 - However, helmets are not designed to prevent concussions. There is no “concussion-proof” helmet. So, even with a helmet, it is important for kids and teens to avoid hits to the head.

WHAT SHOULD YOU DO IF YOU THINK YOUR CHILD HAS A CONCUSSION?

1. SEEK MEDICAL ATTENTION RIGHT AWAY.

A health care professional will be able to decide how serious the concussion is and when it is safe for your child to return to regular activities, including sports.

2. KEEP YOUR CHILD OUT OF PLAY.

Concussions take time to heal. Don't let your child return to play the day of the injury and until a health care professional says it's OK. Children who return to play too soon—while the brain is still healing—risk a greater chance of having a repeat concussion. Repeat or later concussions can be very serious. They can cause permanent brain damage, affecting your child for a lifetime.

3. TELL YOUR CHILD'S COACH ABOUT ANY PREVIOUS CONCUSSION.

Coaches should know if your child had a previous concussion. Your child's coach may not know about a concussion your child received in another sport or activity unless you tell the coach.

It's better to miss one game than the whole season.

For more information, visit www.cdc.gov/Concussion.



Parent/Athlete Concussion Information Sheet

A concussion is a type of traumatic brain injury that changes the way the brain normally works. A concussion is caused by bump, blow, or jolt to the head or body that causes the head and brain to move rapidly back and forth. Even a “ding,” “getting your bell rung,” or what seems to be a mild bump or blow to the head can be serious.

WHAT ARE THE SIGNS AND SYMPTOMS OF CONCUSSION?

Signs and symptoms of concussion can show up right after the injury or may not appear or be noticed until days or weeks after the injury.

If an athlete reports **one or more** symptoms of concussion listed below after a bump, blow, or jolt to

Did You Know?

- s Most concussions occur *without* loss of consciousness.
- s Athletes who have, at any point in their lives, had a concussion have an increased risk for another concussion.
- s Young children and teens are more likely to get a concussion and take longer to recover than adults.

the head or body, s/he should be kept out of play the day of the injury and until a health care professional, experienced in evaluating for concussion, says s/he is symptom-free and it’s OK to return to play.

SIGNS OBSERVED BY COACHING STAFF	SYMPTOMS REPORTED BY ATHLETES
Appears dazed or stunned	Headache or “pressure” in head
Is confused about assignment or position	Nausea or vomiting
Forgets an instruction	Balance problems or dizziness
Is unsure of game, score, or opponent	Double or blurry vision
Moves clumsily	Sensitivity to light
Answers questions slowly	Sensitivity to noise
Loses consciousness (<i>even briefly</i>)	Feeling sluggish, hazy, foggy, or groggy
Shows mood, behavior, or personality changes	Concentration or memory problems
Can’t recall events <i>prior</i> to hit or fall	Confusion
Can’t recall events <i>after</i> hit or fall	Just not “feeling right” or “feeling down”

CONCUSSION DANGER SIGNS

In rare cases, a dangerous blood clot may form on the brain in a person with a concussion and crowd the brain against the skull. An athlete should receive immediate medical attention if after a bump, blow, or jolt to the head or body s/he exhibits any of the following danger signs:

- s One pupil larger than the other
- s Is drowsy or cannot be awakened
- s A headache that not only does not diminish, but gets worse
- s Weakness, numbness, or decreased coordination
- s Repeated vomiting or nausea
- s Slurred speech
- s Convulsions or seizures
- s Cannot recognize people or places
- s Becomes increasingly confused, restless, or agitated
- s Has unusual behavior
- s Loses consciousness (*even a brief loss of consciousness should be taken seriously*)

WHY SHOULD AN ATHLETE REPORT THEIR SYMPTOMS?

If an athlete has a concussion, his/her brain needs time to heal. While an athlete's brain is still healing, s/he is much more likely to have another concussion. Repeat concussions can increase the time it takes to recover. In rare cases, repeat concussions in young athletes can result in brain swelling or permanent damage to their brain. *They can even be fatal.*

Remember

Concussions affect people differently. While most athletes with a concussion recover quickly and fully, some will have symptoms that last for days, or even weeks. A more serious concussion can last for months or longer.

WHAT SHOULD YOU DO IF YOU THINK YOUR ATHLETE HAS A CONCUSSION?

If you suspect that an athlete has a concussion, remove the athlete from play and seek medical attention. Do not try to judge the severity of the injury yourself. Keep the athlete out of play the day of the injury and until a health care professional, experienced in evaluating for concussion, says s/he is symptom-free and it's OK to return to play.

Rest is key to helping an athlete recover from a concussion. Exercising or activities that involve a lot of concentration, such as studying, working on the computer, or playing video games, may cause concussion symptoms to reappear or get worse. After a concussion, returning to sports and school is a gradual process that should be carefully managed and monitored by a health care professional.

It's better to miss one game than the whole season. For more information on concussions, visit: www.cdc.gov/Concussion.

Student-Athlete Name Printed

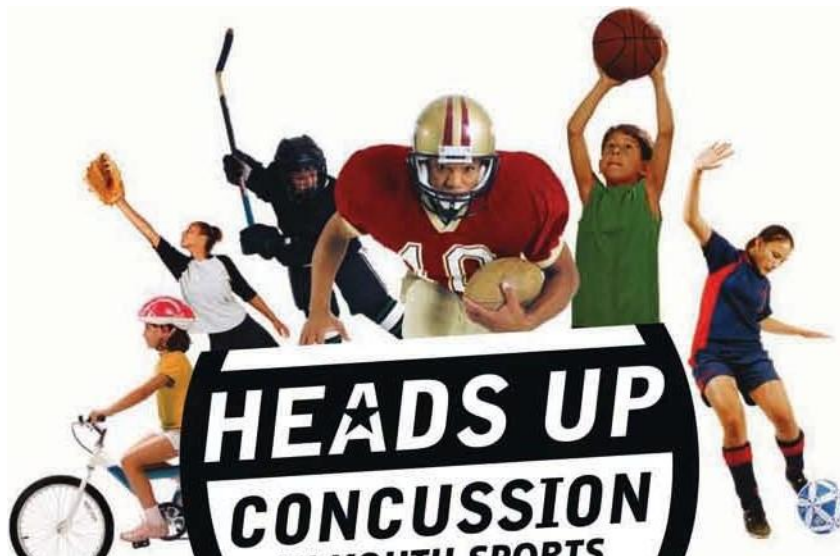
Student-Athlete Signature

Date

Parent or Legal Guardian Printed

Parent or Legal Guardian Signature

Date



SIGNS AND SYMPTOMS

These signs and symptoms may indicate that a concussion has occurred.

SIGNS OBSERVED BY COACHING STAFF	SYMPTOMS REPORTED BY ATHLETE
Appears dazed or stunned	Headache or "pressure" in head
Confused about assignment or position	Nausea or vomiting
Forgets sports plays	Balance problems or dizziness
Unsure of game, score, or opponent	Double or blurry vision
Moves clumsily	Sensitivity to light
Answers questions slowly	Sensitivity to noise
Loses consciousness (even briefly)	Feeling sluggish, hazy, foggy, or groggy
Shows behavior or personality changes	Concentration or memory problems
Can't recall events prior to hit or fall	Confusion
Can't recall events after hit or fall	Does not "feel right"

ACTION PLAN

If you suspect that a player has a concussion, you should take the following steps:

1. Remove athlete from play.
2. Ensure athlete is evaluated by an appropriate health care professional. Do not try to judge the seriousness of the injury yourself.
3. Inform athlete's parents or guardians about the known or possible concussion and give them the fact sheet on concussion.
4. Allow athlete to return to play **only** with permission from an appropriate health care professional.

IMPORTANT PHONE NUMBERS

FILL IN THE NAME AND NUMBER OF YOUR LOCAL HOSPITAL(S) BELOW:

Hospital Name: _____

Hospital Phone: _____

Hospital Name: _____

Hospital Phone: _____

For immediate attention, CALL 911

If you think your athlete has sustained a concussion, take him/her out of play and seek the advice of a health care professional experienced in evaluating for concussion.

For more information and to order additional materials free-of-charge, visit:
www.cdc.gov/ConcussionInYouthSports



A Fact Sheet for COACHES

To download the coaches fact sheet in Spanish, please visit www.cdc.gov/ConcussionInYouthSports

Para descargar la hoja informativa para los entrenadores en español, por favor visite

www.cdc.gov/ConcussionInYouthSports

THE FACTS

- † A concussion is a **brain injury**.
- † All concussions are **serious**.
- † Concussions can occur **without** loss of consciousness.
- † Concussions can occur **in any sport**.
- † Recognition and proper management of concussions when they **first occur** can help prevent further injury or even death.

WHAT IS A CONCUSSION?

Concussion, a type of traumatic brain injury, is caused by a bump, blow, or jolt to the head. Concussions can also occur from a blow to the body that causes the head and brain to move quickly back and forth—causing the brain to bounce around or twist within the skull.

This sudden movement of the brain can cause stretching and tearing of brain cells, damaging the cells and creating chemical changes in the brain.

HOW CAN I RECOGNIZE A POSSIBLE CONCUSSION?

To help spot a concussion, you should watch for and ask others to report the following two things:

1. A forceful bump, blow, or jolt to the head or body that results in rapid movement of the head.
2. Any concussion signs or symptoms, such as a change in the athlete's behavior, thinking, or physical functioning.

Signs and symptoms of concussion generally show up soon after the injury. But the full effect of the injury may not be noticeable at first. For example, in the first few minutes the athlete might be slightly confused or appear a little bit dazed, but an hour later he or she can't recall coming to the practice or game.

You should repeatedly check for signs of concussion and also tell parents what to watch out for at home. Any worsening of concussion signs or symptoms indicates a medical emergency.

It's better to miss one game than the whole season.

SIGNS AND SYMPTOMS¹

SIGNS OBSERVED BY COACHING STAFF

- t Appears dazed or stunned
- t Is confused about assignment or position
- t Forgets an instruction
- t Is unsure of game, score, or opponent
- t Moves clumsily
- t Answers questions slowly
- t Loses consciousness (even briefly)
- t Shows mood, behavior, or personality changes
- t Can't recall events prior to hit or fall
- t Can't recall events after hit or fall

SYMPTOMS REPORTED BY ATHLETE

- t Headache or "pressure" in head
- t Nausea or vomiting
- t Balance problems or dizziness
- t Double or blurry vision
- t Sensitivity to light
- t Sensitivity to noise
- t Feeling sluggish, hazy, foggy, or groggy
- t Concentration or memory problems
- t Confusion
- t Just "not feeling right" or "feeling down"

Adapted from Lovell et al. 2004

WHAT ARE CONCUSSION DANGER SIGNS?

In rare cases, a dangerous blood clot may form on the brain in an athlete with a concussion and crowd the brain against the skull. Call 9-1-1 or take the athlete to the emergency department right away if after a bump, blow, or jolt to the head or body the athlete exhibits one or more of the following danger signs:

- t One pupil larger than the other
- t Is drowsy or cannot be awakened
- t A headache that gets worse
- t Weakness, numbness, or decreased coordination
- t Repeated vomiting or nausea
- t Slurred speech
- t Convulsions or seizures
- t Cannot recognize people or places
- t Becomes increasingly confused, restless, or agitated
- t Has unusual behavior
- t Loses consciousness (even a brief loss of consciousness should be taken seriously)

WHY SHOULD I BE CONCERNED ABOUT CONCUSSIONS?

Most athletes with a concussion will recover quickly and fully. But for some athletes, signs and symptoms of concussion can last for days, weeks, or longer.

If an athlete has a concussion, his or her brain needs time to heal. A repeat concussion that occurs before the brain recovers from the first—usually within a short time period (hours, days, weeks)—can slow recovery or increase the chances for long-term problems. In rare cases, repeat concussions can result in brain swelling or permanent brain damage. It can even be fatal.^{2,3}

HOW CAN I HELP ATHLETES TO RETURN TO PLAY GRADUALLY?

An athlete should return to sports practices under the supervision of an appropriate health care professional. When available, be sure to work closely with your team's certified athletic trainer.

Below are five gradual steps that you and the health care professional should follow to help safely return an athlete to play. Remember, this is a gradual process. These steps should not be completed in one day, but instead over days, weeks, or months.

BASELINE: Athletes should not have any concussion symptoms. Athletes should only progress to the next step if they do not have any symptoms at the current step.

STEP 1: Begin with light aerobic exercise only to increase an athlete's heart rate. This means about 5 to 10 minutes on an exercise bike, walking, or light jogging. No weight lifting at this point.

STEP 2: Continue with activities to increase an athlete's heart rate with body or head movement. This includes moderate jogging, brief running, moderate-intensity stationary biking, moderate-intensity weightlifting (reduced time and/or reduced weight from your typical routine).

STEP 3: Add heavy non-contact physical activity, such as sprinting/running, high-intensity stationary biking, regular weightlifting routine, non-contact sport-specific drills (in 3 planes of movement).

STEP 4: Athlete may return to practice and full contact (if appropriate for the sport) in controlled practice.

STEP 5: Athlete may return to competition.

If an athlete's symptoms come back or she or he gets new symptoms when becoming more active at any step, this is a sign that the athlete is pushing him or herself too hard.

The athlete should stop these activities and the athlete's health care provider should be contacted. After more rest and no concussion symptoms, the athlete should begin at the previous step.

PREVENTION AND PREPARATION

Insist that safety comes first. To help minimize the risks for concussion or other serious brain injuries:

- t Ensure that athletes follow the rules for safety and the rules of the sport.
- t Encourage them to practice good sportsmanship at all times.
- t Wearing a helmet is a must to reduce the risk of severe brain injury and skull fracture.
 - However, helmets are not designed to prevent concussions. There is no "concussion-proof" helmet. So, even with a helmet, it is important for kids and teens to avoid hits to the head.

Check with your league, school, or district about concussion policies. Concussion policy statements can be developed to include:

- t The school or league's commitment to safety
- t A brief description of concussion
- t Information on when athletes can safely return to school and play.

Parents and athletes should sign the concussion policy statement at the beginning of the season.

ACTION PLAN

WHAT SHOULD I DO WHEN A CONCUSSION IS SUSPECTED?

No matter whether the athlete is a key member of the team or the game is about to end, an athlete with a suspected concussion should be immediately removed from play. To help you know how to respond, follow the Heads Up four-step action plan:

1. REMOVE THE ATHLETE FROM PLAY. Look for signs and symptoms of a concussion if your athlete has experienced a bump or blow to the head or body. When in doubt, sit them out!

2. ENSURE THAT THE ATHLETE IS EVALUATED BY AN APPROPRIATE HEALTH CARE PROFESSIONAL.

Do not try to judge the severity of the injury yourself. Health care professionals have a number of methods that they can use to assess the severity of concussions. As a coach, recording the following information can help health care professionals in assessing the athlete after the injury:

- t Cause of the injury and force of the hit or blow to the head or body
- t Any loss of consciousness (passed out/knocked out) and if so, for how long
- t Any memory loss immediately following the injury

- t Any seizures immediately following the injury
- t Number of previous concussions (if any)

3. INFORM THE ATHLETE'S PARENTS OR GUARDIANS. Let them know about the possible concussion and give them the Heads Up fact sheet for parents. This fact sheet can help parents monitor the athlete for signs or symptoms that appear or get worse once the athlete is at home or returns to school.

4. KEEP THE ATHLETE OUT OF PLAY. An athlete should be removed from play the day of the injury and until an appropriate health care professional says they are symptom-free and it's OK to return to play. After you remove an athlete with a suspected concussion from practice or play, the decision about return to practice or play is a medical decision.

REFERENCES

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3. Centers for Disease Control and Prevention (CDC). Sports-related recurrent brain injuries-United States. *Morbidity and Mortality Weekly Report* 1997; 46(10):224-227. Available at: www.cdc.gov/mmwr/preview/mmwrhtml/00046702.htm.

*If you think your athlete has a concussion...
take him/her out of play and seek the advice of a health care professional
experienced in evaluating for concussion.*



SIGNOS Y SÍNTOMAS

Estos signos y síntomas podrían indicar la presencia de una conmoción cerebral.

SIGNOS QUE NOTAN LOS ENTRENADORES

El atleta luce aturdido o inconsciente
Se confunde con la actividad asignada
Olvida las jugadas
No se muestra seguro del juego, de la puntuación ni de sus adversarios
Se mueve con torpeza
Responde a las preguntas con lentitud
Pierde el conocimiento (así sea momentáneamente)
Muestra cambios de conducta o de personalidad
No puede recordar lo ocurrido antes de un lanzamiento o un caída
No puede recordar lo ocurrido después de un lanzamiento o un caída

SÍNTOMAS QUE REPORTA EL ATLETA

Dolor o "presión" en la cabeza
Náuseas o vómitos
Problemas de equilibrio o mareo
Visión borrosa o difusa
Sensibilidad a la luz
Sensibilidad al ruido
Se siente débil, confuso, aturdido o grogui
Problemas de concentración
Problemas de memoria
Confusión
No se "siente bien"

PLAN DE ACCIÓN

Si usted sospecha que un jugador ha sufrido una conmoción cerebral, debe hacer lo siguiente:

1. Saque al jugador del juego.
2. Haga que el jugador sea examinado por un profesional de la salud. No intente juzgar usted mismo la seriedad de la lesión.
3. Informe a los padres o tutores del jugador que éste ha tenido o es posible que haya tenido una conmoción cerebral y deles la hoja informativa sobre la conmoción cerebral.
4. Permita que el jugador regrese al juego **sólo** tras la autorización de un profesional de la salud.

Es preferible perderse un juego que toda la temporada.

Para obtener más información o solicitar más materiales **de forma gratuita**, visite:
www.cdc.gov/ConcussionInYouthSports



Hoja Informativa para los ATLETAS

¿QUÉ ES LA CONMOCIÓN CEREBRAL?

La conmoción cerebral es una lesión del cerebro que:

- t Es causada por un golpe en la cabeza o una sacudida
- t Puede cambiar el funcionamiento normal del cerebro
- t Puede ocurrir en cualquier deporte durante las prácticas de entrenamiento o durante un juego
- t Puede ocurrir aun cuando no se haya perdido el conocimiento
- t Puede ser seria aun si se piensa que sólo se trata de un golpe leve

¿CUÁLES SON LOS SÍNTOMAS DE LA CONMOCIÓN CEREBRAL?

- t Dolor o "presión" en la cabeza
- t Náuseas (sentir que quieres vomitar)
- t Problemas de equilibrio, mareo
- t Visión doble o borrosa
- t Molestia causada por la luz
- t Molestia causada por el ruido
- t Sentirse debilitado, confuso, aturdido o grogui
- t Dificultad para concentrarse
- t Problemas de memoria
- t Confusión
- t No "sentirse bien"

¿QUÉ DEBO HACER SI CREO QUE HE SUFRIDO UNA CONMOCIÓN CEREBRAL?

- t **Dile a tus entrenadores y a tus padres.** Nunca ignores un golpe en la cabeza o una sacudida aun cuando te sientas bien. También dile al entrenador si crees que uno de tus compañeros de equipo sufrió una conmoción.

- t **Ve al médico para que te examine.** Un médico u otro profesional de la salud podrá decirte si sufriste una conmoción cerebral y cuándo estarás listo para volver a jugar.
- t **Tómate el tiempo suficiente para curarte.** Si sufriste una conmoción cerebral, tu cerebro necesitará tiempo para sanar. Es más probable que sufras una segunda conmoción mientras tu cerebro esté en proceso de curación. Las segundas conmociones y cualquier conmoción adicional pueden causar daños al cerebro. Por eso es importante que descanses hasta que un médico u otro profesional de la salud te permitan regresar al campo de juego.

¿CÓMO PUEDE PREVENIR UNA CONMOCIÓN CEREBRAL?

Aunque todo deporte es diferente, hay medidas que puedes tomar para protegerte.

- t Sigue las reglas de seguridad del entrenador y las reglas del deporte que practicas.
- t Mantén el espíritu deportivo en todo momento.
- t Utiliza los implementos deportivos adecuados, incluido el equipo de protección personal. Para que este equipo te proteja, debe:
 - > Ser adecuado para el deporte que practicas, tu posición en el juego y tipo de actividad
 - > Usarse correctamente y ajustarse bien a tu cuerpo
 - > Usarse en todo momento durante el juego

Es preferible perderse un juego que toda la temporada.

Para obtener más información, visite www.cdc.gov/ConcussionInYouthSports.



Hoja Informativa para los PADRES

¿QUÉ ES LA CONMOCIÓN CEREBRAL?

Una conmoción cerebral es una lesión en el cerebro, causada por un golpe en la cabeza o una sacudida. Incluso una pequeña conmoción o lo que parece ser un golpe o sacudida leve puede ser serio.

La conmoción cerebral no puede verse. Los signos y síntomas de una conmoción pueden aparecer inmediatamente después de la lesión o puede que no aparezcan, o se hagan visibles algunos días o meses después de haber sufrido la lesión. Si su hijo tiene los signos de una conmoción cerebral o si usted nota algún síntoma, busque atención médica de inmediato.

¿CUÁLES SON LOS SIGNOS Y SÍNTOMAS DE LA CONMOCIÓN CEREBRAL?

Signos que notan los padres y los tutores

Si su hijo ha sufrido un golpe en la cabeza o una sacudida durante un juego o una práctica, obsérvelo para determinar si tiene alguno de los siguientes signos y síntomas de una conmoción cerebral:

- t Luce aturdido o fuera de control
- t Se confunde con la actividad asignada
- t Olvida las jugadas
- t No se muestra seguro del juego, la puntuación ni de sus adversarios
- t Se mueve con torpeza
- t Responde con lentitud
- t Pierde el conocimiento (así sea momentáneamente)
- t Muestra cambios de conducta o de personalidad
- t No puede recordar lo ocurrido antes de un lanzamiento o un caída
- t No puede recordar lo ocurrido después de un lanzamiento o un caída

Síntomas que reporta el atleta

- t Dolor o "presión" en la cabeza
- t Náuseas o vómitos
- t Problemas de equilibrio, mareo
- t Visión doble o borrosa
- t Sensibilidad a la luz y al ruido
- t Se siente débil, confuso, aturdido o grogui
- t Problemas de concentración o memoria
- t Confusión
- t No se "siente bien"

¿CÓMO AYUDAR A SU HIJO A PREVENIR UNA CONMOCIÓN CEREBRAL?

Aunque todo deporte es diferente, hay medidas que puede tomar para protegerse.

- t Haga que siga las reglas impartidas por el entrenador y las reglas del deporte que practica.
- t Invítelo a mantener el espíritu deportivo en todo momento.
- t Haga que su hijo use el equipo protector adecuado según la actividad que realiza. El equipo de protección debe ajustarse bien, debe hacerse el mantenimiento adecuado, y el jugador debe usarlo correctamente y en todo momento.

¿QUÉ DEBE HACER SI CREE QUE SU HIJO HA SUFRIDO UNA CONMOCIÓN CEREBRAL?

- 1. Busque atención médica de inmediato.** Un profesional de la salud podrá determinar la seriedad de la conmoción cerebral que ha sufrido el niño y cuándo podrá regresar al juego sin riesgo alguno.
- 2. No permita que su hijo siga jugando.** Las conmociones cerebrales necesitan de un cierto tiempo para curarse. No permita que su hijo regrese al juego hasta que un profesional de la salud le haya dicho que puede hacerlo. Los niños que regresan al juego antes de lo debido—mientras el cerebro está en proceso de curación—corren un mayor riesgo de sufrir otra conmoción. Las conmociones cerebrales siguientes pueden ser muy serias. Pueden causar daño cerebral permanente que afectarán al niño de por vida.
- 3. Informe al entrenador del niño sobre cualquier conmoción cerebral que el niño haya sufrido recientemente.** Los entrenadores deben saber si el niño ha sufrido una conmoción recientemente en CUALQUIER deporte. El entrenador no necesariamente sabrá si el niño ha tenido una conmoción en otro deporte o actividad a menos que usted se lo diga.

Es preferible perderse un juego que toda la temporada.

Para obtener más información, visite www.cdc.gov/ConcussionInYouthSports.



Hoja informativa para los deportistas y sus padres acerca de las conmociones cerebrales

Una conmoción es un tipo de lesión cerebral traumática que ocasiona cambios en la forma en que funciona el cerebro normalmente. Una conmoción es causada por un golpe, impacto o sacudida en la cabeza o el cuerpo que hace que la cabeza y el cerebro se muevan rápida y repentinamente hacia adelante y hacia atrás. Hasta un “chichoncito” o lo que pareciera ser tan solo un golpe o una sacudida leve en la cabeza pueden ser algo grave.

¿CUÁLES SON LOS SIGNOS Y SÍNTOMAS DE UNA CONMOCIÓN CEREBRAL?

Los signos y síntomas de una conmoción cerebral pueden aparecer justo después de una lesión o puede que no aparezcan o se noten sino hasta días o semanas después de ocurrida la lesión.

Si un deportista presenta **uno o más** de los síntomas de una conmoción cerebral indicados a continuación,

¿Sabía usted que...?

- t La mayoría de las conmociones cerebrales ocurren sin pérdida del conocimiento.
- t Los deportistas que han sufrido una conmoción cerebral en algún momento de sus vidas, tienen un mayor riesgo de sufrir otra.
- t Los niños pequeños y los adolescentes tienen más probabilidad de sufrir una conmoción cerebral y de que les tome más tiempo recuperarse que los adultos.

luego de un golpe, impacto o sacudida en la cabeza o el cuerpo, no se le debe permitir continuar jugando el día de la lesión y no debe volver a jugar hasta que un profesional médico con experiencia en evaluación de conmociones cerebrales indique que ya no presenta síntomas y que puede volver a jugar.

SIGNOS OBSERVADOS POR EL PERSONAL DE ENTRENAMIENTO	SÍNTOMAS REPORTADOS POR LOS DEPORTISTAS
Parece aturdido o desorientado	Dolor de cabeza o “presión” en la cabeza
Está confundido en cuanto a su posición de juego	Náuseas o vómitos
Olvida las instrucciones	Problemas de equilibrio o mareo
No está seguro del juego, de la puntuación o de adversarios	Visión borrosa o doble
Se mueve con torpeza	Sensibilidad a la luz
Responde a las preguntas con lentitud	Sensibilidad al ruido
Pierde el conocimiento (aunque sea por poco tiempo)	Sentirse débil, desorientado, aturdido, atontado o grogui
Muestra cambios de ánimo, comportamiento o personalidad	Problemas de concentración o de memoria
No puede recordar lo ocurrido antes del golpe o caída	Confusión
No puede recordar lo ocurrido después del golpe o caída	No “sentirse bien” o “con ganas de no hacer nada”

SIGNOS DE PELIGRO POR UNA CONMOCIÓN CEREBRAL

En casos poco frecuentes, en las personas que sufren una conmoción cerebral puede formarse un coágulo de sangre peligroso que podría hacer que el cerebro ejerza presión contra el cráneo. Un deportista debe recibir atención médica de inmediato si luego de sufrir un golpe, impacto o sacudida en la cabeza o el cuerpo presenta alguno de los siguientes signos de peligro:

- t Una pupila está más grande que la otra
- t Está mareado o no se puede despertar
- t Dolor de cabeza que es persistente y además empeora
- t Debilidad, entumecimiento o menor coordinación
- t Náuseas o vómitos constantes
- t Dificultad para hablar o pronunciar las palabras
- t Convulsiones o ataques
- t No puede reconocer a personas o lugares
- t Se siente cada vez más confundido, inquieto o agitado
- t Se comporta de manera poco usual
- t Pierde el conocimiento (las pérdidas del conocimiento deben considerarse como algo serio aunque sean breves)

¿POR QUÉ DEBE UN DEPORTISTA NOTIFICAR A ALGUIEN SI TIENE SÍNTOMAS?

Si un deportista sufre una conmoción, su cerebro necesitará tiempo para sanar. Cuando el cerebro de un deportista se está curando, tiene una mayor probabilidad de sufrir una segunda conmoción. Las conmociones repetidas (o secundarias) pueden aumentar el tiempo que toma la recuperación. En casos poco frecuentes, repetidas conmociones

Recuerde

Las conmociones cerebrales afectan a las personas de manera diferente. Si bien la mayoría de los deportistas que sufren una conmoción cerebral se recuperan en forma completa y rápida, algunos tienen síntomas que duran días o incluso semanas. Una conmoción cerebral más grave puede durar por meses o aún más.

cerebrales en los jóvenes deportistas pueden ocasionar inflamación del cerebro o daño cerebral permanente. Incluso pueden ser mortales.

¿QUÉ DEBE HACER SI CREE QUE SU DEPORTISTA HA SUFRIDO UNA CONMOCIÓN CEREBRAL?

Si considera que un deportista tiene una conmoción cerebral, sáquelo del juego y busque atención médica de inmediato. No intente juzgar usted mismo la seriedad de la lesión. No permita que el deportista regrese a jugar el mismo día de la lesión y espere a que un profesional médico con experiencia en la evaluación de conmociones cerebrales indique que ya no presenta síntomas y que puede volver a jugar.

El descanso es la clave para ayudar a un deportista a recuperarse después de una conmoción cerebral. Durante el ejercicio o las actividades que requieran de mucha concentración, como estudiar, trabajar en la computadora o los juegos de video, pueden causar que los síntomas de la conmoción cerebral reaparezcan o empeoren. Después de una conmoción cerebral, volver a practicar deportes y regresar a la escuela debe ser un proceso gradual que tiene que ser controlado y observado cuidadosamente por un profesional médico.

Mejor perder un juego que toda la temporada. Para más información sobre la conmoción cerebral, visite: www.cdc.gov/Concussion.

Nombre del estudiante o deportista

Firma del estudiante o deportista

Fecha

Nombre del padre o tutor legal

Firma del padre o tutor legal

Fecha



ATENCIÓN

CONMOCIÓN CEREBRAL EN EL DEPORTE JUVENIL

SIGNOS Y SÍNTOMAS

Estos signos y síntomas podrían indicar la presencia de una conmoción cerebral.

SIGNOS QUE NOTAN LOS ENTRENADORES	SÍNTOMAS QUE REPORTA EL ATLETA
El atleta luce aturdido o inconsciente	Dolor o "presión" en la cabeza
Se confunde con la actividad asignada	Náuseas o vómitos
Olvida las jugadas	Problemas de equilibrio o mareo
No se muestra seguro del juego, de la puntuación ni de sus adversarios	Visión borrosa o difusa
Se mueve con torpeza	Sensibilidad a la luz
Responde a las preguntas con lentitud	Sensibilidad al ruido
Pierde el conocimiento (así sea momentáneamente)	Se siente débil, confuso, aturdido o grogui
Muestra cambios de conducta o de personalidad	Problemas de concentración o memoria
No puede recordar lo ocurrido antes de un lanzamiento o un caída	Confusión
No puede recordar lo ocurrido después de un lanzamiento o un caída	No se "siente bien"

PLAN DE ACCIÓN

Si usted sospecha que un jugador ha sufrido una conmoción cerebral, debe hacer lo siguiente:

1. Saque al jugador del juego.
2. Haga que el jugador sea examinado por un profesional de la salud. No intente juzgar usted mismo la seriedad de la lesión.
3. Informe a los padres o tutores del jugador que éste ha tenido o es posible que haya tenido una conmoción cerebral y de les la hoja informativa sobre la conmoción cerebral.
4. Permita que el jugador regrese al juego **sólo** tras la autorización de un profesional de la salud.

NÚMEROS DE TELÉFONO IMPORTANTES

ABAJO MENCIONE LOS NOMBRES DE HOSPITALES LOCALES:

Nombre del hospital: _____

Teléfono del hospital: _____

Nombre del hospital: _____

Teléfono del hospital: _____

Para ser atendido de inmediato, LLAME al 911

Si cree que uno de sus atletas ha sufrido una conmoción cerebral... sáquelo del juego y hágalo examinar por un profesional de la salud con experiencia en la evaluación de conmociones cerebrales.

Para obtener más información o solicitar más materiales **de forma gratuita**, visite:
www.cdc.gov/ConcussionInYouthSports



Hoja Informativa para los ENTRENADORES

Para descargar la hoja informativa para los entrenadores en español, por favor visite: www.cdc.gov/ConcussionInYouthSports
To download the coaches fact sheet in Spanish, please visit www.cdc.gov/ConcussionInYouthSports

DATOS IMPORTANTES

- Una conmoción cerebral es una **lesión en el cerebro**.
- Todas las conmociones cerebrales son **serias**.
- Las conmociones cerebrales pueden ocurrir **sin** que haya pérdida del conocimiento.
- Las conmociones cerebrales pueden ocurrir **en cualquier deporte**.
- Saber reconocer y atender en forma adecuada una conmoción cerebral cuando **ocurre por primera vez** puede ayudar a prevenir lesiones mayores y hasta la muerte.

¿QUÉ ES UNA CONMOCIÓN CEREBRAL?

Una conmoción cerebral es una lesión que afecta el funcionamiento normal de las células del cerebro. Una conmoción es causada por un golpe en la cabeza o el cuerpo que provoca un movimiento rápido del cerebro dentro del cráneo. Incluso una pequeña conmoción o lo que parece ser un golpe o sacudida leve puede ser serio. Una conmoción cerebral también puede ser el resultado de una caída o de una colisión entre jugadores o contra obstáculos como el poste de una portería.

El potencial de que ocurran conmociones cerebrales es mayor en los medios atléticos donde las colisiones son comunes.¹ Sin embargo, las conmociones cerebrales pueden ocurrir en **cualquier** actividad o deporte recreativo formal o informal. Todos los años,

en los Estados Unidos se registran hasta 3.8 millones de casos de conmoción cerebral en actividades deportivas o recreativas.²

¿CÓMO RECONOCER UNA POSIBLE CONMOCIÓN CEREBRAL?

Para saber cómo reconocer una conmoción, debe estar atento a las siguientes dos cosas entre sus atletas:

1. Un fuerte golpe en la cabeza o el cuerpo que causa un movimiento rápido de la cabeza.

-y-

2. Cualquier cambio en la conducta, razonamiento o funcionamiento físico del atleta. (Vea los signos y síntomas de una conmoción cerebral en la tabla de la siguiente página).

Es preferible perderse un juego que toda la temporada.



SIGNOS Y SÍNTOMAS

SIGNOS OBSERVADOS POR EL EQUIPO DE ENTRENADORES

- El atleta luce aturdido o inconsciente
- Se confunde con la actividad asignada
- Olvida las jugadas
- No se muestra seguro del juego, de la puntuación ni de sus adversarios
- Se mueve con torpeza
- Responde a las preguntas con lentitud
- Pierde el conocimiento (así sea momentáneamente)
- Muestra cambios de conducta o de personalidad
- No puede recordar lo ocurrido antes de un lanzamiento o una caída

- No puede recordar lo ocurrido después de un lanzamiento o una caída

SÍNTOMAS QUE REPORTA EL ATLETA

- Dolor o "presión" en la cabeza
- Náuseas o vómitos
- Problemas de equilibrio o mareo
- Visión borrosa o difusa
- Sensibilidad a la luz
- Sensibilidad al ruido
- Se siente débil, confuso, aturdido o grogui
- Tiene problemas de concentración
- Tiene problemas de memoria
- Confusión
- No se "siente bien"

Adaptado de Lovell et al. 2004

A los atletas que experimentan alguno de estos signos y síntomas después de una sacudida o golpe en la cabeza debe impedirles jugar hasta que un profesional de la salud con experiencia en la evaluación de conmociones cerebrales les autorice a volver al campo de juego. Los signos y síntomas de una conmoción cerebral pueden durar desde varios minutos hasta días, semanas, meses o aún períodos más largos en algunos casos.

Recuerde que la conmoción cerebral no puede verse y algunos atletas pueden no sentir los síntomas ni reportarlos sino hasta horas o días después de ocurrida la lesión. Si cree que alguno de sus atletas tiene una conmoción cerebral, debe mantenerlo fuera del juego o de las prácticas.

PREVENCIÓN Y PREPARACIÓN

Como entrenador, usted puede desempeñar un papel importante en la prevención de las conmociones cerebrales y en la respuesta adecuada a las mismas en caso de que ocurran. A continuación hay algunas medidas que puede tomar para asegurarse de que sus atletas y su equipo estén mejor protegidos:

- **Eduque a los atletas y a los padres sobre la conmoción cerebral.** Hable con los atletas y sus padres sobre los peligros y las consecuencias potenciales a largo plazo de las conmociones cerebrales. Para obtener más información sobre los efectos a largo plazo de las conmociones cerebrales, vea el siguiente vídeo en línea (disponible por ahora solo en inglés):

http://www.cdc.gov/ncipc/tbi/Coaches_Tool_Kit.htm#Video. Explique sus inquietudes sobre la conmoción cerebral y sus expectativas en torno a las formas en las que se debe jugar en forma segura, tanto a atletas como a parientes y a los ayudantes de entrenadores. Distribuya las hojas informativas sobre la conmoción cerebral a los atletas y sus padres al inicio de la temporada y hágalo de nuevo en caso de presentarse un incidente de este tipo.

- **Insista en que la seguridad es la prioridad número uno.**
 - > Enséñeles a los atletas las técnicas para jugar en forma segura y anímelos a respetar las reglas del juego.
 - > Anime a los atletas a mantener un buen espíritu deportivo en todo momento.
 - > Asegúrese de que los atletas usen los equipos de protección adecuados según su actividad deportiva (como cascos, almohadillas protectoras, canilleras o protectores dentales y para los ojos). El equipo de protección debe ajustarse bien y recibir el mantenimiento adecuado, y el jugador debe usarlo correctamente y en todo momento.
 - > Repase con su equipo la hoja informativa para los atletas y ayúdelos a reconocer los signos y síntomas de una conmoción cerebral.

Consulte con su liga o administrador de deporte juvenil las políticas concernientes a la conmoción cerebral. Se puede establecer una declaración de políticas que incluya el compromiso que tiene la liga con la seguridad en el deporte, una descripción breve de lo que es una conmoción cerebral e información sobre cuándo pueden los atletas que han sufrido una conmoción regresar al campo de juego sin correr peligro (es decir, un atleta que

tenga o pueda tener una conmoción cerebral no debe jugar hasta que sea evaluado y reciba el permiso de un profesional de la salud). Los padres y atletas deben firmar la declaración de políticas sobre la conmoción cerebral al inicio de la temporada de deportes.

- **Enséñeles a los atletas y a los padres que jugar con una conmoción cerebral no es actuar en forma inteligente.** Algunas veces los jugadores y los padres creen equivocadamente que jugar lesionado es una demostración de fortaleza y coraje. Convenza a los demás de que no deben presionar a los atletas para que jueguen. No deje que los atletas lo convencen de que "están bien" después de haber sufrido alguna sacudida o golpe en la cabeza. Pregunte a los atletas si alguna vez han tenido una conmoción cerebral.
- **Prevenga los problemas a largo plazo.** Una nueva conmoción cerebral que ocurra antes de que el cerebro se recupere de la primera, generalmente en un período corto de tiempo (horas, días o semanas), puede retrasar la recuperación o aumentar la probabilidad de que se presenten problemas a largo plazo. En casos poco frecuentes, las conmociones cerebrales repetidas pueden causar inflamación del cerebro, daño cerebral permanente y hasta la muerte. Esta es una afección más seria conocida como *síndrome del segundo impacto*.^{4,5} Evite que los atletas con conmoción cerebral diagnosticada o posible regresen a sus actividades de juego hasta que un profesional de la salud con experiencia en la evaluación de conmociones cerebrales los haya evaluado y dado el permiso para volver a jugar. Recuérdeles a sus atletas: "Es preferible perder un juego que toda la temporada."

PLAN DE ACCIÓN

¿QUÉ DEBE HACER UN ENTRENADOR SI SE CREE QUE HAY UNA POSIBLE CONMOCIÓN CEREBRAL?

- 1. Saque al jugador del juego.** Esté atento a los signos y síntomas de una conmoción cerebral si el atleta ha experimentado una sacudida o golpe en la cabeza. A los atletas que presentan signos y síntomas de conmoción no se les debe permitir volver a jugar. Si no está seguro de esos signos, mantenga al jugador fuera del partido.
- 2. Asegúrese de que el atleta sea evaluado de inmediato por un profesional de la salud capacitado en este tipo de situaciones.** No intente juzgar usted mismo la seriedad de la lesión. Los profesionales de la salud tienen una serie de métodos que pueden usar para evaluar la gravedad de una conmoción cerebral. Como entrenador, usted puede llevar un registro de la siguiente información para ayudarles a los profesionales de la salud a evaluar al atleta después de una lesión:
 - Causa de la lesión y fuerza del impacto o golpe en la cabeza
 - Cualquier pérdida del conocimiento (se desmayó; si fue así, ¿por cuánto tiempo?)
 - Cualquier pérdida de la memoria ocurrida inmediatamente después de la lesión
 - Cualquier convulsión ocurrida inmediatamente después de la lesión
 - Número de conmociones cerebrales previas (si ha habido alguna)
- 3. Informe a los padres o tutores del jugador que existe la posibilidad de que éste tenga una conmoción cerebral y déles la hoja informativa sobre la conmoción cerebral.** Asegúrese de que ellos saben que el atleta debe ser examinado por un profesional de la salud con experiencia en la evaluación de conmociones cerebrales.
- 4. Permita que el atleta vuelva a jugar sólo con el permiso de un profesional de la salud con experiencia en la evaluación de conmociones cerebrales.** Otra conmoción cerebral antes de que el cerebro se recupere de la primera puede retrasar la recuperación o aumentar la probabilidad de que se presenten problemas a largo plazo. Prevenga problemas comunes a largo plazo así como el poco frecuente *síndrome del segundo impacto* retrasando el regreso del atleta a las actividades deportivas hasta que el jugador reciba una evaluación médica adecuada y la autorización para volver a jugar.

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Si cree que uno de sus atletas ha sufrido una conmoción cerebral... sáquelo del juego y hágalo examinar por un profesional de la salud con experiencia en la evaluación de conmociones cerebrales.

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source National Conference of State Legislatures (NCSL) eff. 7/28/14

State	Description of Law
<p>Concussion laws exist within all 50 states</p>	<p>State Laws Concerning Sport-Related Concussions among Youth</p>
<p>Alabama</p>	<p>Ala. Code §22-11E (2012 HB 308)</p> <p>Makes changes to current law by requiring each local board of education to develop guidelines and other pertinent information regarding medical evaluation of concussions or head injuries. This law also requires a youth athlete who has been removed from a practice or an athletic game because of a concussion be withheld from practice for or participation in athletic games and may not return to play the day of the injury.</p> <p>Ala. Code §22-11E (2011 HB 108)</p> <p>Requires the governing body of each sport or recreational organization to develop guidelines and other information to educate youth athletes and their parents or guardians of the nature and risk of concussion and brain injury. Also requires coaches to be trained in recognizing the symptoms of a concussion and how to seek proper medical treatment. This law requires immediate removal of a youth athlete who is suspected of sustaining a concussion or brain injury from a practice or game.</p>
<p>Alaska</p>	<p>Alaska Stat. §14.30.142-143 (2011 HB 15)</p> <p>This bill requires the governing body of a school district and the Alaska school activities association to develop and publish guidelines and other information to educate coaches, student athletes and parents of student athletes regarding the</p>

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State	Description of Law
	<p>nature and risks of concussions. Schools are required to provide a student and the parent or guardian written information on the nature and risks of concussions. This bill also requires that a student who is suspected of having sustained a concussion during a practice or game to be immediately removed from play and may not return to play until the student has been evaluated and cleared for participation in writing by a qualified person who has received training and is currently certified in the evaluation and management of concussions.</p> <p>Alaska Stat. §18.15.360; 47.07.030; 47.07.046; 47.80.500 (2010 SB219)</p> <p>Establishes a traumatic or acquired brain injury program and registry within the Department of Health and Social Services. Also allows for a Medicaid waiver for traumatic brain injury services, upon federal approval. Along with other mandatory services, the program will offer case management services for those with traumatic or acquired brain injury residing in a community setting or those transitioning into a community setting.</p>
Arizona	<p>Ariz. Rev. Stat. Ann. §15.341.A.24 (2011 Senate Bill 1521)</p> <p>Amends current law to require school boards to develop and enforce concussion and head injury policies for all pupils participating in school district sponsored practices, games or other interscholastic activities. These guidelines must inform and educate coaches, parents and pupils of the dangers of concussions and head injuries, and requires the immediate removal from athletic activity if a pupil is suspected of sustaining a concussion. The pupil may return to play when evaluated and cleared by a health care provider.</p>
Arkansas	<p>2013 Ark. Acts, Act 1435 (2013 SB 1158)</p> <p>Creates the Arkansas Concussion Protocol Act; requires the Department of Health to develop concussion protocols to protect youth athletes engaged in youth athletic activities.</p>
California	<p>Cal. Education Code §49475 (2011 AB 25)</p> <p>Requires a school district that elects to offer athletic programs to remove from an activity an athlete who is suspected of sustaining a concussion or head injury. Also prohibits the return of the athlete until he or she is evaluated, and receives written clearance from a licensed health care provider. Requires an annual related information sheet to be signed and returned by the athlete and his or her parent or guardian before practice or participation.</p> <p>Cal. Penal Code §13515.36 (2010 SB 1296)</p> <p>Requires the Commission on Peace Officer Standards and Training to assess the training needed by peace officers on the topic of returning veterans or other persons suffering from traumatic brain injury (TBI) or post-traumatic stress disorder (PTSD). Among other provisions, the law also requires the commission to distribute a training bulletin via the internet to the specified law enforcement</p>

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State	Description of Law
	<p>agencies on the topics of TBI and PTSD and to report to the legislature by June 30, 2012 to the extent to which peace officers are receiving adequate training on how to interact with persons suffering from TBI or PTSD.</p> <p>Cal. Welfare and Institutions Code § 4354; 4354.5; 4355; 4356; 4357; 4357.1; 4358.5; 4359; 14132.992 (2009 AB 398)</p> <p>Removes the State Department of Mental Health as the agency responsible for administering the program of services for persons with traumatic brain injury and establishes the Department of Rehabilitation as the responsible agency. Once secured funding, requires Department of Rehabilitation to fund an array of services for adults 18 years of age and older with acquired traumatic brain injury and requires the department to determine the requirements for service delivery, uniform data collection and other aspects of program administration. Service providers participating in the program must meet and to monitor and evaluate the performance of those service providers.</p>
Colorado	<p>2011 Colo., Sess. Laws, Chap. 67 (2011 SB 40)</p> <p>Creates the Jake Snakenberg Youth Concussion Act. This law requires each coach of a youth athletic interscholastic activity in public and private middle, junior and high schools to complete an annual concussion recognition course. Also requires a student athlete to be removed from game, competition or practice if the athlete has sustained or is suspected of sustaining a concussion. The athlete may not participate in any team activities involving physical exertion until he/she is evaluated and receives written clearance from a health care provider.</p>
Connecticut	<p>2014 Conn. Acts, P.A. 14-66 (Reg. Sess.) (2014 HB 5113)</p> <p>Amends current law to require the Board of Education and the Commissioner of Public Health to develop: concussion education plans, informed consent forms, and current best practices for concussion prevention.</p> <p>2010 Conn. Acts, P.A. 10-62 (Reg. Sess.) (2010 SB 456)</p> <p>Requires student athletic coaches to complete annual training and review regarding concussions and head injuries. To be reissued a coaching permit, coaches are also required to complete refresher courses once every five years. These training and refresher courses must be approved by the State Board of Education. This law also requires a student athlete to be removed from play or other kinds of physical exertion when showing signs of a concussion, and are not permitted to resume participation without written clearance from a licensed medical professional.</p>
Delaware	<p>Vol. 78 Del. Laws, Chap. 192 (2011 SB 111)</p> <p>Requires the Delaware interscholastic athletic association to adopt regulations to address the appropriate recognition and management of student athletes exhibiting signs and symptoms consistent with a concussion during practices,</p>

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State	Description of Law
	scrimmages and interscholastic contests. This law also requires the signing of an informational sheet by students and their parents or guardians.
District of Columbia	<p>2011 D.C. Stat., Chap. 22 (2011 B 7)</p> <p>Requires an athlete under 18 years old who is suspected of sustaining a concussion in an athletic activity shall be removed from physical participation. Provides that an athlete who has been removed from an athletic activity may not return to physical participation in the athletic activity until he or she has been evaluated by a health-care provider and receives written clearance to return, and establishes a training program.</p>
Florida	<p>2012 Fla. Laws, Chap. 167</p> <p>Requires an independent sanctioning authority for youth athletic teams and the Florida High School Athletic Association to adopt guidelines relating to the nature and risk of concussion and head injury in youth athletes. This law also requires the removal from practice or competition under certain circumstances and written medical clearance to return.</p>
Georgia	<p>2013 Ga. Laws, p. 25 (2013 HB 284)</p> <p>Enacts the Return to Play Act and requires public and private schools youth athletic activities and public recreation facilities to provide information to parents on the nature and risk of concussion and head injury and to establish concussion management and return to play policies. Provides for the endorsement of concussion recognition education courses.</p>
Hawaii	<p>2012 Hawaii Sess. Laws Act. 197 (2012 HB 2273)</p> <p>Requires the department of education and the state high school athletic association to develop a concussion awareness program to provide guidelines for public and private schools.</p>
Idaho	<p>2012 Idaho Sess. Laws, Chap. 299 (2012 HB 632)</p> <p>Requires coaches, referees, game officials, game judges and athletic trainers shall review youth concussion guidelines and information upon employment and biannually. Also requires every Idaho middle school, junior high school and high school that participates in or offers an organized athletic league to develop protocol to be followed for removing athletes from play in the event of a concussion. Athletes may not return to play until athlete is evaluated and authorized to return by a qualified health care professional who is trained in the evaluation and management of concussions.</p> <p>2010 Idaho Sess. Laws, Chap. 294 (2010 HB 676)</p> <p>Requires sports related concussion and head injury guidelines to be developed by the Department of Education and the Idaho High School Activities Association to</p>

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State	Description of Law
	inform and educate coaches, parents/guardians, and youth athletes. These guidelines, information, and forms may be used by all organized youth sport organizations and associations that sponsor, promote or otherwise administer youth sport organizations or activities.
Illinois	<p>2011 Ill. Laws, P.A. 204 (2011 HB 200)</p> <p>Requires each school board to adopt a policy regarding student athlete concussions and head injuries to be included with any participation agreement. Also requires school districts to use educational materials to educate specified people regarding concussions and authorizes park districts to make available to residents and users of park district facilities educational materials that describe the nature and risk of concussion and head injuries.</p> <p>2011 Ill. Laws, P.A. 97-0078 (2011 HB 3275)</p> <p>Amends current law to create the Veterans Traumatic Brain Injury and Post-Traumatic Stress Disorder Public Service Announcement Fund.</p>
Indiana	<p>2014 Ind. Acts, P.L. 89 (2014 SB 180)</p> <p>Requires the state department of health to study and report findings and recommendations to the legislative council concerning implementation of a program for the treatment of veterans who have traumatic brain injury or posttraumatic stress disorder.</p> <p>2014 Ind. Acts, P.L. 34 (2014 SB 222)</p> <p>Amends current law to require high school students who were removed from practice or a game because of a suspected concussion or head injury, to return to play no less than 24 hours after the concussion. Also requires coaches to complete a certified coaching education course which includes concussion awareness.</p> <p>2012 Ind. Acts, P.L. 110 (2012 SB 15)</p> <p>Requires the department of health and the office of the secretary of family and social services to study how to implement brain injury services and rehabilitation programs. The department and office are required to report the study's findings to the health finance commission.</p> <p>2011 Ind. Acts, P.L. 144 (2011 SB 93)</p> <p>Requires the Department of Education to develop and disseminate guidelines, information sheets and forms to inform and educate coaches, student athletes and parents of the nature and risk of concussions and head injuries. Also requires the removal from practice of a game of a high school student suspected of sustaining a concussion or head injury. The high school student may return to play until they are evaluated and cleared by a licensed health care provider trained in the evaluation and management of concussions and head injuries.</p>

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State	Description of Law
Iowa	<p>2013 Iowa Acts, Chap. 98 (2013 HF 545)</p> <p>Allows the Commission of Veterans Affairs to expend moneys on expenses related to screening or treatment for any medical need related to a military service-connected traumatic brain injury for which payment or reimbursement is not otherwise available through any other federal or state program or, if applicable, through a veteran's private insurance or managed care organization.</p> <p>2011 Iowa Acts, 32 (2011 SF 367)</p> <p>Requires the Iowa high school athletic association and the Iowa girl's high school athletic union to distribute guidelines and information to coaches, students and parents/guardians about the risks, signs and symptoms of concussions/brain injuries. Also requires a student's immediate removal from athletic participation upon exhibiting signs, symptoms or behaviors consistent with a concussion. The student may not recommence participation until they have been evaluated and cleared by a licensed health care provider.</p>
Kansas	<p>2011 Kan. Sess. Laws, Chap. 45 (2011 HB 2182)</p> <p>Creates the School Sports Head Injury Prevention Act and requires the school activities association to compile information about the nature and risk of concussions and head injuries from sports and other activities. Coaches, parents and athletes will receive information about concussions prior to any student's participation in athletics. Also requires the immediate removal from play of any athlete that suffers or is suspected of sustaining a concussion during competition or practice. The student may return to competition or practice after being evaluated and receiving written clearance from a health care professional.</p>
Kentucky	<p>2012 Ky. Acts, Chap. 72 (2012 HB 281)</p> <p>Requires coaches to complete training on recognizing and treating concussions and head injuries. Also requires a medical evaluation before an athlete with a suspected concussion or head injury may return to play.</p>
Louisiana	<p>La. Acts 2011, 314 (2011 SB 189)</p> <p>Creates the Louisiana Youth Concussion Act which requires youth athlete concussion education requirements for coaches, officials, volunteers, athletes and parents or guardians. Also requires the removal of youth athletes from competition or practice upon sustaining a concussion. A youth athlete suspected of sustaining a concussion or head injury may only return to competition or practice after being evaluated and receiving written clearance from a health care provider for a full or graduated return to play.</p>
Maine	<p>2012 Me. Acts, Chap. 688 (2012 SB 654)</p> <p>Directs the commissioner of education to propose a model policy for public and private schools on the management of concussive and other head injuries in</p>

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	<p>school activities and athletics and specifies requirements for the model policy. This law also requires schools to adopt a policy on the management of head injuries and provides that the commissioner and school officials may share the model policy with statewide and local organizations that sponsor sports and athletics.</p> <p>2011 Me. Acts, Chap. 293 (2011 HB 887)</p> <p>Requires the department of health and human services to develop a comprehensive neurorehabilitation service system to assist, educate and rehabilitate persons with an acquired brain injury, which must include care management and coordination, crisis stabilization services, physical therapy, occupational therapy, speech therapy, neuropsychology, neurocognitive retraining, positive neurobehavioral supports and teaching, social skills retraining, counseling, vocational rehabilitation, and independent living skills and supports.</p> <p>2009 Me. Acts, Chap. 79 (2009 HP 903)</p> <p>Establishes a working group to make recommendations on the prevention, diagnosis, and treatment of head injuries in student athletes, including baseline and post-concussion testing and diagnosis of student athletes, return to play guidelines, training for school coaches, athletic directors and trainers, delivery of post-concussive management services, and ways to integrate education, training, and diagnostic programs into school athletic programs. This workgroup will include related state organizations and stakeholder groups.</p>
Maryland	<p>2011 Md. Laws, Chap. 549 (2011 HB 858)</p> <p>Requires the department of education to develop policies and to implement programs to provide awareness of the risks of concussions/head injuries to coaches, school personnel, students, and parents/guardians. Also requires the removal from play of a student suspected of sustaining a concussion or other head injury in a practice or game. The student may not return to play until evaluated and cleared by a licensed health care provider trained in the evaluation and management of concussions.</p>
Massachusetts	<p>2010 Mass. Acts, Chap. 166 (2010 SB 2469)</p> <p>Requires the department of health to direct the division of violence and injury prevention to develop an interscholastic athletic head injury safety training program in which all public schools and any school subject to the Massachusetts Interscholastic Athletic Association rules shall participate. Participation in the program shall be required annually of coaches, trainers, parent volunteers for any extracurricular athletic activity, physicians and nurses who are employed by a school or school district or who volunteer to assist with an extracurricular athletic activity, school athletic directors, school marching band directors, and a parent or legal guardian of a child who participates in an extracurricular athletic activity. Students' parents/guardians are also required to complete and sign a form releasing them to participate in an extracurricular activity. Students who become unconscious during practice or competition may not return to practice or</p>

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State	Description of Law
	competition until receiving a written authorization from a doctor, licensed neuropsychologist, certified athletic trainer, or another appropriately trained licensed health care professional.
Michigan	<p>2012 Mich. Pub. Acts, Act 342 (2012 SB 1122)</p> <p>Requires the development of a concussion awareness training program that includes the criteria for the removal of a youth athlete from physical participation in an athletic activity and the risks to an athlete of not reporting a suspected concussion. Also makes the training program available to all individuals required to participate in the program and interested individuals, including school personnel, coaches, parents, students and athletes.</p>
Minnesota	<p>2011 Minn. Laws, Chap. 90 (2011 SB 612)</p> <p>Requires an organization that charges a fee for a youth athletic activity to inform all participating coaches, officials, youth athletes and parents of the nature and risks of concussions. Also would require a coach or official to remove a youth athlete from the athletic activity if the youth athlete exhibits signs, symptoms, or behaviors consistent with a concussion or is suspected of sustaining a concussion. The athlete may not return to the activity until they no longer exhibit signs, symptoms, or behaviors consistent with a concussion or are evaluated and cleared by a trained provider. This provider needs to develop a recovery plan for the youth athlete.</p>
Mississippi	<p>2014 House Bill 48</p> <p>Requires public, charter and private schools that provide youth athletic activities to adopt and implement a concussion management and return to play policy that includes certain components and to provide parents with the concussion policy before the start of the regular school athletic season. Requires the State Department of Health shall endorse a concussion recognition education course to provide public information regarding the nature and risk of concussions in youth athletics.</p> <p>2010 Miss. Laws, Chap. 476 (2010 SB 3004)</p> <p>Requires the state department of education to include traumatic brain injury as an intellectual disability that qualifies individuals between the ages of three and 20, for special education and other state services. Among other provisions, this law allows the Department of Rehabilitation Services to match state funds with the Division of Medicaid federal funds for care and rehabilitation for individuals with traumatic brain injury.</p>
Missouri	<p>Mo. Rev. Stat. §167.765 (2011 HB 300)</p> <p>Provides for the establishment of the interscholastic youth sports brain injury prevention act; which requires rules to educate coaches, student athletes, and their parents or guardians on the nature and risk of concussion and brain injury.</p>

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	Also requires an athlete to be removed from the field/practice for a minimum period if suspected of sustaining a brain injury.
Montana	<p>2013 Mont. Laws, Chap. 260 (2013 SB 112)</p> <p>Requires each school district to adopt a policy addressing the dangers of concussions and provides minimum requirements for the contents of a district policy. Requires that a youth athlete who exhibits signs, symptoms, or behaviors consistent with a concussion be removed from participation under medical clearance is obtained.</p>
Nebraska	<p>2014 Neb. Laws, L.B. 923</p> <p>Creates the position of State School Security Director in the State Department of Education and requires schools to establish a return to learn protocol for students who have sustained a concussion.</p> <p>2011 Neb. Laws, L.B. 260 (2011 LB 260)</p> <p>Creates the Concussion Awareness Act and requires each school to make available training on concussions and brain injuries to all coaches of school athletic teams. Requires a student suspected of having sustained a concussion or brain injury to be removed from a practice or game and may not return to play until the student has been evaluated and received written clearance from a licensed health care professional.</p> <p>Neb. Rev. Stat. § 71-8248 (2009 LB 195)</p> <p>Establishes and maintains the statewide trauma registry, which tracks incidence, severity and causes of trauma, including traumatic brain injury. All hospitals involved in the care of a trauma patient will have unrestricted access to all prehospital reports for the trauma registry for that specific trauma occurrence.</p>
Nevada	<p>2011 Nev. Stats., Chap. 170 (2011 AB 455)</p> <p>Requires the Nevada Interscholastic Activities Association and the board of trustees of each school district to adopt policies concerning the prevention and treatment of injuries to the head sustained by students while participating in sports and other athletic activities. This bill also requires school districts and sports organizations that are not governed by the Association to adopt a similar policy. These policies must require the immediate removal of a student from activity or event if the student sustains or is suspected of sustaining a head injury. The student may return to the activity or event after providing a signed medical clearance from a health care provider.</p>
New Hampshire	<p>2014 N.H. Laws, Chap. 19 (2014 HB 1113)</p> <p>Requires school districts to distribute a concussion and head injury information sheet to student-athletes and establishes a definition for head injury.</p>

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State	Description of Law
	<p>2014 N.H. Laws, Chap. 135 (2014 SB 298)</p> <p>Establishes the permanent commission on post-traumatic stress disorder and traumatic brain injury to develop, coordinate, and oversee the recommendations study the effects of service-connected post-traumatic stress disorder and traumatic brain injury suffered in the line of duty by members of the armed forces and veterans.</p> <p>2013 N.H. Laws, Chap. 19 (2013 HB 180)</p> <p>Changes the definitions of “student athlete” and “student sports” for purposes of management of head injury and concussion.</p> <p>2013 N.H. Laws, Chap. 229 (2013 SB 90)</p> <p>Establishes a committee to study developing a policy for giving preference to veterans in government hiring. Extends the commission on the effects of service-connected post-traumatic stress disorder and traumatic brain injury.</p> <p>2012 N.H. Laws, Chap. 234 (2012 SB 402)</p> <p>Requires school districts to develop policies for the management of concussion and head injury in youth sports and limits a school district's liability for injuries occurring on school district property resulting from the action or inaction of a person employed by, or under contract with, a youth program, provided such program furnishes proof of insurance.</p> <p>2011 N.H. Laws, Chap. 84 (2011 SB 102)</p> <p>Creates a commission to study the effects of service-related post-traumatic stress disorder and traumatic brain injury suffered in the line of duty by members of the armed forces and veterans.</p> <p>2010 N.H. Laws, Chap. 225 (2010 SB 517)</p> <p>Establishes a veteran’s legal aid advocacy project to address the legal needs of veterans including those with traumatic brain injury, based on a 2009 committee study.</p>
New Jersey	<p>2010 N.J. Laws, Chap. 168 (2010 AB 4008)</p> <p>Requires department of education to include cheerleaders in the student-athlete head injury safety program.</p> <p>2010 N.J. Laws, Chap. 94 (2010 AB 2743)</p> <p>Requires the department of education to develop and implement an interscholastic athletic head injury safety training program to be completed by a school physician, a person who coaches a public school district or nonpublic school interscholastic sport, and an athletic trainer involved in a public or nonpublic school interscholastic sports program. This law requires the department of education to develop an educational fact sheet about sports-related concussions and other head injuries, and requires each school district to develop</p>

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State	Description of Law
	<p>a written policy concerning the prevention and treatment of sports-related concussions and other head injuries among student-athletes. This law also specifies that a student who is suspected of having sustained a concussion or other head injury while engaged in a sports competition or practice must be immediately removed from play and may not participate in further sports activity until she/he is evaluated by a physician or other licensed healthcare provider trained in the evaluation and management of concussions and receives written clearance.</p>
New Mexico	<p>2014 N.M. Laws, Chap. 36 (2014 HB 58)</p> <p>Creates the brain injury services fund to institute and maintain a statewide brain injury services program designed to increase the independence of persons with brain injuries.</p> <p>2010 N.M. Laws, Chap. 96 (2010 SB 1)</p> <p>Requires that safety protocols for brain injury during school athletic activity be provided to coaches and parents of student athletes and that athletes exhibiting signs of head injury be held out of activity until the student athlete no longer exhibits any associated symptoms and is cleared by a medical professional or one week after the student athlete received the brain injury.</p>
New York	<p>N.Y. Education Law § 305.42 (2011 SB 3953)</p> <p>Enacts the "concussion management and awareness act" and directs the commissioners of education and health to adopt and implement rules and regulations for the treatment and monitoring of students with mild traumatic brain injuries and requires school personnel to receive training in mild traumatic brain injuries. This law also requires an information pamphlet on mild traumatic brain injuries to be distributed to parents of pupils participating in interscholastic sports or who have suffered a mild traumatic brain injury and provides for the establishment of concussion management teams to implement the provisions established in this law.</p>
North Carolina	<p>2011 N.C. Sess. Laws, Chap 147 (2011 HB 792)</p> <p>Creates the Gfeller-Waller Concussion Awareness Act and requires development of an athletic concussion safety training program for the use of coaches, school nurses, athletic directors, volunteers, student athletes and their parents. Requires students who exhibit signs of concussion to be removed from the activity and not permitted to practice that day or any subsequent day until the student is evaluated by and receives written clearance for such participation from a qualified health professional. Also requires schools to develop related emergency plans and maintain related records.</p> <p>2009 N.C. Sess. Laws, Chap. 361 (2009 HB 1309)</p> <p>The commission for mental health, developmental disabilities, and substance</p>

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State	Description of Law
	<p>abuse services adopts rules for the licensure and accreditation of residential treatment facilities for individuals with traumatic brain injury. The law also makes changes to the North Carolina Traumatic Brain Injury Advisory Council.</p>
North Dakota	<p>2013 N.D. Sess. Laws, Chap. 418 (HB 1424)</p> <p>Provides for a legislative management study the feasibility and desirability of participating in the provision of nontraditional healing therapies for posttraumatic stress, traumatic brain injury, and other neurological conditions for state veterans and their families.</p> <p>2011 N.D. Sess. Laws, Chap. 126 (2011 SB 2281)</p> <p>Requires the development of a concussion management program for student athletes participating in school district and nonpublic school sponsored athletic activity. This program requires the removal of a student athlete from competition, practice or training, if the student exhibits signs or symptoms of sustaining a concussion. The student may return to play when evaluated and cleared by a certified health provider whose scope of practice includes the diagnosis and treatment of concussions. This law also requires a legislative management study on youth athlete concussion management to be completed during 2011 and 2012.</p>
Ohio	<p>Vol. 118, 2014 Ohio Laws (2014 HB 487)</p> <p>Requires a physicians and licensed health care professionals who conduct concussion or head injury assessments to meet a minimum educational requirement.</p> <p>Vol. 192, 2012 Ohio Laws H. 143</p> <p>Prohibits school chartered or nonchartered nonpublic school districts from allowing a student to practice for or compete in interscholastic athletics until the student has submitted a form signed by parent, guardian, or other person having care or charge of student, stating that the student has received a concussion and head injury information sheet. The law also prohibits an individual to referee interscholastic athletics unless the individual holds a public activity program permit, and presents evidence that the individual has successfully completed a training program in recognizing the symptoms of concussions and head injuries. This law prohibits a student practicing for or competing in an interscholastic athletic event when they exhibits signs, symptoms, or behaviors consistent with having sustained a concussion or head injury while participating in the practice or competition. The coach or referee shall not allow the student to return to that practice or competition or to participate in any other practice or competition for which the coach or referee is responsible until the student's condition is assessed by either a physician or any other licensed health care provider the school district board of education or governing authority of the chartered or nonchartered nonpublic school. The student may return when they receive written clearance that it is safe for the student to return to practice or competition.</p>

State Laws on Traumatic Brain Injury: 2009-2014

source National Conference of State Legislatures (NCSL) eff. 7/28/14

State	Description of Law
Oklahoma	<p>2010 Okla. Sess. Laws, Chap. 264 (2010 SB 1700)</p> <p>Requires each school district's board of education to develop information and guidelines, in cooperation with the Oklahoma Secondary School Activities Association, to inform young athletes, parents or guardians, and coaches about the risks and consequences of sustaining a head injury during a practice or game. This law also requires the removal of a young athlete from participation in a practice or game following a suspected concussion or head injury. The youth athlete may not return to participation without clearance from a licensed health care provider.</p>
Oregon	<p>2009 Or. Laws, Chap. 661 (2009 SB 348)</p> <p>Requires each school district to ensure that coaches receive annual training to learn to recognize the symptoms of a concussion and how to seek proper medical treatment for a person suspected of having a concussion. A student athlete showing signs, symptoms or behaviors consistent with a concussion or diagnosed with a concussion may not return to play until receiving medical release form from a medical professional or when the athlete no longer exhibits the signs of a concussion.</p>
Pennsylvania	<p>P.A. Laws, Act. 101 (2011 SB 200)</p> <p>Establishes standards for managing concussions and traumatic brain injuries for student athletes. Requires the department of health and education to develop guidelines to educate students participating in or desiring to participate in athletic activity, their parents and coaches about the nature and risk of concussion and traumatic brain injury. A student how is determined by a game official, coach from the student's team, certified athletic trainer, licensed physician, licensed physical therapist or other official designated by the student's school entity exhibits signs or symptoms of a concussion or traumatic brain injury while participating in an athletic activity is required to be removed from participation at that time. The student may not return to play until the student is evaluated an cleared for participation by an appropriate medical professional.</p>
Rhode Island	<p>2014 R.I. Pub. Laws, Chap. 237 (2014 HB 7367)</p> <p>Amends the School and Youth Programs Concussion Act to direct the Department of Education to promulgate guidelines for teachers and teachers' aides to complete a training course in concussions and traumatic brain injuries. Also requires all school nurses to complete a training course and an annual refresher course in concussions and traumatic brain injuries.</p> <p>2011 R.I. Pub. Laws, Chap. 237 (2011 HB 5540)</p> <p>Amends current law to require coaches and volunteers to complete an annual refresher course in addition to the already mandated training course. This law also encourages school districts to have school nurses complete a training course and authorizes physicians to consult with an athletic trainer when determining whether</p>

State Laws on Traumatic Brain Injury: 2009-2014

source National Conference of State Legislatures (NCSL) eff. 7/28/14

State	Description of Law
	<p>to return a youth athlete to a practice or game.</p> <p>2010 R.I. Pub. Laws, Chap. 22 (2010 HB 7036)</p> <p>Requires the department of education and the state department of health with the Rhode Island Interscholastic League to develop guidelines for informing and educating coaches, youth athletes and their parents or guardians about the risks associated with concussions, including the risk of continuing to play after sustaining a head injury. Among other provisions, this law requires all coaches, volunteers and trainers to complete a training course in concussions and traumatic brain injuries. This law also requires youth athletes suspected of sustaining a head injury to be removed from play and not return until cleared by a medical professional.</p>
South Carolina	<p>2013 S.C. Acts, Act 33 (2013 HB3061)</p> <p>Requires the Department of Education to develop and distribute model policies concerning the nature and risk of concussions sustained by student athletes. Also requires the removal from play and medical evaluation of a student athlete believed to have sustained a concussion during play, and allows for the evaluation to be undertaken by a volunteer health care provider.</p> <p>2013 S.C. Acts, Act 63 (2013 SB127)</p> <p>Creates the State Brain Injury Leadership Council and requires the council to provide statewide coordination in promoting support services to persons with brain injuries, their families, and caregivers, and to identify emerging issues and innovations, foster education and advocacy, and build consensus to support necessary police and programs.</p>
South Dakota	<p>2011 S.D. Sess. Laws, Chap. 97 (2011 Senate Bill 149)</p> <p>Requires the South Dakota High School Activities Association and the department of education to develop guidelines that educate schools, coaches, athletes, and the parents/guardians of the nature and risk of concussion. Coaches must complete an annual training program about the nature, risks, signs, symptoms and behaviors consistent with a concussion and how to follow proper medical direction and protocols for treatment and return to play after an athlete sustains a concussion. This law also requires athletes to be removed from participation in any athletic activity when they exhibits signs, symptoms or behaviors consistent with a concussion or are suspected of sustaining a concussion. An athlete may return to play when they no longer exhibit signs of a concussion and are evaluated by a licensed health care provider trained in the evaluation and management of concussions.</p>
Tennessee	<p>2013 Tenn. Pub. Acts, Chap. 148 (2013 SB 882)</p> <p>Relates to youth sports-related injuries and includes a community-based youth athletic activity and school youth athletic activities. Provides for guidelines, other</p>

State Laws on Traumatic Brain Injury: 2009-2014

source National Conference of State Legislatures (NCSL) eff. 7/28/14

State	Description of Law
	<p>pertinent information and forms approved by the department of health to educate coaches, school administrators, youth athletes and their parents or guardians of the nature, risk and symptoms of concussion and head injury, including continuing to play after a concussion or head injury.</p> <p>2012 Tenn. Pub. Acts, Chap. 937 (2012 SB 3535)</p> <p>Requires that certain adult care home providers with residents with traumatic brain injuries must hold a certification or a current professional license or employ a resident manager who holds a current license as a specified medical professional.</p> <p>2010 Tenn. Pub. Acts, Chap. 642 (2010 SB 3853)</p> <p>Revises the list of licenses a Level 2 adult health care home provider serving residents with traumatic brain injury or a resident manager employed by the provider must hold to include a licensed rehabilitation professional or licensed mental health professional instead of a respiratory therapist.</p>
Texas	<p>Tex. Education Code Ann. § 38.151 (2011 HB 2038)</p> <p>Requires the governing body of each school district and open-enrollment charter school with students enrolled who participate in an interscholastic athletic activity shall appoint or approve a concussion oversight team. Also requires parents or guardians of student athletes to sign a form for that acknowledges receiving and reading written information that explains concussion prevention, symptoms, treatment, and oversight and that includes guidelines for safely resuming participation in an athletic activity following a concussion. The law includes provisions for student athletes to be removed from interscholastic athletics practice or competition immediately if they are believed to have sustained a concussion during the practice or competition. That student may not be permitted to practice or compete again following the force or impact believed to have caused the concussion until evaluated by a physician.</p>
Utah	<p>2013 Utah laws, Chap. 18 (2013 HB 58)</p> <p>Modifies the Protection of Athletes with Head Injuries Act. Redefines sporting event as applied to a government entity to provide that it does not include merely making available a field, facility, or other location owned, leased, or controlled by the government entity to an amateur sports organization or a child, regardless of whether the government entity charges a fee for the use or free play or recess taking place during school hours.</p> <p>2013 Utah Laws, Chap. 289 (2013 HB 269)</p> <p>Clarifies the requirements of a school nurse engaged in treating a student who sustains a concussion or traumatic head injury.</p> <p>Utah Code Ann. § 26-54 (2012 HB 400)</p> <p>Creates the Traumatic Spinal Cord and Brain Injury Rehabilitation Trust Fund and an advisory committee to administer the fund and to disburse funds received</p>

State Laws on Traumatic Brain Injury: 2009-2014

source National Conference of State Legislatures (NCSL) eff. 7/28/14

State	Description of Law
	<p>through appropriations, gifts and a portion of impound fees to assist charitable clinics providing rehabilitation services for the post-acute-care of people with such injuries.</p> <p>Utah Code Ann. § 26-53 (2011 HB 204)</p> <p>Creates the Protection of Athletes with Head Injuries Act and requires amateur sports organizations to adopt and enforce a concussion and head injury policy. These policies must include a written notice of policy to the youth athlete's parent or guardian. This law also requires children participating in a sporting event who are suspected of sustaining a concussion or traumatic brain injury to be removed from play. Medical clearance is required before returning to play.</p>
Vermont	<p>2013 Vt. Acts, Act 68 (2013 SB 4)</p> <p>Requires that school athletic coaches and referees receive training on how to prevent concussions during athletic activities, and prohibits a coach or trainer from allowing an athlete to participate in an event if the athlete has sustained a concussion or head injury. Also requires that a health care provider be consulted in certain cases, and requires the home team to ensure that a licensed athletic trainer or health care provider is present at any athletic event involving a contact sport.</p> <p>2011 Vt. Acts, Act 58 (2011 SB 100)</p> <p>Requires the commissioner of education to develop statewide guidelines, forms, and other materials, that are designed to educate coaches, youth athletes, and the parents and guardians of youth athletes regarding the nature and risks of concussions and other head injuries. Each youth athlete and a parent or guardian of the athlete annually must sign a form acknowledging receipt of this information. Also requires that a coach cannot permit a youth athlete to train or compete with a school athletic team if the athlete has been removed from play due to symptoms of a concussion or other head injury until the athlete has been examined by and received written permission to participate in athletic activities from a health care provider licensed and trained in the evaluation and management of concussions and other head injuries.</p> <p>Vt. Stat. Ann. tit. 28, §906 (2009 SB 2)</p> <p>Includes traumatic brain injury as a functional impairment relevant to guidelines for prisoner classification, treatment, and segregation. Each diagnosis needs to be made by a qualified mental health professional.</p>
Virginia	<p>2014 Va. Acts, Chap. 760 (2014 HB 410/SB 172)</p> <p>Requires each non-interscholastic youth sports program utilizing public school property to establish policies and procedures regarding the identification and handling of suspected concussions in student-athletes, based on either the local school division's policies and procedures or the Board's Guidelines for Policies on Concussions in Student-Athletes, or follow certain local school division's policies</p>

State Laws on Traumatic Brain Injury: 2009-2014

source National Conference of State Legislatures (NCSL) eff. 7/28/14

State	Description of Law
	<p>and procedures.</p> <p>2011 Va. Acts, Chap. 847 (2011 SB 1063/HB 1691)</p> <p>Requires the mental health and rehabilitative services program within the department of veterans affairs to cooperate with localities that establish special treatment procedures for veterans and active military service members which who are offenders or defendants in the criminal justice system and who need access to proper treatment for mental illness including major depression, alcohol or drug abuse, post-traumatic stress disorder or traumatic brain injury.</p> <p>2010 Va. Acts, Chap. 483 (2010 SB 652)</p> <p>Requires the State Board of Education to develop policies to educate coaches, youth athletes, and parents or guardians of the risk of concussions, removal and return to play guidelines and risks of not reporting the injury and continuing to play. Each local school district shall develop policies for identifying and handling student athletes suspected of sustaining a concussion or head injury during a practice or game. A student athlete suspected to have an injury will be removed from play and may not return until cleared by a licensed health care provider.</p> <p>2010 Va. Acts, Chap. 58 (2010 HB 174)</p> <p>Eliminates a requirement that the Wounded Warrior program only cover combat injuries sustained by military service personnel in combat areas. The program facilitates support for covered individuals to provide timely assessment and treatment for stress-related injuries and traumatic brain injuries resulting from military service, and subject to the availability of public and private funds appropriated for them, case management services, outpatient, family support, and other appropriate behavioral health and brain injury services necessary to provide individual services and support.</p>
Washington	<p>Wash. Rev. Code §74.31.020 (2011 HB 1614)</p> <p>Amends the Washington traumatic brain injury strategic partnership advisory council to: require the partnership to develop and submit a report to the legislature every year that makes recommendations for revisions to the statewide plan and makes revisions to the council's activities, among other things.</p> <p>Wash. Rev. Code §28A.600.190 (2009 HB 1824)</p> <p>Requires each school district's board of directors to work with the Washington Interscholastic Activities Association to develop guidelines and other information to educate coaches, athletes, and parents or guardians about concussion and head injury, including continuing to play after injury is sustained. A youth athlete suspected of sustaining a concussion or head injury must be removed from play until cleared by a licensed health care provider.</p> <p>2009 Wash. Laws, Chap. 447 (2009 HB 2078)</p> <p>Creates a workgroup to be chaired by the Developmental Disabilities Council, the Washington Association of Sheriffs, and Police Chiefs to address issues relating to</p>

State Laws on Traumatic Brain Injury: 2009-2014

source National Conference of State Legislatures (NCSL) eff. 7/28/14

State	Description of Law
	persons with developmental disabilities who are in correctional facilities. This workgroup has to include, among other recommendations, advice on the feasibility of screening and accommodating prisoners with traumatic brain injury. The work group shall develop a simple screening tool for jails to use as part of intake of offenders who may have developmental disabilities, a model policy for the use of the screening tool, a cost-effective way to provide training to the jail staff on the use of the tool, and information on best practices and training for accommodating persons with developmental disabilities during their confinement.
West Virginia	<p>2013 W. Va. Acts, Chap. 58 (2013 SB 336)</p> <p>Establishes protocols and protections to limit and treat injury to youth athletes and students.</p>
Wisconsin	<p>2012 Wis. Laws, Act 172 (2012 HB 400)</p> <p>Requires an athletic coach or official to remove a person from a youth athletic activity if the person exhibits signs, symptoms, or behavior consistent with a concussion or head injury or the coach or official suspects the person has sustained a concussion or head injury.</p>
Wyoming	<p>2011 Wyo. Sess. Laws, Chap. 190 (2011 SB 38)</p> <p>Requires the State Superintendent of Public Instruction to develop a model protocol and to assist school districts in developing protocols for addressing risks associated with concussions and other head injuries from school athletics. This law also requires school districts to adopt protocols to address risks associated with concussions and other head injuries, to include training of coaches and trainers, restrictions on a student's participation in athletics after suffering a concussion or head injury, and provision of related information to students and parents.</p>



USA Roller Sports

YOUTH PROTECTION HANDBOOK

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INTRODUCTION

USA Roller Sports is committed to improving the development, safety and welfare of athletes and participants involved in sport. There are a lot of reasons to play sport – at any level. A life-long activity, people often play sport to have fun and spend time with friends. Sport also encourages a healthy lifestyle, builds self-confidence; athletes also do better off the field. They learn goal-setting, teamwork and time management skills. Athletes are less likely to use cigarettes, drugs and alcohol; they have higher graduation rates and are more likely to attend college.

Here, we identify six types of misconduct: emotional, physical, sexual, bullying, harassment and hazing. All forms of misconduct are intolerable and in direct conflict with the policies of USARS.

USARS publishes this handbook as a resource to guide the development, implementation and internal review of effective athlete welfare and misconduct prevention strategies for USARS leadership and its members.



Chapter 1:

Screening Staff Members and/or Volunteers

CREATING A SAFE AND POSITIVE ENVIRONMENT

APPLICANT MEMBERSHIP SCREENING

USARS members (coaches, event organizers, volunteers, and staff) must consent to, and pass, a formal applicant screening process before becoming a member of the USARS.

CRIMINAL BACKGROUND CHECKS

All adult applicants will be required to undergo a criminal background check before becoming a member of the USARS.

FREQUENCY OF CRIMINAL BACKGROUND CHECKS

Criminal background checks will be conducted on at least an every other year basis or as otherwise required by law, for all USARS members who are 21 years of age.

AFFIRMATIVE DUTY TO DISCLOSE

If, during the course of employment or membership in the USARS, an USARS member (coach, event organizer, volunteer, and staff) is accused, arrested, indicted or convicted of a criminal offense against a child, it is the duty and responsibility of the USARS member to notify the USARS National Office.



Chapter 2:

Athlete Protection Guidelines

CREATING A SAFE AND POSITIVE ENVIRONMENT

ATHLETE PROTECTION GUIDELINES

COMMITMENT TO SAFETY

Overview

In the event that any USARS member (coach, event organizer, volunteer, and staff) observes inappropriate behaviors, suspected physical or sexual abuse, or sexual misconduct, it is the personal responsibility of each person to immediately report (same day) his or her observations to local law enforcement and the USARS National Office.

USARS is committed to creating a safe and positive environment for athletes' physical, emotional and social development and to ensuring that it promotes an environment free of misconduct.

USARS members (coaches, event organizers, volunteers, and staff) should not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for reporting to appropriate law enforcement authorities. Instead, it is the responsibility of each person to immediately report suspicions or allegations of child physical or sexual abuse to the local law enforcement authorities and the USARS National Office.

USARS recognizes that the process for training and motivating athletes will vary with each coach and athlete, but it is nevertheless important for everyone involved in sport to support the use of motivational and training methods that avoid misconduct.

Application

These Guidelines apply to

- USARS members (coaches, event organizers, volunteers, and staff)
- USARS athletes and participants

Coaches, event organizers, volunteers, staff members, athletes and participants shall **refrain from child physical or sexual abuse; bullying, harassment and hazing; and emotional, physical and sexual misconduct.**

PROHIBITED CONDUCT

Sexual Abuse

Child sexual abuse includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception or the child understands the sexual nature of the activity. Child sexual abuse involves any sexual activity with a child where consent is not or cannot be given.

Sexually abusive acts may include non-contact sexual acts such as verbal acts, sexually suggestive electronic or written communications, exposure or voyeurism.

Peer-to-Peer Child Sexual Abuse

Sexual contact between minors also can be abusive. Approximately 1/3 of all child sexual abuse occurs at the hands of other children and the obligation to report extends to peer-to-peer child sexual abuse. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power and/or intellectual capabilities.

MISCONDUCT

Misconduct refers to conduct and behaviors that are considered harmful to the psychological and physical health of athletes and other participants, regardless of age. The six individual forms of misconduct described below – emotional misconduct, physical misconduct, sexual misconduct, bullying, harassment and hazing – are considered misconduct regardless of intent.

Emotional Misconduct

- (1) A pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete. Non-contact behaviors include:
 - a. verbal acts
 - b. physical intimidation
 - c. acts that deny attention or support
- (2) Any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect).

Exception

Emotional misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, discipline or improving athletic performance.

Examples

Examples of emotional misconduct prohibited by this Guideline include, without limitation:

- (1) **Verbal Acts.** A pattern of verbal behaviors that (a) attack an athlete personally (e.g., calling them worthless, fat or disgusting) or (b) repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose.
- (2) **Physical Intimidation.** A pattern of physically aggressive behaviors, such as (a) throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or (b) punching walls, windows or other objects.
- (3) **Acts that Deny Attention and Support.** A pattern of (a) ignoring an athlete for extended periods of time or (b) routinely or arbitrarily excluding participants from practice.

Physical Misconduct

- (1) Contact or non-contact behaviors that result in, have the potential to, or threaten to cause physical harm to an athlete or other sport participants; or
- (2) Any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault).

Examples

Examples of physical misconduct prohibited by this Guideline include, without limitation:

- (1) **Contact offenses.** Behaviors that include: (a) punching, beating, biting, striking, choking or slapping an athlete; (b) intentionally hitting an athlete with objects or sporting equipment; (c) providing alcohol to an athlete under the legal drinking age (under U.S. law); (d) providing illegal drugs or non-prescribed medications to any athlete; (e) encouraging or permitting an athlete to return to play pre-maturely following a serious injury, such as a concussion, and without the clearance of a medical professional; (f) prescribed dieting or other weight-control methods (e.g., weigh-ins, caliper tests) without regard for the nutritional well-being and health of athlete.
- (2) **Non-contact offenses.** Behaviors that include: (a) isolating an athlete in a confined space (e.g., locking an athlete in a small space); (b) forcing an athlete to assume a painful stance or position for no athletic purpose (e.g. requiring an athlete to kneel on a harmful surface); (c) withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.

Exceptions

Physical misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athlete performance. For example, hitting, punching, and kicking are well-regulated forms of contact in combat sports, but have no place in swimming.

Sexual Misconduct

- (1) Any touching or non-touching sexual interaction that is (a) nonconsensual or forced, (b) coerced or manipulated, or (c) perpetrated in an aggressive, harassing, exploitative or threatening manner
- (2) Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative
- (3) Any act or conduct described as sexual abuse or misconduct under federal or state law (e.g. sexual abuse, sexual exploitation, rape)

Note: An imbalance of power is always assumed between a coach and an athlete.

Sexual misconduct includes sexual assault, sexual harassment, sexual abuse and any other sexual intimacies that exploit an athlete. **Minors cannot consent to sexual activity with an adult**, and all sexual interaction between an adult and a minor is strictly prohibited.

Examples

Examples of sexual misconduct prohibited under this Guideline include, without limitation:

- (1) **Touching offenses.** Behaviors that include:
 - (a) fondling an athlete's breasts or buttocks
 - (b) exchange of reward in sport (e.g., team placement, scores, feedback) for sexual favors
 - (c) genital contact
 - (d) sexual relations or intimacies between participants in a position of trust, authority and/or evaluative and supervisory control over athletes or other sport participants
 - i. Authority and Trust.* Once the unique coach-athlete relationship is established, the authority and trust on the part of the coach over the athlete shall be assumed, regardless of age. Accordingly, sexual interaction or intimacies between a coach and an athlete or other participant are prohibited, regardless of age, both during coaching and during that period following coaching when the imbalance in power could jeopardize effective decision-making.
 - ii. Imbalance of Power.* Factors relevant to determining whether there is an imbalance of power include, but are not limited to: (a) the nature and extent of the coach's supervisory, evaluative or other authority over the athlete being coached; (b) the actual relationship between the parties; (c) the parties' respective roles; (d) the nature and duration of the sexual relations or intimacies; (e) the age of the coach; (f) the age of the athlete or participant; (g) and whether the coach has engaged in a pattern of sexual interaction with other athletes or participants.
- (e) sexually-oriented comments, jokes, or sexual innuendos made to or about an athlete, or other sexually harassing behaviors
- (f) a coach discussing his or her sex life with an athlete
- (g) a coach asking an athlete about his or her sex life
- (h) coach requesting or sending a nude or partial-dress photo to athlete
- (i) exposing athletes to pornographic material
- (j) sending athletes sexually explicit or suggestive electronic or written messages or photos (e.g. "sexting")
- (k) deliberately exposing an athlete to sexual acts
- (l) deliberately exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared)
- (m) sexual harassment; specifically, the sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, and
 - i.* is unwelcome, offensive or creates a hostile environment, and the offending individual knows or is told this
 - ii.* is sufficiently severe or intense to be harassing to a reasonable person in the context

Bullying

- (1) An intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership
- (2) Any act or conduct described as bullying under federal or state law

Exceptions

Bullying does not include group or team behaviors that (a) are meant to establish normal team behaviors, or (b) promote a team environment. Bullying also does not include verbal admonitions to encourage team members to train harder and to push through a difficult training regimen.

Examples

Examples of bullying prohibited by this Guideline include, without limitation:

- (1) **Physical behaviors.** Behaviors that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking, or slapping an athlete; (b) throwing at, or hitting an athlete with, objects such as sporting equipment.
- (2) **Non Physical behaviors.** Behaviors that include (a) teasing, ridiculing, intimidating; (b) spreading rumors or making false statements; or (c) using electronic communications, social media, or other technology to harass, frighten, intimidate or humiliate ("cyber bullying").

Harassment

- (1) A repeated pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation or annoyance, (b) offend or degrade, (c) create a hostile environment or (d) reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability
- (2) Any act or conduct described as harassment under federal or state law

Examples

Examples of harassment prohibited by this Guideline include, without limitation:

- (1) **Physical offenses.** Behaviors that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping an athlete or participant; (b) throwing at or hitting an athlete with objects including sporting equipment
- (2) **Non-physical offenses.** Behaviors that include (a) making negative or disparaging comments about an athlete's sexual orientation, gender expression, disability, religion, skin color, or ethnic traits; (b) displaying offensive materials, gestures, or symbols; (c) withholding or reducing playing time to an athlete based on his or her sexual orientation.

Hazing

- (1) Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members
- (2) Any act or conduct described as hazing under federal or state law

Exception

Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion. Examples include, without limitation:

- (1) allowing junior athletes to carry senior athletes' equipment into the locker room after practice
- (2) encouraging junior athletes to arrive early and set up training equipment
- (3) giving senior athletes first preference in team assignments, responsibilities, accommodations, facilities or equipment

Examples

Examples of hazing prohibited by this Guideline include, without limitation:

- (1) requiring, forcing or otherwise requiring the consumption of alcohol or illegal drugs
- (2) tying, taping or otherwise physically restraining an athlete
- (3) sexual simulations or sexual acts of any nature
- (4) sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food
- (5) social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule
- (6) beating, paddling or other forms of physical assault
- (7) excessive training requirements focused on individuals on a team

WILLFULLY TOLERATING MISCONDUCT

Failure to report forms of misconduct may result in a violation of State law.

REPORTING

Although these guidelines are designed to reduce child sexual abuse and other misconduct, it can still occur. USARS members (coaches, event organizers, volunteers, and staff), and participants of the USARS shall follow the reporting procedures set forth in the USARS Youth Protection Handbook.

USARS does not investigate suspicions or allegations of child physical or sexual abuse, or attempt to evaluate the credibility or validity of such allegations, as a condition of reporting suspicions or allegations to the appropriate law enforcement authorities and the USARS National Office.



Chapter 3:

Managing Training and Competition

CREATING A SAFE AND POSITIVE ENVIRONMENT

COACHES EVALUATION (document amended by Executive Committee on 4-12-2016 to utilize the free USOC Safe Sport Training Videos)

All registered non-athletes are required to complete certification as a coach and will take the free offered Positive Coaching Alliance educational course as part of gaining membership into USARS.

This Double-Goal Coach training program will give all team administrators, club directors, and coaches the tools they need to help youth athletes improve. PCA's online course is filled with powerful coaching tools that are based on the latest research in sports psychology and reflect the "best practices" of elite coaches and athletes, including such PCA National Advisory Board Members as Los Angeles Lakers Head Coach Phil Jackson, Boston Celtics Head Coach Doc Rivers, Naismith Hall of Fame basketball coaches Dean Smith and Larry Brown, former Kansas City Chiefs Head Coach Herm Edwards, Olympic Gold Medal Gymnast Bart Conner, Olympic Gold Medalist and former WNBA star Ruthie Bolton and Olympic Gold Medalist swimmer Summer Sanders, just to name a few.

Please visit <http://www.teamusa.org/USA-Roller-Sports> and click on PCA Coaches Test

SUPERVISION OF ATHLETES

During training and competition, the USARS strives to create two-deep leadership and minimize one- to-one interactions to create a safe training environment and to protect athletes and participants.

One-to-One Interactions

Appropriate one-on-one interactions with athletes

Individual Meetings

An individual meeting may be necessary to address an athlete's concerns, training program, or competition schedule. Under these circumstances, coaches, event organizers, volunteers, and staff members are to observe the following guidelines:

- Any individual meeting should occur when others are present and where interactions can be easily observed
- Where possible, an individual meeting should take place in a publicly visible and open area, such as the corner of a gym or pool deck
- If an individual meeting is to take place in an office, the door should remain unlocked and open
- If a closed-door meeting is necessary, the coach, staff member and/or volunteer must have another person in attendance and ensure the door remains unlocked

Individual Training Sessions

An individual training session(s) with an athlete or participant may also be desired or necessary. Under these circumstances, written permission of a minor athlete's parents or guardians is

recommended in advance of the individual training session(s), and USARS encourages parents and guardians to attend the training session.

Prohibited one-to-one interactions with athletes

Except as set forth above, minor athletes and participants should not be left unattended or unsupervised during USARS activities. Coaches, event organizers, volunteers, and staff members are prohibited from being alone with an individual athlete or participant in any room or building. Social activities and fundraising events shall not be conducted on a one-on-one basis. These activities should include the entire team.

PHYSICAL CONTACT WITH ATHLETES

Appropriate physical contact between athletes and coaches, event organizers, volunteers, or staff members is a productive and inevitable part of sport. Athletes are more likely to acquire advanced physical skills and enjoy their sport participation through appropriate physical contact. However, guidelines for physical contact must be set to reduce the potential for misconduct in sport.

APPROPRIATE PHYSICAL CONTACT

USARS adheres to the following guidelines in regards to physical contact with our athletes:

Common Criteria for Appropriate Physical Contact

Physical contact with athletes – for safety, consolation and celebration – has multiple criteria in common which make them both safe and appropriate. These include:

- the physical contact must take place in public
- there is no potential for physical or sexual intimacies during the physical contact
- the physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult

Safety

The safety of our athletes is paramount and in many instances we make the athletic space safer through appropriate physical contact. Examples include:

- spotting an athlete so that they will not be injured by a fall or piece of equipment
- positioning an athlete's body so that they more quickly acquire an athletic skill, get a better sense of where their body is in space, or improve their balance and coordination
- making athletes aware that they might be in harm's way because of other athletes practicing around them or because of equipment in use

Celebration

Sports are physical by definition and we recognize participants often express their joy of participation, competition, achievement and victory through physical acts. We encourage these public expressions of celebration, which include:

- greeting gestures such as high-fives, fist bumps, and brief hugs
- congratulatory gestures such as celebratory hugs, "jump arounds" and pats on the back for any form of athletic or personal accomplishment

Consolation

It may be appropriate to console an emotionally distressed athlete(e.g., an athlete who has been injured or has just lost a competition). Appropriate consolation includes:

- publicly embracing a crying athlete
- putting an arm around an athlete while verbally engaging them in an effort to calm them down (“side hugs”)
- lifting a fallen athlete off the playing surface to encourage them to continue competition

PROHIBITED PHYSICAL CONTACT

Prohibited forms of physical contact:

- asking or having an athlete sit in the lap of a coach, administrator, staff member or volunteer
- lingering or repeated embraces of athletes that go beyond the criteria set forth for physical contact
- slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish or achieve compliance from an athlete
- “cuddling” or maintaining prolonged physical contact during any aspect of training, travel or overnight stay
- playful, yet inappropriate contact that is not a part of regular training, (e.g., tickling or “horseplay” wrestling)
- continued physical contact that makes an athlete obviously uncomfortable, whether expressed or not
- any contact that is contrary to a previously expressed personal desire for decreased or no physical contact, where such decreased contact is feasible in a competitive training environment.

ELECTRONIC COMMUNICATIONS AND SOCIAL MEDIA GUIDELINES

As part of the USARS's emphasis on athlete safety, all electronic communications between a coach and athlete must be professional in nature and for the purpose of communicating information about team activities.

As with any communication, the content of any electronic communication should be readily available to share with the athlete's family. If the athlete is under the age of 21, any email, electronic text, social media or similar communication must copy or include the athlete's parents or guardians.

FACEBOOK, MYSPACE, BLOGS AND SIMILAR SITES

Coaches may not have athletes join a personal social media page. Athlete members and parents can friend the official Club/Team page and coaches can communicate to athlete members through the site. All posts, messages, text, or media of any kind between coach and athlete must be professional in nature and for the purpose of communicating information about team activities or for team-oriented motivational purposes.

TWITTER, INSTANT MESSAGING AND SIMILAR MEDIA

Coaches and athletes may "follow" each other. Coaches cannot "re-tweet" athlete message posts. All posts between coach and athlete must be for the purpose of communicating information about team activities.

EMAIL AND SIMILAR ELECTRONIC COMMUNICATIONS

Athletes and coaches may use email to communicate. All email content between coach and athlete must be professional in nature and for the purpose of communicating information about team activities. Where the coach is a staff member and/or volunteer, email from a coach to any athlete should come from the club website email center (the coach's return email address will contain "@CLUB.com").

TEXTING AND SIMILAR ELECTRONIC COMMUNICATIONS

Texting is allowed between coaches and athletes. All texts between coach and athlete must be professional and for the purpose of communicating information about team activities.

ELECTRONIC IMAGERY

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the athlete – individually or in groups – may be taken. These photos and/or videos may be submitted to local, state or national publications, used in club videos, posted on club or club associated websites, or offered to the club families seasonally on disc or other electronic form. It is the default guideline of USARS to allow such practices as long as the athlete or athletes are in public view and such imagery is both appropriate and in the best interest of the athlete and the club.

REQUEST TO DISCONTINUE ALL ELECTRONIC COMMUNICATIONS OR IMAGERY

The parents or guardians of an athlete may request in writing that their child not be contacted by any form of electronic communication by coaches (photography or videography).

MISCONDUCT

Social media and electronic communications can also be used to commit misconduct (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications by coaches, volunteers, administrators, officials, staff, parents or athletes are not acceptable and are considered violations of our Youth Protection Handbook.

LOCKER ROOMS AND CHANGING AREAS

USARS is concerned with locker room activities between minors, minors and adults, adults being alone with individual minors in locker rooms and changing areas, with non-official or non-related adults having unsupervised access to minor participants, and with inappropriate behavior among adults in locker rooms.

As part of the USARS's commitment to safety, USARS recommends its clubs to publish practices for locker rooms and changing areas. Clubs should include the following information in their Locker Rooms and Changing Areas Guidelines:

- **Supervision.** CLUB must have and describe its practices for supervising and monitoring locker rooms and changing areas
- **Prohibited Conduct.** CLUB's guidelines must prohibit hazing, bullying, harassment and other forms of misconduct, as set forth in the USARS's Youth Protection Handbook
- **User of Recording Devices.** CLUB's guidelines must prohibit the use of a device's recording capabilities, including voice recording, still cameras and video cameras
- **Meetings.** For individual meetings with a minor participant and a coach in a locker room, the USARS recommends that at least one additional responsible adult be with the coach.

See Sample Guidelines in Appendix.

TRAVEL

As part of the USARS's commitment to athlete safety, the USARS recommends its clubs to have published practices for team travel. Team Travel is defined as overnight travel to a team activity that is planned and supervised by the CLUB. CLUB travel policies should be signed and agreed to by all athletes, parents, coaches and other adults traveling with the club.

Clubs should include the following in their Travel Guidelines:

- Club travel policies must be signed and agreed to by all athletes, parents, coaches and other adults traveling with the club.
- Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with an athlete(s) (unless the coach is the parent, guardian, sibling or spouse of that particular athlete).
- When only one athlete and one coach travel to a competition, the athlete must have his or her parents' (or legal guardian's) written permission in advance to travel alone with the coach.

See Sample Guidelines in Appendix.



Chapter 4:

Responding to Abuse, Misconduct and Guideline Violations

CREATING A SAFE AND POSITIVE ENVIRONMENT

REPORTING GUIDELINES

Any report of misconduct or suspicions of child physical or sexual abuse will be taken seriously and handled appropriately. Every USARS member (coach, event organizer, volunteer, and staff) must report suspicions or allegations of child physical or sexual abuse to both (a) **the appropriate law enforcement authorities** and to (b) the USARS National Office.

USARS does not investigate suspicions or allegations of child physical or sexual abuse or attempt to evaluate the credibility or validity of such allegations as a condition for reporting to the appropriate law enforcement authorities.

REPORTING PROCEDURE

To Whom to Report

Reports must be made to local law enforcement and the USARS National Office executive Director or leadership listed in this document.

How to Report

USARS will take a report in a verbal or written form. Regardless of how you choose to report, it is helpful to USARS for individuals to provide, at a minimum, (1) the name and contact information of the person making the report; (2) the type of misconduct alleged and the name(s) of the individual(s) alleged to have committed the misconduct; (3) date of the incident; (4) name of the alleged victim.

CONFIDENTIALITY

To the extent permitted by law, and as appropriate, the USARS will keep confidential the complainant's name on request, not make public the names of potential victims, the accused perpetrator or the people who made a report of child physical and sexual abuse to the authorities.

HOW REPORTS ARE HANDLED

Suspicions or Allegations of Child Physical or Sexual Abuse

Reporting to Law Enforcement and/or Child Protective Services

An independent investigation can harm youth and/or interfere with the legal investigative process. USARS, its staff members and/or volunteers **do not attempt to evaluate the credibility or validity of child physical or sexual abuse as a condition for reporting to appropriate law enforcement authorities.** As necessary, however, USARS may ask a few clarifying questions of the minor or

person making the report to adequately report the suspicion or allegation to law enforcement authorities.

Immediate Notification

When an allegation of child physical or sexual abuse is made against a staff member, youth and/or volunteer, USARS may immediately notify the member that he or she is ineligible to participate in any USARS activities. As necessary, USARS may suspend or change the assignment of a staff member and/or volunteer.

All USARS members (coaches, event organizers, volunteers, and staff) are mandatory reporters. Failure to report to local law enforcement and the USARS National Office will subject the individual(s) to disciplinary procedures.



APPENDIX

Definitions, FAQ's, and Sample Guidelines

DEFINITIONS

Child, children, minor and youth

Anyone under the age of 21. Here, “child,” “children,” “minor” and “youth” are used interchangeably.

Child physical abuse

- Non-accidental trauma or physical injury caused by contact behaviors, such as punching, beating, kicking, biting, burning or otherwise harming a child. Child physical abuse may also include non-contact physical misconduct as described in the Youth Protection Manual.
- Legal definitions vary by state. To find guidelines concerning your state, visit the Child Welfare Information Gateway (www.childwelfare.gov).

Child sexual abuse

- Child sexual abuse involves any sexual activity with a child where consent is not or cannot be given. This includes sexual contact with a minor that is accomplished by deception, manipulation, force or threat of force regardless of whether there is deception or the child understands the sexual nature of the activity. Sexual contact between minors can also be abusive if there is a significant imbalance of power or disparity in age, development or size, such that one child is the aggressor. The sexually abusive acts may include sexual penetration, sexual touching or non-contact sexual acts such as verbal acts, sexually suggestive written or electronic communications, exposure or voyeurism.
- Legal definitions vary by state. To find guidelines concerning your state, visit the Child Welfare Information Gateway (www.childwelfare.gov).

Misconduct

Conduct which results in harm, the potential for harm or the imminent threat of harm. Age is irrelevant to misconduct. There are six primary types of misconduct in sport: emotional, physical and sexual misconduct, bullying, harassment and hazing.

Participants

Participants are those who participate in a sport activity through a particular club or organization. Participants may include athletes, coaches, officials or referees. Participants include (or may be) minors.

FAQ's

1. Do I purchase my membership first?

Yes you can purchase your coach membership first or you can purchase your membership and the club membership at the same time. NOTE: The membership will be pending until the membership background screening process is complete.

2. Do I have to pay extra for the background check?

There is no extra fee. Your background screening is included in your membership fee.

3. Will I be background screened yearly?

No. It is part of the membership application every other year.

4. I have a background check done through my Job, club, or Governing Body every year. Can you use that information?

No. Federal Law does not allow organizations to share background screening information. We cannot use any other source or data for our background screening process. You must go through our screening process. The same process must be used for all our adult members.

5. I am an adult athlete and I do not participate with youth athletes, do I still have to have the background screening done?

Adult members will be asked to attest on their membership application that they are not under investigation or prosecuted for sexual misconduct, felonious acts, or a registered sexual offender.

6. If my membership is not approved what happens?

You can contact the USARS Executive Director of the Board of Directors at 402- 473-7551 for further instructions.

SAMPLE GUIDELINES

LOCKER ROOMS AND CHANGING AREAS

The following guidelines are designed to maintain personal privacy as well as to reduce the risk of misconduct in locker rooms and changing areas.

FACILITIES

The following is a description of our practice and competition facilities to allow athletes and their families to plan their use:

We practice at: LOCATION ADDRESS

This location has: DESCRIPTION SELECTION

Sample locker room descriptions:

- (a) No locker room or changing facilities. Athletes will be expected to come dressed for practice and to change and shower at home.
- (b) A changing area that is shared with the general public. As such, there are likely to be people who are not associated with ORGANIZATION in the changing area around the time of practice.
- (c) A changing area and locker room dedicated to our athletes and teams.

Our home competitions will be held at: LOCATION ADDRESS(ES). The location(s) has (have): SAME DESCRIPTION SELECTION AS ABOVE.

When we travel for competition the facilities may differ from location to location. We will work with the host team to provide as much information about the locker room and changing areas as early as possible, and post that information as soon as it's available.

MONITORING

CLUB has predictable and limited use of locker rooms and changing areas (e.g., immediately before and following practices and competitions). This allows for direct and regular monitoring of locker room areas. While constant monitoring inside of locker rooms and changing areas might be the most effective way to prevent problems, we understand that this would likely make athletes uncomfortable and may even place our staff at risk for unwarranted suspicion.

We conduct a sweep of the locker rooms and changing areas before athletes arrive, post staff members directly outside of the locker rooms and changing areas during periods of use, and leave the doors open only when adequate privacy is still possible. Staff members conduct regular sweeps

inside these areas as well, with women checking on female-designated areas, and men checking on male-designated areas.

-OR-

CLUB has staggered practices, with different groups arriving and departing throughout the day. It is therefore not practical to constantly monitor locker rooms and changing areas over this extended course of time. While we do not post staff members inside or at the doors of the locker rooms and changing areas, we do make occasional sweeps of these areas. Staff members conduct these sweeps, with women checking on female-designated areas, and men checking on male-designated areas.

Coaches and staff make every effort to recognize when an athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, we will check on the athlete's whereabouts.

Given the potential discomfort of having non-coaches and non-athletes in the locker rooms and changing areas, we discourage parents from entering those areas unless it is truly necessary. Under such circumstances, only a same-sex parent should go into a locker room and changing area.

If an athlete needs assistance with his or her uniform or gear (for example, a child under the age of eight), or an athlete's disability warrants assistance, then we ask that parents let the coach or an administrator know beforehand that he or she will be helping the athlete.

MIXED-GENDER TEAMS

If the team consists of both male and female athletes, both female and male privacy rights must be given consideration and appropriate arrangements made. Where possible, CLUB has the male and female players dress/undress in separate locker rooms and then convene in a single dressing room before the game or team meeting. Once the game is finished, the players may come to one locker room and then the male and female players proceed to their separate dressing rooms to undress and shower (separately), if available. If separate locker rooms are not available, then the athletes will take turns using the locker room to change.

USE OF CELL PHONES AND OTHER MOBILE RECORDING DEVICES

Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras increase the risk for different forms of misconduct in locker rooms and changing areas. As a result, **THERE WILL BE NO USE OF A DEVICE'S RECORDING CAPABILITIES IN THE LOCKER ROOMS OR CHANGING AREAS.**

SAMPLE GUIDELINES

TRAVEL

Travel will be a standard aspect of our competitive season and CLUB has established policies to guide our travel, minimize one-on-one interactions and reduce the risk of misconduct. Adherence to these travel guidelines will increase athlete safety and improve the competitive experience while keeping travel a fun and enjoyable experience.

LOCAL AND TEAM TRAVEL

We distinguish between travel to training, practice and local competition (“local travel”), and team travel involving a coordinated overnight stay (“team travel”).

Local Travel

Local travel occurs when CLUB does not sponsor, coordinate, or arrange for travel. For local travel, athletes or their parents/guardians (for minor athletes) are responsible for making all travel arrangements. In these instances it is the responsibility of the athlete or their parents/guardians (for minor athletes) to ensure the person transporting the athlete maintains all safety and legal requirements, including, but not limited to, a valid driver’s license, proper insurance, well maintained vehicle, and compliance with all state laws.

In an effort to minimize one-on-one interactions, CLUB staff members, coaches and/or volunteers, who are not also acting as a parent, should not drive alone with an unrelated athlete and should only drive with at least two other athletes or another adult at all times, unless otherwise agreed to in writing by the athlete’s parent or guardian in advance of travel. In any case where a staff member and/or volunteer is involved in the athlete’s local travel, a parental release is required in advance. Efforts must be made to ensure that staff and/or volunteers are not alone with an athlete or participant, by, e.g., picking the athletes up in groups.

Coaches, staff members and volunteers who are also an athlete’s guardian may provide shared transportation for any athlete(s). We encourage guardians to pick up their athlete first and drop off their athlete last in any shared or carpool travel arrangement. We also recommend completing a shared travel declaration form signed by the parents/guardians of any minor athlete who is being transported as part of such a carpool arrangement.

Team Travel

Team travel is overnight travel that occurs when CLUB sponsors, coordinates or arranges for travel so that our teams can compete locally, regionally, or nationally. Because of the greater distances, coaches, staff, volunteers and chaperones will often travel with the athletes. However, no coach, staff member, or volunteer will engage in team travel without the proper safety requirements in place, including valid drivers’ licenses, proper insurance, well-maintained vehicles and compliance with all state laws. Drivers of vehicle should be age 21 or older.

CLUB makes efforts to provide adequate supervision through coaches and other adult chaperones.

Appropriate adult-to-athlete ratios will depend on the age of your athletes and other participants. Evaluate your program to determine your supervisory needs.

For team travel, hotels and air travel will be booked in advance by CLUB. Athletes will share rooms, with 2-4 athletes assigned per room depending on accommodations. CLUB will also notify hotel management should any special arrangements be warranted. For instance, we will ask hotels to block pay per view channels and we will request an additional large room or suite so that our members and athletes may socialize as a group. Meetings do not occur in hotel rooms, and we will reserve a separate space for adults and athletes to socialize.

We encourage family members who wish to stay in the team hotel to do so. If family members do not stay in the team hotel, we encourage all athletes to call parents and guardians regularly and allow for any unscheduled calls by either the athlete or parent/guardian.

INDIVIDUAL TRAVEL (For Individual Sports)

The nature of our sport and competition structure means that individual athletes may sometimes need to travel overnight without other athletes. Under these circumstances, we encourage minimizing one-on-one time between a coach and athlete by:

1. Traveling with an additional coach or chaperone
2. Inviting parents/guardians to travel with their athlete (for athletes under age 20)

For individual travel, we attempt to provide alternative guidelines. Depending on the nature of the travel and competition, these guidelines may include:

1. Compressing the travel schedule to reduce the number of nights athletes are away from home
2. Providing regular organizational check-in phone calls to the traveling athlete and coach
3. Encouraging more frequent and unscheduled check-in phone calls initiated by parents/guardians (for minor athletes)
4. Complying with reasonable parental requests when a child is a way from home without a guardian

When only one athlete and one coach travel to a competition, *the athlete must have his or her parents' or legal guardian's written permission in advance to travel alone with the coach.*

TRAVEL NOTIFICATION

When possible, CLUB will provide reasonable advance notice before team travel. Notice will include the dates, location and duration of competition. Travel notice will also include designated team hotels for overnight stays as well as a contact person within the club/team. This individual will be the point of contact to confirm your intention to travel and to help with travel details.

CLUB will post specific travel itineraries when they become available. These will include a more detailed, hour-by-hour itinerary as well as contact information for team travel chaperones.

MIXED-GENDER AND MIXED-AGE TRAVEL

CLUB is made up of male and female athletes across various ages. Athletes will only share a room with other athletes of the same sex and age group. Athletes will also be grouped by age and sex for the purposes of assigning an appropriate chaperone. We will make every effort to provide these groups at least one chaperone of the same sex. However, we rely on parents to serve as chaperones and may be limited in providing this match.

Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with an athlete (unless the coach is the parent, guardian, sibling or spouse of that particular athlete). Where an adult is registered both as a coach and an athlete member of CLUB, and is functioning primarily as a coach, he or she may share sleeping arrangements with another registered coach.

COACH AND STAFF RESPONSIBILITIES

During team travel, coaches and staff members will help athletes, fellow coaches and staff members adhere to these guidelines, including, without limitation, the Travel Guidelines, Locker Rooms and Changing Areas Guidelines and Reporting Guidelines.

If a coach or staff member transports an athlete or other organization member in their private car for team travel, a copy of the coach's or staff member's valid driver's license is required.

When not practicing, training, competing, or preparing for competition, coaches and staff will monitor the activities of athletes, fellow coaches and staff during team travel. Coaches and staff will:

- a. prepare athletes for team travel and make athletes aware of all expectations. Supplemental information will be given to parents/guardians of athletes who are considered inexperienced travelers, new or relatively new to team travel, or who are under the age of 14
- b. familiarize themselves with all travel itineraries and schedules before the initiation of team travel
- c. conform to, and monitor for others' adherence, the Youth Protection Handbook and all guidelines during team travel
- d. encourage minor athletes to participate in regular, at least daily, scheduled communications with their parents/guardians
- e. help athletes be on time for all team commitments (as possible)
- f. assist with team travel logistical needs (as possible)
- g. support chaperones and/or participate in the monitoring of athletes for adherence to curfew restrictions set based on age and competition schedule as listed in travel itinerary
- h. ensure athletes are complying with hotel room restrictions based on gender or age bracket requirements
- i. make certain that athletes are not alone in a hotel room with any adult apart from a family member; this includes coaches, staff and chaperones

- j. not use drugs or alcohol in the presence of minors or be under the influence of alcohol or drugs while performing their coaching duties
- k. immediately report any concerns about physical or sexual abuse, misconduct, or guideline violations
- l. notify parents before taking any disciplinary action against a minor athlete if the athlete is traveling without his or her parents.

CHAPERONE RESPONSIBILITIES

Chaperones accompany team travel to ensure that the athletes, coaches, staff, and volunteers adhere to the CLUB's guidelines. While these include the travel guidelines, it also includes all other relevant policies contained in the USARS Youth Protection Handbook.

If a chaperone has not undergone a criminal background check, the chaperone will not be permitted to have any one-on-one interactions with athletes or other youth participants. If a chaperone has undergone a criminal background check, he or she may have appropriate one-on-one interactions as outlined in the USARS Youth Protection Handbook.

If a chaperone will be operating a private car for team travel, a copy of the chaperone's valid driver's license is required.

Chaperones will monitor the activities of all coaches, staff members, volunteers and athletes during team travel. Specifically, chaperones will:

- a. familiarize themselves with all travel itineraries and schedules before team travel
- b. monitor for adherences to club guidelines during team travel
- c. encourage minor athletes to participate in regular, at least daily, scheduled communications with their parents/guardians
- d. help athletes be on time for all team commitments (as possible)
- e. assist coaches, staff and other volunteers with team travel logistical needs (as possible)
- f. monitor athletes for adherence to curfew restrictions set based on age and competition schedule as listed in travel itinerary
- g. ensure athletes comply with hotel room restrictions based on gender or age bracket requirements
- h. not use drugs or alcohol in the presence of minors or be under the influence of alcohol or drugs while performing their chaperone duties
- i. make certain that athletes are not alone in a hotel room with any adult apart from a family member; this includes coaches, staff and chaperones
- j. immediately report any concerns about sexual and physical abuse, misconduct or guideline violations to local law enforcement.

Double-Goal Coach® Job Description

TO: All Coaches

DATE: _____

FROM: _____

RE: What We Expect of You

You are the most important person in our organization. You determine the kind of experience our athletes have with sports. We are committed to the principles of Positive Coaching. We expect our coaches to be “Double-Goal Coaches” who want to win and help players learn “life lessons” and positive character traits from sports. The following is what we expect from you during the coming the season.

1. Model and teach your players to Honor the Game. Teach the elements of ROOTS— Respect for: Rules, Opponents, Officials, Teammates, and one’s Self.

- Appoint a parent to be “Culture Keeper” for the team.
- Share with your players’ parents your desire for them to Honor the Game.
- Drill Honoring the Game in practice.
- Seize teachable moments to talk with players about honoring the Game.

2. Help players Redefine what it means to be a “Winner” in terms of Mastery, not just the Scoreboard:

- Teach players the ELM Tree of Mastery (Effort, Learning, and bouncing back from Mistakes).
- Use a “Team Mistake Ritual” (like “Flushing Mistakes”) to help players quickly rebound from mistakes.
- Reward effort, not just good outcomes. Look to recognize players for unsuccessful effort.
- Encourage players to set “Effort Goals” that are tied to how hard they try.
- Use Targeted Symbolic Rewards to reinforce effort and team play.

3. Fill your players’ Emotional Tanks.

- Use encouragement and positive reinforcement as your primary method of motivating.
- Strive to achieve the 5:1 “Magic Ratio” of 5 positive reinforcements to each criticism/correction.
- Schedule “fun activities” for practices, so players will enjoy their sport.
- Use the “Buddy System” to teach players to fill each other’s Emotional Tanks.
- Develop “player coaches” by asking for player input and asking rather than telling them what to do.
- Learn to give “Kid-Friendly Criticism” so players will be able to hear it. Criticize in private, “Ask Permission,” use the Criticism Sandwich, and avoid giving criticism in non-teachable moments.

4. Have Conversations during Team Meetings with your players at every practice and every game.

- Review Honoring the Game, the ELM Tree and the Emotional Tank throughout the season.
- Remind players about these three concepts before and after every game.
- Ask questions and encourage players to speak and contribute during team meetings.
- Use the Winner's Circle after a game to reinforce the positive things players did.

At the end of the season we will survey your players and their parents to give you feedback on how you did at implementing these Positive Coaching principles during the season. We will share the results with you. Thank you for all your time and effort!

I agree _____
Coach Signature Date

For more from Positive Coaching Alliance, visit www.positivecoach.org.



USARS YOUTH PROTECTION REPORTING FORM

Reporting Abuse

USARS requires reporting of sexual misconduct by any member and strongly encourages reporting of any concerns relating to the protection of youth athletes. USARS appreciates your willingness to report inappropriate behavior. By submitting this form, you are giving permission to USARS staff to contact you.

Out of respect for the importance of this issue and to encourage honest and effective reporting, knowingly making a false or vindictive report will not be tolerated.

Person Being Reported

Provide as much information as possible about the person you are reporting.

First Name *

Last Name *

Age or Approximate Age

Gender Female Male

Club Affiliation (or None) *

Position(s) this individual holds or held * Head Coach Assistant Coach Athlete Official
 Other

Alleged Offense Information

Provide as much specific information as you are able.

Type of Offense (*select all that apply*)* Bullying Inappropriate Communication Inappropriate Touching
 Physical Abuse Sexual Abuse Other

Did Incident Occur at an USARS Sanctioned Event? Yes No Not Sure

If Yes, Enter Event Name & Sanction # if known:

Location that the incident(s) took place *
Enter *Unknown* or City, State, Specific Location

Date(s) of Alleged Offense *

Description of Alleged Offense (*include as much detail as possible*)

Knowledge of victim(s) involved in the alleged offense I am not aware of any victim(s) involved with the alleged offense
 I am aware of victim(s) involved

Victim or Victims

If you are the victim and wish to remain anonymous, please enter your name as Anonymous. You may also be unaware of who the victim is. In that case, please enter Unknown.

First Name *

Last Name *

Age or Approximate Age
(None) *Gender Female Male Club Affiliation (or

Additional Information

Fill this section out if additional victims are involved.

First Name *

Last Name *

Age or Approximate Age

Gender Female Male

Club Affiliation (or None) *

Individual(s) Who May Have Additional Information

List anyone who may be able to provide additional information regarding the alleged offense. We will not identify you when we contact these individuals.

First Name *

Last Name *

Phone #
(if any)

Email Address

Club Affiliation

First Name *

Last Name *

Phone #
(if any)

Email Address

Club Affiliation

Report Submitted By

All reports are kept strictly confidential by USARS. A person reporting alleged misconduct should not fear any retribution and/or consequence when filing a report he/she believes is true.

First Name *

Last Name *

Phone #

Email Address

USARS Member Yes No Not Sure

Club Affiliation (if any)

Relationship to victim (if any)* Self Parent/Guardian Other family member Friend or acquaintance Club member Coach or volunteer Prefer not to say

Other

Additional Information

Enter any other information that you feel would be helpful to an investigation of the alleged offense you have reported:

This form can be submitted to USARS National Offices

RPorter@usarollersports.org

Fax: 402-483-1465

US Postal Service:

**USARS
4730 South St
Lincoln, NE 68506**

TO: USARS BOARD OF DIRECTORS
FROM: ROBERTA ANN JACKSON
DATE: FEBRUARY 1, 2016
TOPICS: STRATEGIC PLANNING, COMMUNICATION & MARKETING

This report includes the following updates:

- A current Status Report on the Strategic Planning Goals and Action Steps is attached. This spreadsheet illustrates the Action Steps that are not yet completed as well as the Products/ Processes anticipated.
- The USARS COMMUNICATION AND MARKETING Flow chart for publishing/posting in the Magazine, Blaster or Website follows on page 2. This chart illustrates how information is forwarded for posting on the website or Blaster or publishing in the newsletter.
- The USARS Communication Flow Chart on page 3 was drafted as part of the Communication Goal Team Action Step. The intent is to illustrate how information flows in the USARS organization.
- The latest update of the USA Roller Sports Marketing Plan (attached) is a result of the Marketing Goal Team Action Step. Also attached are minutes of the Website Task Force and the Website Reorganization Team.

Attachments:

USARS Strategic Plan Status Report -- To Do Action Steps -- 2.1.16

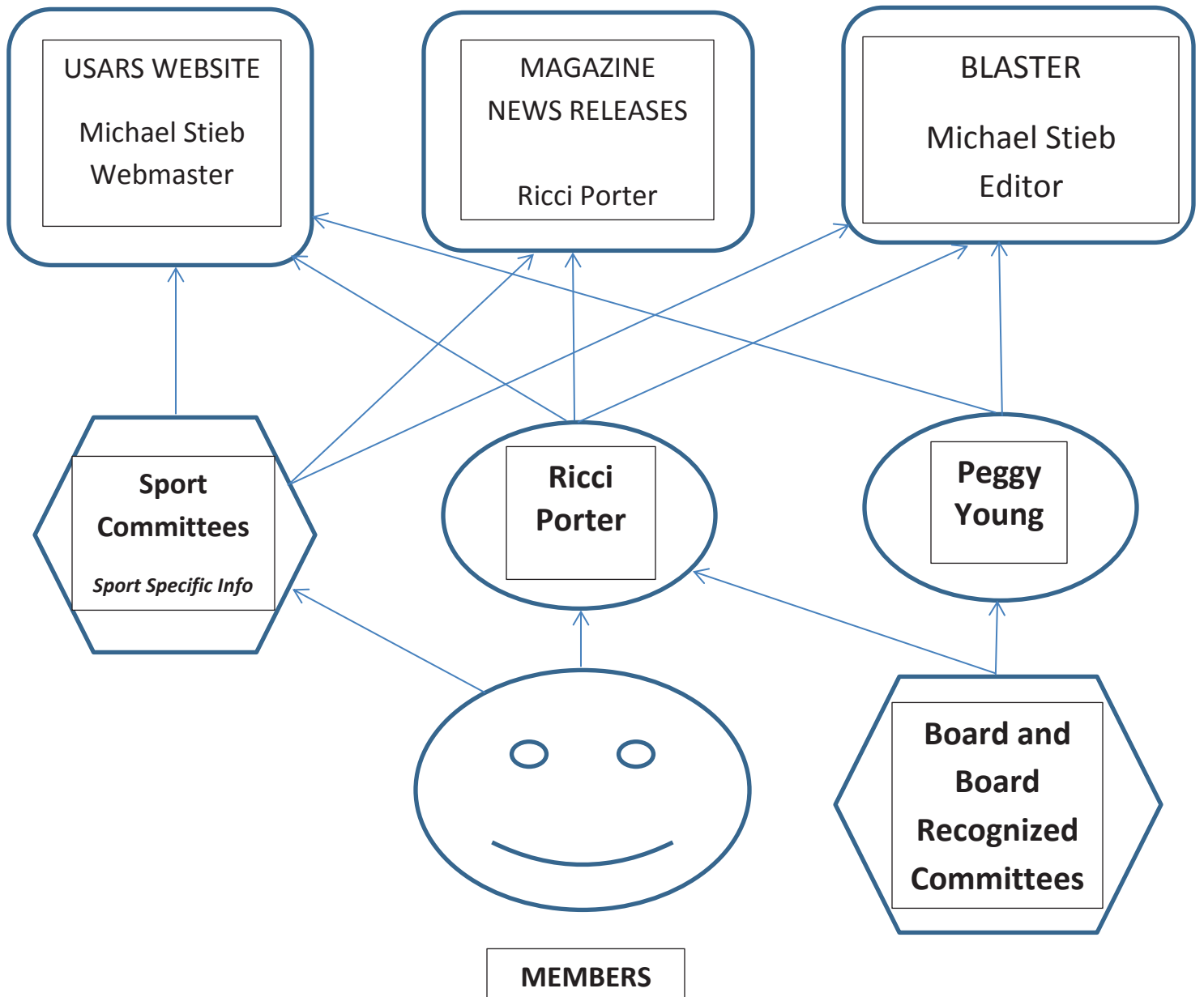
USARS Marketing Plan 2.1.16

Minutes: USARS Website Task Force Conference Call Notes- January 6, 2016

Minutes: Website Reorganization Team Conference Call - January 27, 2016

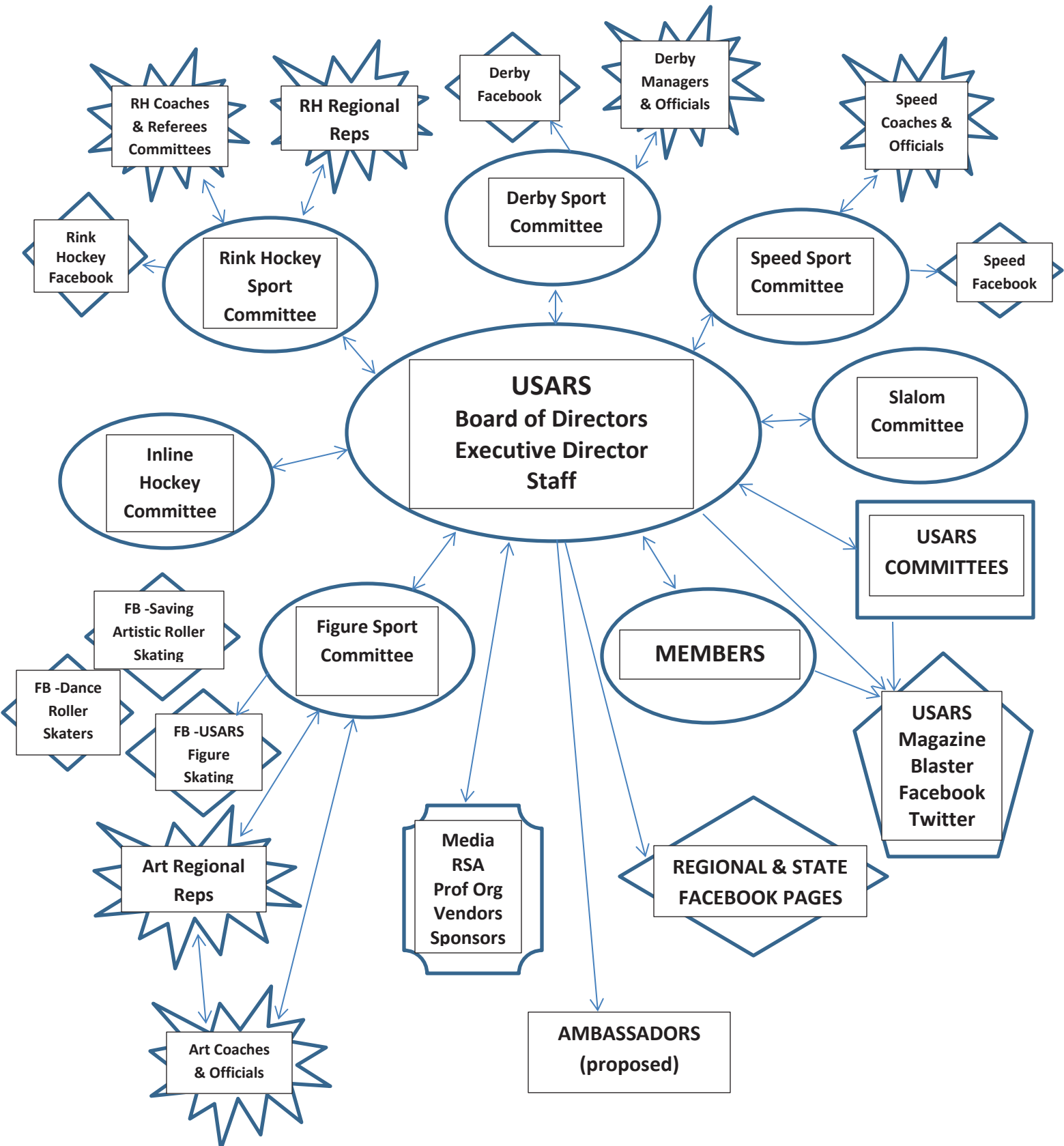
USARS COMMUNICATION AND MARKETING

Flow chart for publishing/posting in the Magazine, Blaster or Website



File: Communication.Marketing Flow Chart 1.31.16

USARS COMMUNICATION FLOW CHART



This update is prepared for the USARS Board of Directors. I am recommending that the board approve this update as presented and confirm the recommendations included which are bolded and underlined. Roberta Jackson, Strategic Plan Coordinator, Interim Marketing Chair

INTRODUCTION: The USARS Strategic Plan adopted by the USARS Board on November 1, 2014 included to "ENHANCE MARKETING" as one of the adopted Goals. A Marketing Goal Team was established and this Marketing Plan and Implementation List is a result of the on-going work of the Marketing Goal Team/Marketing Committee. The Marketing Plan continues to evolve.

USA ROLLER SPORTS MARKETING PLAN

MARKETING PLAN PURPOSE: The purpose of the Marketing Plan is to provide guidance for all marketing and public relations, media engagement, and publications policies and practices of USA Roller Sports (USARS). Our goal is to ensure that everyone understands USA Roller Sports' purpose, core beliefs, aspirations, and programs, and how USARS can directly benefit them or their children.

The Marketing Plan supports the mission, vision, and core values of USA Roller Sports, and directly contributes to the achievement of its goals as defined in the 2014 Strategic Plan and Bylaws. This Marketing Plan should be considered a living document maintained by the USARS Marketing Committee and should be updated annually.

USARS BYLAWS -- ARTICLE II. MISSION, VISION AND PURPOSE

SECTION 1. MISSION

The Mission of USA Roller Sports (USARS) shall be to develop, promote, educate and grow Roller Sports at all levels and to enable athletes to achieve sustained competitive excellence in domestic and international competitions.

SECTION 2. VISION

To inspire and enable our members to achieve excellence in Roller Sports and in life by building the base, promoting the sport and achieving competitive success.

USARS BRAND

In order to re-establish and elevate the status of the USARS brand, the Marketing Plan includes a specific set of actions to make sure it adequately represents USARS' vision and values and contributes to the achievement of USARS goals.

The current USARS brand consists of a primary logo (mark) in a specific color scheme, along with sport-specific brand marks.

ORGANIZATION NAME: USA Roller Sports

LOGO:



TAGLINE: USA Roller Sports -- developing, inspiring and achieving excellence!

BRAND STATEMENT: USA Roller Sports provides opportunities for developing skating skills, belonging to a skating club, participating in competitions, and developing friendships that last a lifetime.

KEY BENEFITS to skaters that should be inherent in the USARS brand are the opportunities to develop qualities and skills needed for success in skating and throughout life – perseverance, time management, self-confidence, and the ability to perform before a group. Participants often become a member of a “family of friends.”

The brand should also represent USA Roller Sports CORE VALUES including

- Fitness and Health
- Family and Friends
- Having Fun
- Developing a Work Ethic
- Developing Perseverance
- Developing Self Confidence
- Competition as a Life Skill

KEY MARKETING PLAN GOALS

This Marketing Plan has three primary goals.

- A. Retain and build membership. Capitalize on opportunities for potential new disciplines.
- B. Standardize and elevate the image and status of the USARS Brand – create policies and marketing tools to expand the use of the USARS Brand and substantially improve brand recognition and prominence.
- C. Build Donor and Sponsor Support of USARS financial goals by attracting and increasing donors and sponsors.

USARS TARGET AUDIENCES

The USARS Marketing Plan will focus on three specific target audiences. The objective is to reach each target audience through audience-specific messages which will be delivered in the most effective way to reach each audience.

TARGET #1: Potential Participants and Supporters (general public, friends and family of present participants, youth--elementary ,middle and high school, preschools, session skaters, church youth groups, parents, adult social and church groups, former skaters)

TARGET #2: Current Participants (members, coaches, officials and parents)

TARGET #3: Service Providers, Donors and Sponsors

MARKETING PLAN PRIORITY ACTION STEPS

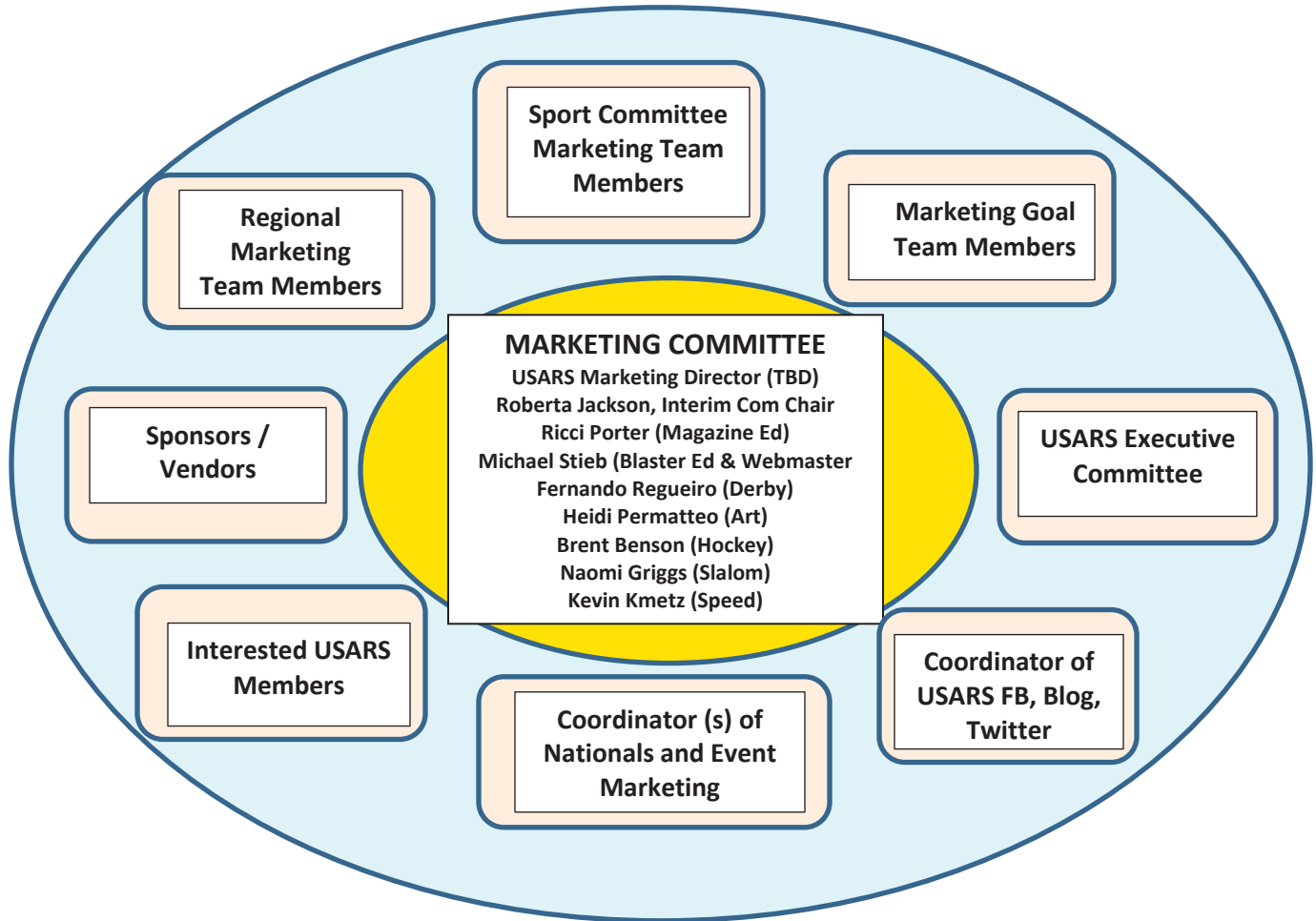
The implementation of the USARS Marketing Plan requires the following action steps. As conditions evolve and under the guidance of the Marketing Committee in the future, these actions may be modified or eliminated, new steps may be added, and/or priorities may be changed.

RECOMMENDED: PRIORITY # 1 - ACTIVATE THE USARS COMMITTEE ON MARKETING AND ESTABLISH A MARKETING TEAM APPROACH TO USARS MARKETING. Emphasis will be Marketing (both traditional and social media based) and increasing/improving effective communication. The Marketing Committee Chair will coordinate. The Marketing Committee will use "Conference Calls" as primary meeting procedure. Heidi Permatteo will set up the conference calls.

The Marketing Committee and Marketing Team members will be expected to provide leadership and to accomplish specific tasks for which they volunteer or are assigned.

A USARS Marketing Team approach will be established to encourage broad-based input and advice, review, recommendations, and implementation of the recommendations. A chart illustrating the USARS Marketing Team components is illustrated below.

USARS MARKETING TEAM 2016



Those wishing to communicate with the Marketing Committee can use the following address: marketingatusarollersports.org.

RECOMMENDED: PRIORITY # 2 - USARS BRAND: DEVELOP A STRATEGY AND MARKETING TOOLS TO STANDARDIZE AND ELEVATE THE STATUS OF THE USARS BRAND.

A. Develop Brand Standards for USA Roller Sports and each sport -- Artistic, Speed, Derby, Inline Hockey, Rink Hockey and Slalom. *The Brand Standards were presented to the USARS Board on 10.30.15. The Board requested that input with regard to the draft standards be gathered from all Sport Committees. A request for review was sent to all Sport Committee chairs. Input provided by sport committees and others included that the sport pictograms and the fonts should be aligned. **Further review is needed prior to finalization and implementation. The draft Brand Standards will be reviewed by the Marketing Committee and edited as needed.***

B. Tweak the LOGO (lettering) so that it works better on Twitter and mobile devices. **Has been completed and needs to be implemented. Assigned to USARS Staff.**

C. Develop and make available a set of standardized, branded marketing media, templates, and print materials for use at the local, regional and national level. Guidelines for pictures and videos will be completed. **We need to determine a process and leadership for this very important project. Assigned to the Marketing Committee.**

D. Create a Campaign Graphic Framework. **We need to determine a process and leadership for this very important project. Assigned to the Marketing Committee.**

Recommended: The USARS Logo and Tagline must be prominently displayed at every USARS sponsored event, sanctioned competition and on all marketing materials and media. Logo must also be placed on all official USARS documents and forms available on its website and/or distributed via mail, email, or other means. Examples include but are not limited to banners, flyers, rule books, membership forms, press release, and event programs.

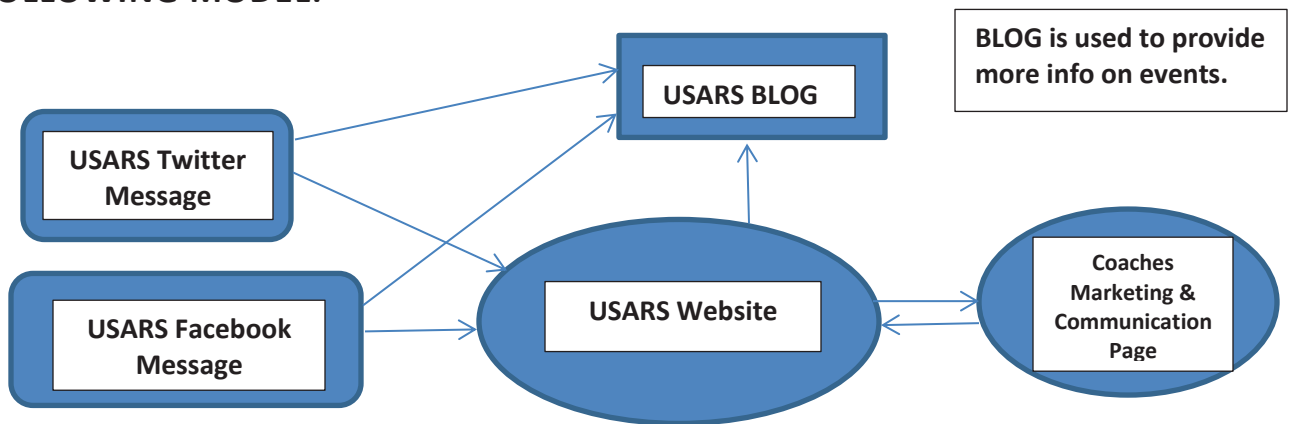
Assigned to: Ricci Porter for Implementation via USARS Staff and Sport Committees via their Marketing Team representatives.

RECOMMENDED: PRIORITY #3 - USARS WEBSITE

Step 1 - form a Website Task Force -- DONE. Participating are Ricci Porter, Michael Stieb, Heidi Permatteo, Fernando Requiro, Scott Clifford and Roberta Jackson. Providing assistance and oversight are Danny Brown and Bill Spooner. Step 2 - A Website Reorganization Team was designated to reorganize the current components of the website. Participating are Ricci Porter, Chair, Michael Stieb, Heidi Permatteo, and Scott Clifford. **The Reorg Team will recommend the Home page design, pages, and content. Reviews of the recommendations will be by Dan Brown, Trace Hansen, Bill Spooner and Sport Committee Marketing Team designees. Approval will be by the USARS Executive Committee.**

Recommended is that A USARS COACHES AND OFFICIALS COMMUNICATION AND RESOURCES PAGE attached to the USARS Website for USARS coaches and officials be developed. The PAGE is to include media, flyers, "How to Do It" Instruction Sheets, etc. Everything is to be downloadable for use at the local or regional level. All current USARS coaches and officials will have access. The administrator of the website will control what is posted on the website. All materials and media will be approved by a coach representing that sport and by the website administrator.

RECOMMENDED: PRIORITY # 4 - CREATE A USARS SOCIAL MEDIA MARKETING AND COMMUNICATIONS STRATEGY PATTERNED ON THE FOLLOWING MODEL:



Use Facebook, Twitter, and Pinterest to push toward your website for more info. Website should include info on events, video clips promoting artistic, speed, derby, and hockey, etc.

The website and social media you are using should push to a BLOG (USARS) that announces events, current topics, etc.

RECOMMENDED: PRIORITY # 5 - PROVIDE MARKETING INFORMATION AND TRAINING (FALL 2016).

GOAL: To distribute the USARS Marketing Recommendations and Tools for use at the Regional and Local level.

A suggested agenda, materials and activities to use in the Seminar will be included in the "Marketing Seminar Package" which will be developed by the Marketing Committee. The suggested Seminar timeframe will be a maximum of one hour in length so that it could be included as a part of a regularly scheduled event.

Each region will be responsible for determining the final agenda and logistics for the seminars.

1. Dates and Locations
2. Local Host / Facility arrangements
3. Invitations
4. Marketing
5. Sports to Involve

Assigned To: Marketing Committee and Regional Reps -- Artistic -Heidi Permatteo, Speed -Ricci Porter/Buggy Almond, Hockey - _____, Derby - _____, Slalom _____.

RECOMMENDED: PRIORITY # 6 - COOPERATIVE MARKETING: ESTABLISH TOOLS AND OPPORTUNITIES FOR COOPERATIVE MARKETING WITH RSA, VENDORS, AND SPONSORS THAT GROWS ROLLER SKATING PARTICIPATION AND ACHIEVES ALL PARTIES' FINANCIAL GOALS. *Assigned To: _____*

Recommendation: This priority should be referred to the Executive Committee for initial discussion with the RSA leadership to enable this priority as well as the Strategic Planning Goal for USARS/RSA Cooperation.

Questions and Suggestions regarding the Marketing Plan can be forwarded to the Marketing Committee at the following address:
marketingatusarollersports.org.

ADDENDUM

MARKETING PLAN SUPPORT ACTIVITIES RECOMMENDED

A. COMPILE CUSTOMER DEMOGRAPHICS:

Demographics: gender, location/region, ages, hobbies, other sports, etc.
Compile statistics for all categories

- Total participants
- Artistic
- Speed
- Derby
- Jr. Derby
- Inline Hockey
- Rink Hockey

Assigned To: USARS Staff, _____ Coordinating

B. DETERMINE WHAT OUR CUSTOMERS NEED AND VALUE.

Determine what "customers" (i.e., members, potential members, suppliers, supporters, and donors) need and want. For skaters, consider at each of the various levels -- beginner, competitor, national and world class competitor, adult, etc. Build that into the experience and the marketing information and deliverables. Determine the top reasons "our customers" skate, compete, play hockey, race, do freestyle, social skate, come to lessons, come to sessions, bring their friends, donate, etc.

Suggestions for getting input include the following:

- Organize a focus group of operators and professionals who are successfully bringing in new skaters.
- Organize social activities after sessions and get ideas from session skaters.
- Use Survey Monkey to get information from beginning students and also current competitors.

Assigned To: Regional Reps, _____ Coordinating

C. DO A SWOT ANALYSIS FOR EACH SPORT. IT IS RECOMMENDED THAT SPORT COMMITTEES BE EXPECTED TO CREATE ACTION PLANS TO CAPITALIZE ON STRENGTHS AND OPPORTUNITIES AND ELIMINATE OR MINIMIZE WEAKNESSES AND THREATS.



MORE WORK IS NEEDED. SUGGEST THAT THIS BE A TOPIC FOR EACH SPORT COMMITTEE TO ADDRESS.

Assigned To: Sport Committee Chairs / Coordinating

- Figure Chair: John Cawly
- Speed Chair: Buggy Almond
- Inline Hockey Chair: Mark Vittese
- Rink Hockey Chair: Tom Hughes
- Derby Chair:
- Slalom Chair: Naomi Griggs

D. CONVENE A USARS MARKETING /SOCIAL MEDIA PLANNING SESSION TO

- a. plan and implement training in using social media to market USA Roller Sports.
- b. prioritize required actions and create a schedule for implementing the Marketing Plan.
- c. recommend which platforms (Facebook, Twitter, Pinterest, and Instagram) will work best for USA Roller Sports.
- d. identify tools needed: Customer Relationship Management software, email marketing, graphic design, purchased video production and/or advertising, etc. Assigned to the Marketing Committee

E. ADDITIONAL MARKETING AND COMMUNICATION ACTIONS AND STRATEGIES RECOMMENDED

- a) Key strategies employed will include expanding the use of electronic communications tools (websites, social media, web-based advertising, document distribution, e-payment tools) to reach target audiences while minimizing expenses. This will require a shift in both thinking and practice and will necessitate the development of social media-based marketing tools and educating coaches, officials, staff, and skaters on using these tools to more effectively and efficiently reach participants and potential participants.

- b) Develop and post strategies and marketing tools on the USARS website for use by coaches, clubs, and rink operators to attract new skaters and members; develop a value and benefit statement for a potential new skater, member, supporter, or donor.
- c) Utilize Social Media -- Facebook, Instagram, Twitter, and Pinterest to communicate in near real time current happenings and good news.
- d) Provide entry points and experiential opportunities (super skater program, Star Program, entry level competitive events, clinics during sessions, exhibitions at sessions and other events, etc.
- e) Promote the elite competition levels in order to attract talent.
- f) Emphasize roller sports benefits as a recreational, fitness, and social activity.
- g) Issue press releases nationally, regionally and locally on a frequent basis to raise awareness of USARS and its programs, and to promote the sport and its participants.
- h) Improve all communications and adopt a "customer service" approach at all levels in all roller sports.
- i) Attach the USARS name and logo to recognized events and competitions.
- j) Develop and post "How To Do It" Information Sheets on Key Topics on the USARS website for use by coaches, clubs, officials, and skaters.
- k) Develop a USARS membership value and benefit statement for each class of membership. Incorporate into all promotional/marketing/membership materials.
- l) Encourage frequent self-promotion within the regions and clubs; create tools, templates, and guidelines to help in advertising events, "wins", and other good news while promoting the USARS brand.
- m) Suggested tools: Free passes to session or class, in rink video, video clip on rink website, brochure, flyers for parents, give a ways at parties/ schools, capturing data (name, email & Twitter handle) at every party and using Facebook & Twitter to follow up, the rink website and newsletter/ Eblast, USARS regional websites and/or newsletters, and the USARS BLOG to communicate.
- n) Develop a benefit and value statement for rink owners, vendors, sponsors and donors (i.e., what's in it for them).
- o) Recommend tools and actions to facilitate the connections between service providers and participants.
- p) Develop and provide marketing materials that can be used to sell space (advertising, online, physical booth).

- q) Create "Donate Now" and "Become a Sponsor" buttons on USARS homepage (in process).
- r) Expand membership categories to include a Sponsor/Friend category. *(has been approved but not implemented).*

Assigned to: Marketing Committee (to make assignments)

E. DEVELOP / PUBLISH /POST USARS MARKETING MATERIALS AND MEDIA.

Collect marketing information, media examples/templates/tools, and recommendations from the Regions. Post in the Coaches /Officials Communication & Resources Page on the USARS website. Assigned To: Marketing Committee

F. "HOW TO DO IT" INFORMATION SHEETS: CREATE AND POST INFORMATION SHEETS on the following topics (and others as needed):

- ◆ "Strategies rink owners & coaches can use to meet the goals of new skaters".
- ◆ "How do rink owners & coaches Maintain and/or Grow their Club Membership?"
- ◆ Inexpensive ways coaches can use for potential participants to obtain skates; for example, loaner programs, pass down programs, etc.
- ◆ How to Develop and Host a Skate Camp with scholarships for new skaters.
- ◆ How to promote your club, skaters, events, etc., in local/regional media.

Assigned To: _____

Suggested Format for "How To Do It" Information Sheet:

Topic: _____

Contact Person: _____ Include your name and contact info

Description: *Briefly describe "How To Do It"*

G. A Budget will be developed by the Marketing Committee. Emphasis will be on Digital Ads -- online, website, mobile and billboards.

USARS Website Task Force Conference Call Notes- January 6, 2016, 9 p.m. to 11 p.m.

USARS WEBSITE TASK FORCE

Goal: Continue to improve the USARS website.

On the call: Michael Stieb, Fernando Regueiro, Heidi Permatteo, KC Perkins, Nicki Korjenek, Ricci Porter, Roberta Jackson, Dan Brown, Scott Clifford, Bill Spooner (joined late due to prior meeting)

9 p.m. -- Heidi welcomed everyone to the call and thanked them for participating. Roberta briefly reviewed that the need to improve the USARS website (and subsequent formation of the Website Task Force) grew out of the Strategic Planning Communication Goal Team Action Step: "To Improve the USARS Website so that it is user friendly, current, and informative."

Conference Call Topics Discussed:

1. What are the major functions of the Website? Danny explained that there are two major functions -- 1. Information/Communication and Marketing Info and 2. Resources (primarily for members) such as member list, minutes, club information, official documents such as the By-laws, etc.
2. Concerns with the current website: Discussed were the structure of the website and the inability of members to quickly find info they need. Ricci recommended creating a "members only" section. It was suggested that Task Force members go into the US Archery "membership" section to see a good example of what could be done.

The current problems with Online Registration were discussed. Danny explained that the "unique ID" for each member that is required by the CRM software had previously been compromised when some members refused to give their social security number and had then been assigned a different number. The recommended resolution is to let the CRM software assign the "unique ID" for all members (non-SS Number) at the beginning of the next membership/competitive year (2016-17). Ricci requested that, in the meantime, members with problems should call the national office for assistance. Staff members are aware of the problem and can help.

The CRM (Customer Relationship Management software used by USARS is Microsoft Dynamics CRM. (Question-- how is it being used aside from membership and who is using it -- staff member, third party contractor??)

3. USOC Agreement restrictions: A long discussion was held on the USOC Agreement requirements. The USOC Template is Sitecore web management system (sitecore.net) and must be used. Third party vendors were discussed. Michael explained the space available on the current servers and indicated that an additional server, if needed, could be put in the USARS office.

4. Website Reorganization Team: After much discussion, it was agreed to form a Website Reorganization Team. Their task will be to take all the current sections/info and reorganize into two sections: 1) Marketing and Info including the Home Page and 2) Members Section (all the resources needed by members, coaches, etc.) The Website Reorganization Team will include Ricci Porter, Michael Stieb, Scott Clifford, Heidi Permatteo, and Nicki Korjenek. Ricci will chair the group. Nicki was thanked for her initial "reorganization" spreadsheet and examples forwarded just prior to the meeting. The Website Reorganization Team will report progress to the total Website Task Force by

USARS Website Task Force Conference Call Notes- January 6, 2016, 9 p.m. to 11 p.m.

February 6 or sooner. In addition to the reorganization, the "Reorg Team" will make a recommendation on the home page design.

5. BRANDING -- USARS needs to Advertise and Market with consistency across all sports. Individual sports can individualize while still maintaining the consistent brand. (Suggest a review of all materials be done by the USARS staff responsible for Marketing/Branding in order to ensure that this is happening.)

6. COMMUNICATION Reminder -- Be sure to inform and explain to members what is happening, changing, etc.

7. WEBSITE POSTING APPROVAL -- Sport Committee Chairs (or the designated SC representative) are responsible for reviewing and approving all info from their sport prior to forwarding to the Webmaster for posting on the USARS website.

8. DIGITAL ASSET MANAGEMENT -- Fernando recommended gathering photos and media that could be available for all clubs to use. The SharePoint system was mentioned. Nicki recommended that someone look at and organize what is available in Lincoln already. Tim Rounds has previously volunteered to assist with media. Fernando volunteered to draft a release form that USARS can use.

NOT ADDRESSED:

- A. Who are the target audiences? (i.e., who are our audiences - skaters, officials, coaches, rinks, media, potential members, potential sponsors and donors, etc.) and what do we want to accomplish with each audience (i.e., what needs are being served).**
- B. What is the Approval Process? Who gives the authorization to the Reorg Team or Task Force to proceed at each stage? _____
Who approves the new Website Design/Reorganization? _____**

File: Website Task Force Conf Call NOTES 1.6.16&-- Roberta Jackson

Website Reorganization Team Conference Call

MEETING MINUTES January 27, 2016

1. CALL TO ORDER

The meeting was called to order at approximately 9 p.m. Eastern time.

2. ROLL CALL

a) Present:

Roberta Jackson
Heidi Permatteo
Ricci Porter
Michael Stieb

b) Not Present:

Scott Clifford (meeting conflict)
Nicki Korjenek (stepped down)

3. MEETING MINUTES

- I. **It was agreed upon by the group that an informal, collaborative discussion was going to take place for the first reorganization meeting**
- II. **USA Volleyball, specifically how they handle the Beach Volleyball section, was used as an example of what could be done to the USARS website**
- III. **Everyone on the call agreed that we don't currently need a third-party site (with the exception of the members-only section)**
 - a) USA Triathlon was used as the example for the members-only login
 - b) USARS already has items that could be added to the members-only section (United, Enterprise and other discounts)
 - c) Other items that could add value were briefly discussed

- IV. The team agreed the website needs to be more photo (image)-driven. Whenever possible, it was suggested to use an action photo instead of the sport image.**
 - a) The same image-driven idea should also be used for social media**
 - b) A media library is needed; ideas on obtaining photos were discussed (committees, office staff)**
- V. The team has agreed to work on what our website users can see first (after homepage development is complete, we will work on members-only areas and other sections of the website)**
- VI. We discussed the development of a consistent template that can be used by each sport**
- VII. There was discussion on utilizing photo and video galleries on the website**
- VIII. The team discussed quick fixes (2015 Nationals button, holiday closure listing)**
- IX. Adding the SafeSport logo to the homepage was also discussed**
- X. Michael Stieb requested that each member of the team fill out his starting-point document with their suggestions within two weeks**

4. ADJOURNMENT

This meeting was adjourned at approximately 10:30 p.m. Eastern time.



USA Roller Sports Whistleblower Policy

Approved by USARS Board of Directors - February 20, 2016

General

USA Roller Sports requires that directors, officers and employees observe high standards of business and ethical conduct in performing their duties and responsibilities. As representatives and employees of USA Roller Sports, we must practice honesty and integrity in fulfilling our responsibilities and comply with the governance of USA Roller Sports, the USARS Code of Ethical Conduct (“Code”), applicable policies and procedures of USA Roller Sports, and all applicable laws and regulations.

Reporting Responsibility

It is the responsibility of all directors, officers, and employees to report a violation or suspected violation of the Bylaws, the Code of Ethics, applicable policies or procedures of USA Roller Sports, or accounting practices, laws or regulations that govern the operations of USA Roller Sports (collectively “Violations”) in accordance with this Whistleblower Policy. This policy is intended to address violations, which are viewed as serious matters, and should not be utilized as a substitute for complaints that should be addressed pursuant to the USA Sports’ Employee Policies and Procedures.

No Retaliation

No director, officer, or employee (“Reporting Person”), who in good faith reports a violation, shall suffer harassment, retaliation or any adverse employment consequence, including, but not limited to, termination, suspension, compensation decreases, poor work assignments and/or threats of any nature. Anyone who retaliates against a Reporting Person who has reported a violation in good faith is subject to discipline as detailed in the Bylaws, the Code of Ethics, or applicable policies or procedures of USA Roller Sports. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within USA Roller Sports prior to seeking resolution outside of the organization. The right of a Reporting Person for protection against retaliation does not include immunity for any personal wrongdoing.

Reporting Procedure

USA Roller Sports has an open door policy and suggests that employees and other individuals share their questions, concerns, suggestions or complaints with the President or another member of the Senior Management Team who you are comfortable approaching. Those individuals are required to report a suspected violation to the USA Roller Sports Compliance Officer. For suspected fraud, or when you are not satisfied or comfortable with following the USA Roller Sports open door policy, individuals should contact the President or the USA Roller Sports Compliance Officer directly.

Compliance Officer

The USA Roller Sports Compliance Officer is responsible for initially reviewing reports of suspected violations and determining the steps to be taken to investigate and seek resolution of all reported complaints and allegations concerning any suspected violation. In doing so, the Compliance Officer may, at his/her discretion, advise the President, the Finance Chair and the Treasurer. The Compliance Officer has direct access to the President and the Committee and is required to report to the Committee at least annually on compliance activities. The USA Roller Sports Compliance Officer can be reached at 402-483-7551.

Accounting and Auditing Matters

The Committee shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing. The Compliance Officer shall immediately notify this Committee of any such complaint and be available to this Committee in the process of resolving the matter.

Acting in Good Faith

A Reporting Person who files a complaint concerning a violation or a suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

A violation or suspected violation may be submitted on a confidential basis by a Reporting Person. Reports of a violation or suspected violation will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of a Reported Violation

The Compliance Officer will acknowledge the receipt of the reported violation or suspected violation to the Reporting Person. All reports will be timely investigated and appropriate corrective action will be taken if warranted by the investigation.

Publication

The USA Roller Sports Whistleblower Policy will be added to Section 5 (Rules of Conduct and Performance) of the Handbook and will be posted on the organization's website.

USARS Inline Hockey Committee Meeting

Page 1 of 10

December 16, 2015

Best Western, Bloomington, MN

Present: Keith Noll, Jon Roux, Chalie Sgrillo, Jeff Prime, Dave Inouye, Jeff Manning, Melanie Bogus

Absent: Dustin Roux, Gerry Lullove

Coaches Travel Arrangement Concern

- Keith wanted input from the coaches on what they would like to do regarding travel arrangements. Gerry would like to schedule side trips to Venice and Rome before the games. There were concerns by the coaches (tired athletes, extra costs, liability). Keith will tell Gerry the coach has the final decision on where and when they will meet. They coaches may contact Gerry for assistance as needed, Gerry will be involved as long as he does exactly what the coach wants him to do. If Gerry decides not to be involved after Keith speaks to him, Keith will let the coaches know. Per Keith, Gerry will help any of the coaches who ask for his help.
- We will not be organizing sightseeing travel for the teams. Adult athletes and parents of youth athletes may make arrangements to stay after the games in Italy or arrive early and tour at their leisure. Coaches may arrange to have their team arrive a day or two early to watch other games and allow the team to meet each other, if they choose.

Player Application

- All coaches would like the team to have 10 players and 2 goalies. They reserve the right to increase the team size if the appropriate number of talented players qualify. The budgets will have to be adjusted based on the number of athletes who are selected and choose to attend.
- Chalie would like his team to meet in Philadelphia, practice and then fly to Venice as a team.
- Jeff Prime would like his team to meet in New York or Philadelphia and travel together.
- Jeff Manning would like his team to meet in Huntingdon Beach where they would practice and fly out the following day from LAX. If he has a player(s) on the east coast, that player(s) may miss this stateside practice and meet the team at JFK to prevent the additional cost of flying to California for the practice.
- Dave would like his team to meet in Italy.
- Once the teams have been selected and the teams hold their first meeting, they will then be able to solidify their team budget. The budget will not be finalized until verification that the athletes' flights have been booked.
- A minor must be accompanied by his parent, a teammate's parent or a coach during travel overseas.
- Athletes should obtain their USARS membership online. The club code is USAH. The cost of the USARS membership is \$65.
- The application fee to apply for the team is \$25. Keith will see if USARS is able to list this on their site, allowing the players to pay online. If not, the player may send a check with the application.
- A note must be added to the information page of the application packet indicating an additional cost may be incurred for travel to a the destination for those teams practicing in the United States before flying overseas.
- Applications will be posted for distribution on 1/1/16.
- Applications, along with the application fee, are due by 2/15/16.
- Team selection will be made by 2/25/16. The teams will be sent to Peggy.
- Selected team members must commit to the team by 3/1/16, paying a \$1,000 deposit. If they have not done so by this date, the coach will contact the member and provide a reminder. They will have 24 additional hours to submit the deposit. If Peggy does not receive the deposit in a timely manner, she will notify the coach who will phone the next player on the list. Again, this player will have 24 hours to submit his/her deposit. This procedure will continue until the team is filled.
- The membership application needs a spot for the USARS membership number.

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- For the Apparel and Equipment Sizes forms, remove warm up jackets and warm up pants. It is warm in the host country so these items are not needed. Shorts sizes are needed for shorts that will be distributed to players.
- There will be a separate application for juniors.
- Charlie has copies of the application forms in Word and PDF formats. He will send them to Melanie who will update the forms with the needed changes. Changes will be indicated in bold text. Melanie will send the updated forms to the committee for approval. When approved and all necessary changes are made, the forms will be sent to Peggy to be posted on the website.

Team Forms

- All forms must have a place for the player name and USARS number.
- Teams must obtain a form from the state department that allows them to record the player's passport number and other essential information. If a passport is lost, this would allow the players to leave the country. The State Department will tell us how safe the area is.
- The coach will receive monies that are to be allocated to athletes. If the coach uses parts of these funds for expenses on behalf of the team (shipping hockey sticks or a team dinner), he should document these expenses. The funds should be supplied to the players or used on their behalf.

Budget

- Gerry's budget includes travel to Rome and Venice.
- The only variables in Charlie's budget are the hotel and airfare.
- Shelly needs to give us a true figure on travel expenses.
- Peggy needs to adjust her budget which is currently figured for 12 skaters and 2 goalies (14 players total) to 10 skaters and 2 goalies (12 players total).
- USARS will arrange for the hotel and medical insurance. Players will book flights through USARS travel agent.
- It was discussed that after the coaches select their teams and create their itineraries, coaches will send their itineraries to John and Melanie. They will update and send to Peggy. Peggy will re-budget.

Uniforms/Apparel

- The 2015 art work supplied by Charlie needs to be updated changing the year and the location.
- Verbero will provide pants, shirt, shorts, a polo shirt, custom gloves and a hat to senior men and women. Keith would like to see the art work first. Keith will see if Bauer can provide any items. Juniors will obtain uniforms through ACE. Keith will talk to Chad Sibel about possible Team USA bags. Jeff Prime will talk to a wheel company about possible wheels and tees. Charlie has arranged to obtain 6 t-shirts and 3 pairs of shorts for a cost of \$100 which is already included in the player costs. Tees will include 2 white, 2 blue and 2 red, one dry-fit and one regular. Shorts will include one red, one white and one blue.
- Keith may check with Under Armour for donations.

Fundraising/Promotion

- Jeff Prime suggested "Crowd Funding". Jeff P. has already started to develop a Facebook page.
- We could develop gofundme site. One gofundme would be developed for each of the 4 teams.
- The USARS website for Worlds is only updated to 2008. The site needs to be updated with more recent information. Jeff P. has team pictures for most years. He is missing 2014, 1997 and 1998. Per Keith, the museum should have these.
- Perhaps a dedicated website could be developed with a separate page for each team. Charlie knows someone who could help with this. We could contact oursports.com for assistance.

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- A letter could be developed that players could take to local businesses to solicit funds. Jeff Manning had a letter that he uses for other ventures and will provide it to Keith. Perhaps a jersey, signed by the team, can be given to a donor who makes a contribution of \$1,000.
- On 3/5/16 and 3/6/16, there is a hockey trade show in Minnesota for the Minnesota State Championships. This may be a good place to solicit sponsors/donors.
- Steve Baldwin provided information on raising money through grants. This is a long and tedious process with no guarantees of receiving anything. Keith's daughter is a master in grant writing. Perhaps she could locate and write grant proposals. If she would be interested, the committee agreed to pay her 20% of any amount of grant that she is able to obtain.
- All sites, pages and documents should be approved by USARS before publication. If they approve, we may be able to add the Olympic rings logo to the data. Per Keith, USARS is approved to use the Olympic Rings logo on office stationery only.
- Donations could be solicited from corporations.
- Jeff P. had an idea to solicit former inline players who have become successful in ice hockey. If Pat Maroon, Bobby Ryan, TJ Oshie, Beau Bennett or Rhett Rakhshani or other players would agree to play or perhaps agree to have their likeness used, this could promote inline. Perhaps a poster saying, "Thanks Inline Hockey" with images of the players. Chalie and Jeff P. want to speak to Lisa at WNHL about recruiting females players.
- A suggestion was made to create clinics to grow the sport of inline hockey. Jeff P. would like to talk to some rinks to see if they may be interested in donating time. Keith may be able to get a list of tentative rinks to add. Perhaps former World's players could volunteer time to do the clinics. The clinics could be for current players who would like to improve their skills and for new players. The rink could be split with groups on each side.
- A suggestion was made to hold clinics at the Olympic Training Facilities. This would have to happen after the 2016 Olympics and would be based on availability.
- We could recruit people in the hockey business (Greg Thompson, State Wars) to assist in scouting for prospective players for Worlds and Juniors. They could be supplied a business card to hand to a prospective player. Perhaps the Olympic Ring logo could be placed on the card with approval of USARS. We could put a picture and bio of the scouts on the website.
- Keith will have fundraising policies review by Ben.

Coaches Applications

- There is a one-page application for coaches who wish to coach a Worlds team. This should be put up on the website and all should have the opportunity to apply. To apply, the coach must have a valid USARS membership. We should get the application from Brent.
- We do not have coach level tests. Jeff P. has tests used for ice hockey.

2016 Meeting

The committee feels the end of September is a good time for the yearly meeting. The next meeting is scheduled for 9/19/16 and 9/20/16 and will be held in Las Vegas, NV.

Chalie's Budget -2016 Senior Women

2016 Budget and Information Sheet

USARS Membership Fee		\$65.00
Membership Must be acquired to complete application process		
USARS Application		\$25.00
Mail completed application to USARS with check		
-----Travel Med		
\$3.00 per day X 8 days	\$24.00	
Hotel and Food \$78.00 per day per player		\$624.00
Entry Fee \$1100.00 divided by 12	(\$91.66 rounded up)	\$100.00
Apparel Fee		\$100.00
Gifts (Pins, Flags and shipping)		\$52.00
Miscellaneous		\$100.00

		\$1000.00
Coach Cost (divided by 12)		+ \$234.00
Airfare Philly to Venice Non-Stop		+ \$1843.00

		\$3077.00
		Should Round up to \$3100.

Coach Hotel & Meals	\$800.00
Coach Travel Day Per Diem	\$40.00
Coach Travel Med	\$24.00
Baggage (2) \$50. each way	\$100.00

	\$964.00 +
Coach Air	\$1843.00

	\$2807.00

Time line for forms, payments and selections

Applications with all info should be out by January 5th
 Resumes should have a deadline of Feb 15th, 2016
 Team should be selected and notified by Feb 25th, 2016
 Player has until March 1st to accept and make \$1000.00 deposit. If a player misses the March 1st deadline they get a call and 24 hours to make deposit (March 2nd) or lose spot. If we move to the next player they receive a call March 3rd and must make \$1,000.00 deposit to receive the spot.

All players must purchase airline tickets through USARS travel agent unless approved by committee/coach.

The above players cost is based on 12 player (10+2) but 12 + 2 is the max.

December 16, 2015

Best Western, Bloomington, MN

Apparel Information: Cost in Budget \$100.00 (cost for coach apparel included)

Players should receive 6 shirts (2 red-2 white- 2 blue) and 3 shorts (1 each red-white-blue)

Anything else donated can be given to the players free of charge.

Uniforms and Equipment; No Charge to players , 2 Jersey's and 1 pair of pants. Other equipment will be determined by donations from hockey company's.

Individual Team itinerary will be determined by make of of team, cost of airfare and what the coach can do as far as transportation, housing and rink coast.

Sr.Women leaving from Philly

(The other 3 teams can do this how they want as discussed)

Cost of getting to Philly is on the player and that cost will be determined by where the player comes from.

Practice in Philly (8 hours), Hotel and meals \$100.00 Players must be in Philly by Thursday June 10th, 6pm would be desired but depending on flights can be adjusted.

Players will be picked up at airport by volunteers. Taken the NERC rink or depending on what time they arrive the hotel (5 minutes from rink).

Players will skate 7pm to 11pm and taken back to Hotel for dinner at Millers Ale House next door to hotel. Players will be roomed 4 to a room for this 1 night.

Players will be picked up at 8am the next morning and taken back to NERC rink for practice 9am to noon. Players will receive breakfast and lunch at rink. At 12 noon players will shower and dress for trip. Flight leaves approximately 6pm. Players will be transported to airport by volunteers.

Information

Will be talking with Peggy Monday after she finds out the status of pins and USARS Flags for this year and what they cost the team. It is included in the players cost under Gifts.

Need to confirm the hotel cost (Jerry he is only one who talked to hotel) and airfare after Shelly returns December 22nd.

Nothing will be posted till Jan 5-6 as after 12/21 Peggy is on vacation and USARS is closed between Christmas and New Year reopens January 4th.

Melanie and myself will be completing the forms by early next week for your review. Our goal is to have everything to Peggy (by email) when she returns to work 1/4 so give them 2 days to check and post.

Web site being worked on now.

Need info on "Go Fund me page" on where the money is to go????

Working on letters for sponsorships for company's and for the players for them to use for sponsors.

Jeff Manning's Itinerary - 2016 Junior Women

JR. Women Team USA Itinerary (Tentative)

06/15/16 - 10 am - Arrive at The Rinks Huntington Beach, CA

Out of area players will be picked up at airport by team volunteers.

Players roomed at residence or at a team players residence or hotel with a parent. (due to 18U age).

USA Clothing , Gear, etc. to be distributed to players at rink.

Practice Session #1 – 10 am to 1pm

Lunch at Rink Facility

Practice Session #2 – 2pm -7pm

Dinner at Local Restaurant - Huntington Beach (TBD)

06/16/16 – Team Departure from LAX to Venice, Italy.

Players will be transported to airport by volunteers.

East coast players not at Huntington Beach will be picked up at JFK Airport en route to Italy.

06/18 /16– Depart Venice, Italy to Asiago, Italy. (Team Hotel)

06/18/16 - Official Training (Time TBD)

06/19/16 – 06/24/16 – Competition for Team USA Jr. Women

06/25/16 - Departure to USA

Jeff's Budget - 2016 Junior Women (prepared by Gerry)

TEAM USA- 2016 WORLD CHAMPIONSHIPS - JUNIOR WOMEN				
ASIAGO/ROANA ITALY				
JUNE 16-25 2016			Dec 20, 2015	
FLIGHTS - DELTA AIRLINES				
LAX TO JFK TO VENICE R/T		FLIGHTS		
		\$2,126.00		
LAX TO ATL TO VENICE R/T		\$1,821.00		
JFK TO VENICE		\$950.00		
HOTELS ASIAGO ITALY				
2016 JUNIOR WOMEN-COMplete BUDGET - 12 ATHLETES				
* Staff/MANNING (singles)-1 RMS X 100.00 X 7 ./ 12 =			\$58.33	
* PLAYER ROOMS -2 PLAYERS PER ROOM			\$578.00	
* Airfare for JEFF MANNING - Coach - \$1850.00 ./ 12			\$154.17	
* 1/2 Airfare & HOTEL for Gerry Lullove - Team MGR-1300.00			\$108.33	
divided by 12 athletes 1300.00				
* PER DIEM \$40.00 + 20.00 1/2 GERRY			\$5.00	
* Apparel budget of \$100 for 12 +2 =1/2			\$120.83	
\$1450.00 divided by 12				
* Trav Med (\$3 pp per day x 8 x13.5 for Championships only)			\$27.00	
\$324.00 + 1/2 GERRY- divided by 13 +1/2				
* Misc tbd - \$100 per person x 12			\$100.00	
\$1200.00 divided by 12				
* Team Entry Fees - \$1,100 per team divided by 12			\$91.67	
\$1100 divided by 12				
Totals Rounded		2 payments of \$622.00	\$1,244.00	to USARS + APP
				& MEMBER SHIP FEE
			\$1,244.00	\$1,850.00
			TO USARS	\$3,094.00
				TOTAL OUT
				OF POCKET

Yellow = players fee to USARS

TEAM USA- 2016 WORLD CHAMPIONSHIPS				
JR MEN ASIAGO/ROANA ITALY				
JUNE 16-25 2016				
FLIGHTS - DELTA AIRLINES				
LAX TO JFK TO VENICE R/T	\$2,126.00			
LAX TO ATL TO VENICE R/T	\$1,821.00			
JFK TO VENICE	\$950.00			
			Dec 20, 2105	
2016 JUNIOR MEN-COMPLETE BUDGET - 12 ATHLETES				
Hotel				
* Staff/DAVE INOYE (singles)-1 RMS X 100.00 X 7 / 12 =		\$58.33		
* PLAYER ROOMS -2 PLAYERS PER ROOM		\$578.00		
* Airfare for DAVE INOYE - Coach - \$1850.00 ./ 12		\$154.17		
* 1/2 Airfare & HOTEL for Gerry Lullove - Team MGR- 1300.00 divided by 12 athletes 1300.00		\$108.33		
* PER DIEM \$40.00 + 20.00 1/2 GERRY		\$5.00		
* Apparel budget of \$100 for 12 +2 =1/2		\$120.83		
\$1450.00 divided by 12				
* Trav Med (\$3 pp per day x 8 x13.5 for Championships only)		\$27.00		
\$324.00 + 1/2 GERRY- divided by 13 +1/2				
* Misc tbd - \$100 per person x 12				
\$1200.00 divided by 12		\$100.00		
* Team Entry Fees - \$1,100 per team divided by 12				
\$1100 divided by 12		\$91.67		
Totals Rounded 2 payments of \$622.00		\$1,244.00	to USARS + APP	

			&MEMBER SHIP FEE	
		\$1,244.00	\$1,850.00	\$3,094.00
		TO USARS		TOTAL OUT
Yellow = players fee to USARS				OF POCKET

Speed Committee Summary

Since the October Board meeting, the Speed Committee had a vote via email on some changes that the Committee wants to be implemented effective immediately. We received eight votes in favor of the changes.

We do not feel any of these changes have negative financial implications or implications that would impact membership in a negative way. Two of the items are rule updates/clarifications and one of the items could impact attendance (finances) in a positive way at our outdoor national championships.

Our meeting notes are attached, with backup information on the proposed changes. In addition, the email votes (with names) are included in our notes.

We did add bold and underline to what action we would like to be taken. Simply put, we want the go ahead to make these changes effective immediately so that we can make them known for the upcoming 2016 events.

Speed Committee (email meeting notes):

Buggy Allmond – Chairman
Richard Hawkins
Chris Payne
Sara Hebbrecht
Joe Hanna
Harry Stuart
Laura Sweers
Shaun Pattison
Ricci Porter

Proposals:

- 1: Change the Juvenile age division for the banked track portion of Outdoor Nationals to be 10 and under (instead of 9 and 10).**

Action requested: Approve the above proposal effective immediately (for the 2016 competitive season).

Backup information for your reference: The Olympic Committee had a policy that you could not skate on their track unless you were 9 years old (a few exceptions were made for 8 year olds provided that they would be 9 by ODN). We were finally able to get the OTC to change their policy as long as we meet certain insurance requirements. We do allow younger skaters on the road (our road sites have not had the same policy). We simply want to modify the age division now that the policy has been changed so that we can have younger participants compete on the banked track at ODN. If that age category grows, we should (in my opinion) look at separating it out.

- 2: Add a rule to the Speed Rulebook stating: “With the exception of the first daytime or evening events, all skaters must be ready to compete at least one hour before the scheduled time of the event. Events can run up to one hour ahead of time.”**

Action requested: Approve this to be added to the 2016 Speed Rule Book (effective for this year’s competitive season).

Backup information: The first sentence of the above statement appears in our national program and is followed by many officials and meet directors at events. We ran in to an issue at one of the regions last year because they ran events one hour ahead, skaters or a skater missed their race and the official stated, “it’s in the book.” Honestly, I believe many of us thought it was in the book (the one-hour guideline has gone on as long as I can remember). It turns out, it isn’t in the current speed book. A variation is listed in the figure rule book and it is possible that it was in previous speed books.

Here is the artistic rule: AR11.06.07 All skaters and officials shall be ready for events one hour before scheduled time.

3: Remove the line from the current uniform rule that reads: "The uniforms must be similar in sleeve and trunk lengths."

Action Requested: Approve, effective immediately.

Here is the current rule: SR361.7 All members of a relay team shall wear their club uniforms in each relay event. The relay uniforms shall be identical. This means that if any relay team member wears one or more sponsorship logos on his or her relay uniform, all team members must wear the same sponsorship logo or logos and they shall be placed identically on their uniforms. The uniforms must be similar in sleeve and trunk lengths. One-, two- or three-piece uniforms are permitted as long as the colors and the patterns are the same. Difference in color of fabric due to fading or difference in dye lot may be permitted. Note: Speed skating helmets for relay skaters do not have to match. The helmets are considered as equipment, and not part of the uniform. Socks are not part of the uniform.

Backup Information: We have had several requests for this. With the advancement in uniform technology, this portion may be outdated.

Votes (8 in favor):

I would vote in favor of all of these proposals.
Thanks,
Harry

I am for all the changes.
Shaun Pattison

yes to all three questions
Buggy Allmond

#1 - Yes, make the change.
#2 - Yes, make the change
#3 - Yes, Remove the line.
-Chris

I vote Yes on all 3 proposals.
Laura Sweers

Yes to all three
Joe Hanna jhannasfr@aol.com

Yes, to all three items.
Ricci Porter

1. Yes
2. Yes
3. Yes
Richard J. Hawkins

USARS Roller Derby Sport Committee



Committee Members: John McNeel, Christina Gerrish, Vicky Urban, Fernando Regueiro, Cheryl Cryer, Eric Hill, Carrie Craft (pending Board approval), Melannie Atteberry (USARS staff)

Board Representative: Fernando Regueiro

Committee Leadership

The Roller Derby Sport Committee has elected new officers for the 2016 season. Eric Hill has been elected as the Chair of the Committee and Christina Gerrish was elected as Vice-Chair, performing also the duties of Secretary. The Committee lost two members recently, Chris Hunter and Donna Kay, both of whom resigned their position. We are currently looking for two additional people to join the Committee.

National Team Tryouts

One of the main initiatives created by the Committee last year was the creation of a National Team. At this point, the women's team is already in place and the men's team is in the planning stages. For the Women's National Team, the Committee has organized 4 preliminary tryouts throughout the country, in Pennsylvania, Washington State, Illinois and California. The final tryout event, and the selection of the members of the team, will happen on April 7 and 8 in Olympia, Washington, with the team members being announced shortly after. The Committee is currently discussing the best approach to organize the Men's National Team.

AAU Junior Olympics and JRDA Partnership

The Committee has worked really hard developing a relationship with the Junior Roller Derby Association and establishing a solid partnership for the organization of the Junior Olympics event. Keith Noll has been an instrumental part of the process, working along the JRDA leadership and members of the USARS Roller Derby Committee.

It is expected that the event, which will take place before the USARS National Championship in Lincoln, Nebraska, will be an extremely positive step that would have resonated at all levels in the derby community.

2015 Roller Derby Rules

The Committee did not implement any modifications to the rule book as of this moment, but did decide to execute one beta-test to discuss possible modifications to make the game more interesting and avoid runaway situations.

Officials Certification Program

The program, which was started last year, has several certified officials who have completed their exams and passed their background checks. Our goal is to continue growing the program and to provide training clinics and events where officials (and players) can continue to improve their skills.

FUTURE PLANS AND GOALS

Committee work and program goals

The Committee has been transitioning with new members coming in and others resigning. The main focus at this moment has been in improving the bureaucratic processes, but there has been good progress in defining the main objectives and goals of the overall program. The following three goals have been defined:

- Growing the USARS Membership
 - Grow the USARS Ruleset
 - Pave the way to better facilitate Olympics/International competition
-

USARS Roller Derby Branding

One of the biggest challenges for our program is to address the negative perception that has been accumulating against USARS. We have found a great amount of misinformation and, in some cases, plain ignorance regarding USARS, its programs and its mission. People in the derby community consistently describe USARS as an organization that wants to control and take over the sport; as an organization exclusively interested in money and profits without much regard to their members or the benefits they are supposed to provide; as an organization that has not been successful at promoting and growing their disciplines. Under a culture where the norm is the DIY model and where participants have -for the most part- never participated in organized sports and are unfamiliar with the world of sports, these misconceptions spread like wild fire.

The Committee has a Sub-Committee to analyze these perceptions and create a positive marketing and public relations campaign to re-brand the USARS Roller Derby program and educate the community about our objectives and our mission. We believe that by reshaping the USARS Roller Derby brand, we will be able to bring new members to the program and recapture some of the lost market that was convinced to go elsewhere based on insurance or reputation.

USARS Roller Derby Sport Committee

Meeting Minutes



Conference Call August 17, 2015 - 5:30 PM CST

Meeting called to order: August 17, 2015 – 5: 32 PM CST

Attendees: Chris Hunter, Fernando Regueiro, John McNeel,
Donna Kay, Vicki Urban, Tanya, Christina Gerrish

Item #1 – National Championships

OFFICIALS

John says we have enough NSO's and referees to make it work. Chris set up 2 crews, one will be headed by him and the other by Stormy. We have one who dropped out (Tripp Jenkins / Edward) but have found a replacement. The organizers of the JR. Game have officials but are still looking for NSO's. Officials meeting will be at 9 am on Friday.

Opening ceremony @ 11:30, 10:30 is captains meeting, first game @ noon.

EXHIBITION GAME

3:30 Saturday Juniors white and black made up with Philly Juniors

3:30 Sunday is the Philly Hooligans vs. Harm City Havoc (Philly vs. Baltimore)

FACILITY

Fernando spoke today with Joe and we can use any locker rooms. 4 locker rooms + room for coed and room for ?? (missed that one) and also an official's room.

STAFF

We'll have one staff person at all times, for opening and closing and a technical person for lights and sound. Chris is bringing music, no need for DJ. They don't have a mixer so the company with screen / projector is giving us a mixer.

BROADCASTING

We have decided to forego the broadcasting this year due to budgeting issues and number of teams. Updates will be made on Facebook. Interactive bracket is on the USARS website.

PARKING PASSES

We get 40 parking passes, some will go to Philly people but we can request if we need them.

CONCESSIONS

The facility doesn't offer concessions. They said we could contact the company that they typically use and need to organize. The Philly Rollergirls don't use that company; they bring their own products ie food / beer. Committee agreed that we should reach out to the catering company; Fernando will contact them to get the details.

MISC:

The training room is being remodeled so we don't have it available to us. We have a contact for the EMTs quoted \$90 per hour for EMT's and ambulance on site. We'll check into the difference in price for just the EMT's.

Fernando spoke with Melanie who felt that the committee wasn't working with her due to not having vendor agreements. She mistakenly thought that we already had signed agreements with vendors. Chris had conversations with her prior when AJ was on that project. We only have one shirt vendor. Applications are on the Nationals website.

A new shirt vendor from Philly will be there and if we have more we need to give the info to Melanie.

FACILITY QUESTIONS:

We need to know how many tables and chairs are available – Chris says we need at least 50 chairs for players / penalty boxes etc. Fernando will inquire.

People have been asking about transportation.

Volunteers are being recruited.

There is a volunteer registration form on the website.

We can have access to the floor on Thursday 3 pm at the latest and probably much before that after the other people leave. Chris will bring some tools; we'll still need tape measures etc. Fernando will find out what they are providing. The rope is being shipped on Friday of this week.

We'll find out who they usually use for setting up the tracks.

Chris is on the Scoreboard and also says we need to provide

- bottled water (The facility doesn't have tanks)
- Garbage bins.

Vicki has original list of what is needed for green room for volunteers, roughly \$600. We'll also make it available to officials. Green room food is not automatically provided due to stipends.

We don't know yet if John's son will be writing for Derby Central.

Item #2 –NATIONAL TEAM COACHES AND TRYOUTS.

Fernando spoke with Dani Lewis who accepted the position for women's team and she had several questions.

In terms of assessments, we could have onsite registration + Q & A's. She is thinking about whether she'll be doing skills assessments there. She'll be mostly observing at Nationals. She wants it to be collaborative and doesn't want to do this on her own. Her main interest is in coaching and putting together a strong team. She would like help in other areas for running the teams. Fernando assured her she will have the support that she needs.

She was told that Chuck will be working with future Men's teams.

Chris mentioned that we need to start advertising for tryouts. Fernando wants to talk with Dani to see how she wants to work it. We'll have online registration and sign- up sheets. We need to determine when and how we want to work this. Fernando thinks that Saturday would be a good time.

USARS VS. NON USARS applicants: Tanya said that often they will charge more for non USARS members. Tryout fees discussed were \$10 for current USARS members and \$25 for non –members, and Non-refundable for either. This conversation led to an important topic that must be discussed in more detail.

More conversation must be had with Dani to discuss the pros and cons of opening up tryouts to all skaters of any association. For the record, Fernando doesn't want to be part of the team selection. This topic is a sensitive topic and while we want USARS to be available to everyone and yet we don't want to alienate our current members by filling the team with skaters of other associations rather than our own.

Donna and Vicki will put together an introduction about tryouts in the next two days.

Dani joined the conversation at 9:18 pm CST to discuss tryouts.

Q). What would happen if a non USARS member comes to tryout? She echoed the question back to us.

Dani is not concerned with WFTDA vs. USARS. She doesn't know what WFTDA says about skating USARS and was under the impression they couldn't skate for USARS. She thinks the best team possible should be put together. She thinks that any skater should be able to try out for USARS.

2). Should they be members prior to tryouts or after?

She thinks that is up to the committee

3). What if a team of WFTDA players try out and replace USARS contenders?

Just because we skate derby it doesn't matter if we're USARS or WFTDA. If WFTDA skaters aren't used to USARS they will or won't be able to meet the skills criteria for the USARS game.

Fernando voiced the scenario of WFTDA skaters replacing USARS members on the team and the possible fallout. Dani responded with the insurance aspects and amateur cards. For tryouts with Team USA Dani flew to Iowa and paid \$35-40 for tryouts. We reported that we've not yet finalized our fee.

The question is will WFTDA allow their members to try out for USARS? We need to research whether team USA & WFTDA would be allowed to skate with the USARS team. Oly skates both WFTDA and USARS as the only team who does so. She thinks we should find out and go from there.

Dani could research how much they paid for previous tryouts and what to charge for our tryouts. She suggested \$20 for members and more for non- members.

The question was raised whether or not other countries are currently playing with USARS rules. Fernando reported that teams in Mexico, England and Spain are playing but not entire leagues.

9:36 we lost Tanya, Dani and John on the call.

A higher tryout fee for non- members and becoming members prior to tryouts is what Dani suggested. We'll find out from USARS if people can join on the spot.

We came to the conclusion that a tryout fee of \$25 would be reasonable. Applications are downloadable and must be filled out prior to registration for tryouts.

Item #3 New Business

What is happening in September in terms of membership fees?

There is no discount and new members can join anytime but will benefit by doing it early as it will expire in December. Current members are covered until December.

DK motion to adjourn
Christina 2nd 9:45 pm CST

USARS Roller Derby Sport Committee Meeting Minutes



Conference Call September 21 2015 - 7:31 PM CST

Meeting called to order: September 21, 2015 – 7:30 PM CST 7:18 pm

Attendees: Fernando Regueiro, John McNeel, AJ Epp, Donna Kay, Chris Hunter, Christina Gerrish, Vicki Urban

Absent:

Item #1 – Beta Testing

Scoring modification
Voted to pass / implement the Beta Test

Runaway Pack modification
Voted to pass / implement Beta Test

Item #2 Adding new committee members

Fernando spoke with Richard and Dani about who is working in the office for the sports committee. We still don't have a contact person to represent derby.

A notice will be sent out for people to submit applications.

Committee Work: Donna and Vicki expressed frustration at not being able to participate due to finances. Christina talked about Rollercon and now she understands more about what is expected of her.

We need to clarify what is expected of us. The topic of USARS organization came up and questioning of why we need to have a USARS member on our committee, as well as the negative communication that was happening during nationals.

When committee members organize USARS activities, if it is brought to the attention of the committee, we can all pitch in to help.

We agree that we need more cohesion.

Item #3 Regional Committees

As of now, the regional committees aren't working. There seems to be confusion around what is expected of them and how to give them incentive to participate.

We discussed ways to bring the regional committees to life. We need to make it work with another way to structure it and find ways to motivate. We need to organize regional events. Fernando will commit to get resources from the board.

Item #4 2016 Nationals

Do we agree that derby will be combined with the other sports to participate in Lincoln NB.

5 committee members voted yes.

Item #5

Jr. Olympics. There is proposal that Dani Brown is looking into that describes the relationship between JRDA, Jr. Olympics, and National Events.

JR. Olympics and directly following would be the JRDA National Champs, then the USARS Adults to follow. One month of roller sports in Lincoln.

The rules would be a combination of JRDA rules and the USARS rules. The selection would be through the JRDA and the structure that the JRDA has in place. The point is to be able to merge with an international ruleset that could be used to foster partnerships.

Item #6 Officials Program

Something needs to change with how we work with and recruit officials.

Item #7 New Business

The question was raised about what to do with new membership while there is no one in the office. USARS is trying to come up with an online registration. This should be launched in the next couple of weeks.

10:10

Donna motioned to adjourn

USARS Roller Derby Sport Committee Meeting Minutes



Conference Call October 26th 2015 - 7:30 PM CST

Meeting called to order: Month date time - 7:34 PM CST 7:18 pm

Attendees: **Committee Members:** Fernando Regueiro, John McNeel, AJ Epp, Donna Kay, Chris Hunter, Christina Gerrish, Vicki Urban

Additional Attendees: Richard Hawkins, Tanya Procknow, Melannie Eloge
(None in attendance at this meeting)

Voting Order: Vicki, Donna, Fernando, Chris, John, Christina

Item #1 2016 Sport Budget

Due to the banked track, we almost doubled our revenue at Rollercon this year. Apparently there is a new banked track insurance available, so that may not be the case next year if they have another one in 2016. From Ivanna's latest post, it looks like the banked track will be there in 2016. Chris worked on the budget and brought it to the committee. The committee discussed each line item with decisions whether to increase or decrease and why. Budget was approved by the committee, Fernando will submit to the BOD. If anyone has any additional questions or concerns, email Fernando immediately.

Item #2 Local Events and Tryouts

Dani Lewis has a facility for Region 1, will happen in January, Chris and Donna will be available to help. John is available to host something in California. Christina is happy to do it, and wants some help with the format. Vicki has been planning a clinic for some time and will continue with her plans.

Christina doesn't think that tryouts would be necessary in her area due to most leagues being B leagues.

Item #3 New Business

None at this time

Christina made a motion to adjourn, Chris 2nd at 9:35: CST

USARS Roller Derby Sport Committee Meeting Minutes



Conference Call October 12, 2015 - 5:30 PM CST

Meeting called to order: October 12, 2015, – 7:34 PM CST

Attendees: Chris Hunter, Fernando Regueiro, John McNeel,
Donna Kay, Vicki Urban, Tanya, Christina Gerrish, Richard Hawkins

Item #1 – Junior Olympics Partnership Proposal

Tanya and Chris have been in the discussions as representatives of the JRDA. Danny has been aware of these parameters as outlined in the proposal.

Current proposal is as the JRDA board is willing to approve.

Originally the JRDA wanted to use the JRDA rules, which is a slightly modified WFTDA ruleset. Fernando went back to insert some USARS rules. WFTDA has announced their new junior affiliation.

Donna had concerns about what the benefits to USARS would be and suggested that in the future we consider moving forward as our own entity without regard to WFTDA or any other organization. Fernando clarified that the JRDA is not a part of WFTDA and are stand alone. Chris pointed out that USARS has no junior program.

Further discussion regarding USARS exposure was discussed. Fernando contends that the relationship between JRDA and USARS will be evident.

Concerns were made about USARS paying for the JRDA board to attend and not the members of the USARS derby committee, since we are the hosts that are expected to make this happen. Questions arose regarding the JRDA board's attendance (eight) being funded by USARS.

Going through the JRDA seems to be the consensus of the only way to go.

Richard is working with the venue to measure and prepare. His understanding was that there would be 2 days of Jr. Olympics and 3 days of the JRDA. He asked for clarification:

Q. Is this proposal only covering the Jr. Olympics?.. Answer yes. Q. What membership will be required of the participants? A. Most will be JRDA members and the selection process will be allowing any USARS elite program to participate in the selection process, although this has not been fully resolved.

Q. Individual Insurance AAU or USARS? A. JRDA is already covered themselves. Paying the USARS insurance fees by entry fees was discussed. Another A. JRDA insurance underwriter would also provide blanket insurance.

Richard: question #3. Officials: Will there be consideration given for officials being combined / consistent for JRDA and Jr. Olympics? A. Chris would have a separate head / group NSO for each but there might be some crossover..... Basically it is an unknown.

The expense of having it separate was a concern. Additionally this is true for vendors.

He pointed out that normally USARS already covers for all sports, and expects expenses for:

- Medics
- Officials
- Facility setup.
- Floor

- Sound System

Discussion will continue over email, time is up 8:22

Item #2 –Regional Events and Tryouts

Events in a variety of locations had earlier been discussed. Chris and Fernando discussed having one in the Seattle area together with Dani / Oly.

Fernando discussed holding events for USARS awareness in each area, that could possibly be part of the national team selection.

Christina says yes for Phoenix.

Donna and Chris say yes for Pacific NW

Vicki says yes for her area, but needs to check with team about footing the bill. Fernando suggested coming up with the plan as a preliminary step.

John has games scheduled, and has teams/ referees etc.

Item #3 Sport Budget

Chris is willing to work on this.

Item #4 New Business

The question of three new ideas being brought forward by each of us to help motivate / grow the USARS program was brought up last week. Fernando asked if people were interested or not in participating in this.

Fernando requests that each person

- Submits 3 ideas to Donna regarding above.
- Organized a clinic or rules clinic furthering USARS

Donna yes, Vicki Yes.

Request: respond to each other's emails.

8:48 CST Meeting end. Chris motion, John 2nd.

USARS Roller Derby Sport Committee

Meeting Minutes



Conference Call November 22, 2015 - 7:30 PM CST

Meeting called to order: November 22, 2015 - 7:35 PM CST

Attendees: Chris Hunter, Fernando Regueiro, Christina Gerrish, Eric Hill,
Cheryl Cryer, Carrie Craft

Absent: John McNeel, Victoria Urban, Donna Kay, Melannie Atteberry

Item #1 - Welcome New Members

After a brief welcome, both new and previous committee members introduced themselves to all others and gave a short description of their experience in derby and as part of the committee.

Item #2 - Committee Leadership

Fernando explained briefly that the Committee leadership must be ratified by a vote every year and asked the members who were present during the call if they would like to nominate themselves to take one of the three leadership positions (chair, vice-chair or secretary). Several members expressed their desire to table this until all members could be present to be nominated or to vote. Motion to table the item by Eric, second by Chris.

Item tabled for next call

Item #3 - Ratification of sub-committees

Fernando explained that the existing sub-committees and their leadership must be reviewed and ratified. Committee members present during the call felt comfortable ratifying and voting on the existing sub-committees. Voting members: Fernando Regueiro, Chris Hunter, Christina Gerrish, Eric Hill, Cheryl Cryer

Christina Gerrish, the chair of the Safety sub-committee provided a report and indicated her desire to continue as chair. The sub-committee was ratified and its previous chair, who ran unopposed, was approved by unanimous vote to continue as the chair of the sub-committee.

Donna Kay was not present as chair of the Marketing sub-committee and no other committee member was nominated to lead the sub-committee. Committee members are not aware of any progress in this area of work and decided to table the ratification of the sub-committee and its chair until we get more information.

John McNeel was not present as chair of the Officials sub-committee but Eric Hill nominated himself to be the new chair. Committee members assumed that John would like to also be nominated to continue and proceeded with a vote to choose between the candidates. The sub-committee was ratified and Eric Hill was voted as new chair by unanimous vote.

Item #4 - Men's National Team

Committee members had a brief discussion about future steps for the National Team program in the men's category. It was decided to explore areas of collaboration with existing male athletes who have been part of USARS and may decide to be part of the National Team.

Item #5 - New Business

No new business was discussed during the call.

Meeting was adjourned by motion from Chris, second by Eric, at 9:04 PM CST on November 22, 2015.

USARS Roller Derby Sport Committee

Meeting Minutes



Conference Call December 21st, 2015 - 7:30 PM CST

Meeting called to order: December 21st, 2015 - 7:32 PM CST

Attendees: **Committee Members:** Fernando Regueiro, Donna Kay, Chris Hunter, Christina Gerrish, Vicki Urban, Eric Hill, Cheryl Cryer
Additional Attendees: Richard Hawkins, Tanya Procknow, Melannie Eloge, Carrie ConleeCraft
Voting Order: Fernando, Chris, John, Christina, Eric, Cheryl, Vickie, Donna

Item #1 Committee Leadership

Chair: Donna to take over Chair position.

Vice Chair:

Eric had some thoughts on it – someone would take vice chair was if there was some training. If nobody wants a given position, we can't force a position.

There was no vice chair previously.

This is a newly created requirement from USARS.

It was a unanimously agreed upon to table this discussion to think about it for a week.

Secretary – Christina

Item #2 Priorities/Strategic Planning

What are the 3-5 objectives to work on?

- Growing the membership
 - Determine best way to implement.
 - Long term goal for events and rules
- Grow Ruleset
- Branding
 - Improve USARS image through branding/marketing
 - May not be as urgent as growing membership and Ruleset
- Pave the way to better facilitate Olympics/International pay

How to proceed with this topic?

- More pragmatic than discussion. Would like deadline driven objectives.
- Deadline driven objectives. Need to dedicate a meeting to this topic entirely to allow brainstorming and discussion. Need to find creative ways to grow, including being fiscally responsible.
 - Talk about objectives via email
- Discussion around online registration. Capture data at opportune times.

- Create short term/long term goals
 - Measurable data to review
 - Put a survey out that will identify 3-5 objectives to grow membership
 - Who is our existing member base?
 - What type of member are they? Insurance member only? Play USARS?
 - Need to understand our current demographic.
-

Item #3 Rules Conversation / Growth of Rules

Voted within the committee to discuss the future of the rules.

- In addition to Rollercon, we need to use other derby conventions to help promote USARS rules to other derby players.
 - The reason why this committee exists is because of the rules. We need to accommodate our members by creating opportunities to play.
 - Minor tweaks to the rules could warrant further discussion/beta testing
-

Item #4 Rollercon

USARS presence needs to increase this year. How can we participate more? Is USARS unwelcome at Rollercon? How are teams selected? Need to have a better understanding of how USARS can participate in Rollercon this year. If the bank track is going to be there, maybe we can reserve a timeslot to play USARS rules on the bank track to help promote the ruleset. We need to have better booth presence. Use a projector and video of high level games/promotional material to help dispel the USARS myths.

- Suggested that we create a committee to help promote the USARS at rollercon and other roller derby conferences. (Beat Me Halfway, Rollercon, ECDX, etc.)
 - Checkout the North Eastern conference.
 - Negotiations went poorly last year and perhaps it would be a good opportunity to mend the bridge in offering USARS insurance and playing opportunities for 2016 Rollercon.
-

Item #5 Subcommittees

Clarification on the purpose and structure of the subcommittee.

- Sub Committees are useful when objectives are identified
 - Sub Committees cannot be given confidential information or enter negotiations on behalf of USARS.
-

Item #6 National Tryouts

January 9th Tryouts in Washington

- Discussion surrounding help to promote the event.
 - Officials and volunteers needed for both Washington and Chicago.
-

Item #7 New Business

- Donna to reach out to Ivanna to gauge participation in Rollercon
- Email Donna with any feedback any thoughts on immediate action items for this committee.
- **Action Item:** Create Survey to gain data about member base.

Motion to adjourn: Vicky made motion to adjourn, Donna 2nd at 9:50pm CST

Next meeting: January 11th, 2015 at 7:30pm CST

USARS Roller Derby Sport Committee

Meeting Minutes



Conference Call January 11th, 2016 - 7:30 PM CST

Meeting called to order: January 11th, 2016 - 7:32 PM CST

Attendees: **Committee Members:** Fernando Regueiro, Chris Hunter, Christina Gerrish, Vicki Urban, Eric Hill, Carrie

Not Present: Tanya Procknow, Melannie Eloge, Cheryl Cryer, John McNeel
Voting Order: Fernando, Chris, John, Christina, Eric, Cheryl, Vickie, Donna

Item #1 Team USA Women's Tryouts

- Chris was present at the tryouts both days. Eric was present for part of the day as well.
 - Pretty good turnout, about 32 people tried out.
 - Had a good plan, Sassy ran the tryouts; Chris helped Sassy take notes on tryouts.
 - o Chris feels there should be a sheet that listed each player and drill to "grade" players.
 - Tampa to come up with a spreadsheet for the next tryout.
 - When Chris first arrived, he felt there needed to be additional help with badging/registration. A manager kind of position to help out the team coaches.
 - o There needs to be some oversight at the committee level.
 - o Follow up question: Does this need to be someone from the committee or can it be anybody?
 - o If we create a position like this, we need to consult with the coaches prior to doing so.
 - Scoreboard/NSO's were augmented with those on hand due to scrimmage planned.
 - Once this team is built, what are the next steps?
 - o How do we proceed as a committee to help the coaches?
 - Committee to arrange meeting with Sassy.
-

Item #2 Men's Team Status

- Interest is generating, how are we going moving forward with this team?
 - o We should consider hosting a tryout.
 - Conversation to continue at next meeting.
-

Item #3 Nationals /Ruleset

- We need to focus on getting teams interest generated.
- We must have a successful event this year.

- When we are opening registration?
 - o We have the dates. We need to start promoting now.
 - o Can we send out a form that captures team interest aka pre registration?
 - Non binding, no payment necessary.
 - First priority at time of registration.
 - Chris to spearhead form and work with USARS Office
 - Officiating
 - o How many teams are we going to be able to handle?
 - o If we had 2 solid crews, it should be do-able.
 - We may be able to scoop up officials from the JRDA events.
 - o Officiating clinics prior to Nationals to help recruit officials.
 - If we have 4 teams, can we consider creating a new division under WFTDA ruleset?
 - o If we have 6 or more teams, we should not need a second division.
-

Item #4 Committee Priorities/Planning

- Reach out to Danny Brown to help guide the committee.
-

Item #5 New Business

- Referee Committee Report
 - o Referee certification process.
 - Eric has some documentation and is working through it.
- Committee members missing multiple meetings.
 - o Chair to reach out to member who is not attending.
- Is Carrie ratified as a member?
 - o Chris to follow up with Melannie.

Motion to adjourn: Chris made motion to adjourn, Eric 2nd at 9:50pm CST

Next meeting: January 25th, 2015 at 7:30pm CST

USARS Roller Derby Sport Committee

Meeting Minutes



Conference Call January 25th, 2016 - 7:30 PM CST

Meeting called to order: January 25th, 2016 - 7:30 PM CST

Attendees: **Committee Members:** Christina Gerrish, Vicki Urban, Eric Hill, Melannie Eloge

Not Present: Tanya Procknow, Cheryl Cryer, John McNeel, Fernando Regueiro, Carrie Craft

Voting Order: John, Christina, Eric, Cheryl, Vickie, Fernando

Item #1 Team USA Women's Tryouts – Tabled until we have a quorum at next meeting.

Item #2 Men's Team Status - Tabled until we have a quorum at next meeting.

Item #3 USARS Member Identification - Tabled until we have a quorum at next meeting.

Item #4 Committee Priorities/Planning

- Nationals Planning
- Rollercon
 - Need contact information to reach out to Ivanna. Melannie to open up a discussion.
 - Booth?
 - Need to have at least two people.
 - Challenge Game?
 - USARS Member Meet and Greet?
 - Membership Applications?
- Team USA
 - Need a clear picture of where we are at to move forward as a committee.
 - Location may have changed. Need clarification.
 - International rule set needs to be established to train a team.
 - Training can begin since we have a basic understanding of what is to be expected.
 - Group of us liked the Team USA uniforms, but the team coaches provided feedback. Needs further discussion by the committee when we have a quorum.
 - We need communication to go back to Team USA coaches.

- Suggested we create a smaller group (2-3 people) for point of contact to communicate with Team USA Coaches.
 - Team Building
 - Membership Growth
 - We need members in Region 3, as most of the focus is the western United States.
 - Need to brainstorm ideas on how we can expand membership
 - There is a women interested in created a club in Germany, if USARS Insurance company will work with them.
 - How do we provide insurance for international teams? The national office will need to determine this and is not a committee responsibility.
-

Item #5 Roles/Responsibilities

- Carrie has been approved to join the committee officially.
- We need to add two additional people to the committee.
 - We need representation from Region 3 (East Coast)

Motion to adjourn: Eric made motion to adjourn, Melannie 2nd at 8:08pm CST

Next meeting: To be determined via email.

Figure Sport Committee

Board Report
Chair, John Cawly

- AB rule not approved by board at last meeting. Split decision by committee and board action felt to be selective and strategic and will eventually hurt membership.
- Tabulation system modified to accommodate combined loop and figure event
- Inline free skating event opened to sophomore ages
- Committee advised to complete code of ethics and conflict of interest policy form for insurance protection
- Vocals allowed in free skating in all ages and sent to Executive committee for implementation this season
- Creation of a separate free dance event for Elem International Solo to have consistency rather than using another event to obtain the free dance scores. Implemented by Exec committee for this season
- Complaints reviewed about invitational contests having combined male and female events. It was felt that this discourages male athletes in youth from participation. Committee felt difficult to gain operators who wish to have contests and encourage operator to have separate tabulation but invitational is not a qualifying contest

- Diversity issue addressed
- National meet director recommended and Chief Referee and Tabulator
- World team outfits are recommended to remain in one style for a reasonable period to manage the expense for team members.
- Clarification of disciplinary options when attending a world competition
- Identified that other countries have a uniform look daily with sport shirts or polo that adds to the appearance of the team. Office to look for opportunities to have other shirts for purchase and part of the financial package
- National Panel

Needs Board Approval

Compensated Entire	Compensated 1st Portion	Compensated 2nd Portion	Non Compensated
Al Taglang	John Hultquist	Cecelia Kelley	Bob Behrendt
Billy Maestriano	Leslie Meyers	John Rangel	Debbie Berg
Debra Adamy	Lisa Holderbaugh	Sylvia Haffke	Diane Rieben
Dennis Nenzda			Janet Jordan
Dottie Walsh			Lona Dennis
Gary Callahan			Loren Black
John Cawly			Marie McGee
John Gustafson			Marsha Neary
John Lehni			Patricia Bauler
Judy Graves			Paul McElhiney
Verna Quaranto			Rachel Dols
			Robert Maya
			Roberta Jackson
			Robin Orcutt
			Sue Ellis
Marsh Neary Alternate	Roberta Jackson Alt	Marsha Neary Alternate	Victor Rodriguez

- Discussion of a world team selection process by committee rather than placement to enhance Team USA performance. This would include other considerations of previous performances. Not felt viable plan at this time because members pay their own expense. **It is recommended that the minimum score of 8.0 be eliminated since not felt as effective in ensuring a specific level of quality.**
Action necessary by Board
- Consideration of a modified schedule for this national meet that would attempt to group higher participation events closer to the CIPA middle section to increase exposure. Jodee Cohen will attempt to coordinate with Ed Harney meet director at earliest possible.

Actions pending

- **World team staff selection** — Consider whether persons applying can have affiliation with team members
- **Selection of requirements** — Awaiting recommendations from Coaches reps to have submission by Spring Board meeting
- **Rule changes for next season prior to Spring Board meeting.**- Recommendations from field by athletes and coaches reps

Actions pending

- Need for staff support at National office for Artistic.
- Greater need for decisions based upon data.
- When finances allow, at least one national seminar for development of Junior, Freshman and Elementary program, focusing on group instruction.
- A plan to increase membership and participation.- Awaiting input and plan from coaches reps
- Data over a four-year period are provided in following slides. Data looks at club level within region and coaches data. Significant change is fewer clubs and more coaches so ultimately less students per coach

region	Club	2013			2014			2015			2016		
		Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach
A NW	OR001A	11	93	8.5	11	84	7.6	11	88	8.0	8	41	5.1
	WA021A	5	23	4.6	5	22	4.4	3	19	6.3			0.0
	WA010A	3	20	6.7	3	19	6.3	3	17	5.7			0.0
	WA019A	1	18	18.0	1	18	18.0	1	16	16.0			0.0
	WA029A	1	11	11.0	1	12	12.0	1	9	9.0	0	4	0.0
	WA007A	1	6	6.0	1	13	13.0	1	17	17.0			0.0
	WA053A	1	3	3.0	1	8	8.0	1	12	12.0	1	11	11.0
	OR032A	1	15	15.0	1	8	8.0	1	5	5.0			0.0
	OR051A	2	11	5.5	2	8	4.0	2	8	4.0			0.0
	WA064A	4	7	1.8	4	9	2.3	3	11	3.7			0.0
	ID002A	1	8	8.0	1	3	3.0	1	0	0.0			0.0
	CN022A	2	5	2.5	0	2	0.0	0	3	0.0			0.0
	WA009A	1	3	3.0	1	2	2.0	1	4	4.0			0.0
	WA031A	3	2	0.7	1	2	2.0	1	2	2.0			0.0
	WA067A	0	3	0.0	0	2	0.0			0.0			0.0
	NE100A	0	1	0.0	0	1	0.0	0	1	0.0	0	1	0.0
	NE500B	0	1	0.0	0	1	0.0	0	1	0.0	0	1	0.0
	WA001A	1	2	2.0	1	2	2.0			0.0			0.0
	UN000A			0.0	0	3	0.0			0.0			0.0
	NE500L	2	1	0.5	2	0	0.0	2	0	0.0	2	0	0.0
A NW Total		40	233	5.8	36	219	6.1	32	213	6.7	11	58	5.3

region	Club	2013			2014			2015			2016		
		Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach
A SC	TX059A	3	15	5.0	2	8	4.0	2	6	3.0	0	7	0.0
	TX231A	2	12	6.0	2	13	6.5	2	9	4.5			0.0
	TX194A	2	6	3.0	2	8	4.0	2	10	5.0			0.0
	TX020A	2	7	3.5	2	4	2.0	2	7	3.5	1	3	3.0
	TX266A	2	6	3.0	2	4	2.0	1	3	3.0	1	0	0.0
	UN000A	0	2	0.0	0	4	0.0	0	3	0.0			0.0
	TX182A	1	1	1.0	1	3	3.0	1	4	4.0			0.0
	NE500L	0	2	0.0	0	2	0.0	0	2	0.0	0	2	0.0
	TX360A	3	6	2.0			0.0			0.0			0.0
	TX014A	0	2	0.0	0	2	0.0			0.0			0.0
	CA126A			0.0			0.0	0	1	0.0	0	1	0.0
	TX056A	0	1	0.0			0.0			0.0			0.0
	TX126A	1	1	1.0	1	0	0.0	1	0	0.0	1	0	0.0
A SC Total		16	61	3.8	12	48	4.0	11	45	4.1	3	13	4.3

		2013			2014			2015			2016		
region	Club	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach
North	MA023A	2	32	16.0	2	40	20.0	2	34	17.0	1	27	27.0
East	MA043A	9	27	3.0	8	30	3.8	6	27	4.5	1	6	6.0
	MA051A	3	22	7.3	3	26	8.7	3	17	5.7	0	6	0.0
	CT043A	6	16	2.7	6	14	2.3	5	9	1.8	4	15	3.8
	MA052A	5	13	2.6	5	17	3.4	4	13	3.3	2	10	5.0
	NY010A	4	12	3.0	4	14	3.5	4	11	2.8	1	0	0.0
	MA017A	3	10	3.3	3	6	2.0	3	5	1.7	2	4	2.0
	NY001A	1	5	5.0	1	5	5.0	1	6	6.0	1	6	6.0
	CT016A	1	7	7.0	1	4	4.0	0	5	0.0	0	5	0.0
	CT045A	6	5	0.8	5	4	0.8	4	5	1.3	2	4	2.0
	MA049A	3	4	1.3	3	4	1.3	3	5	1.7	2	4	2.0
	MA018A	1	3	3.0	1	3	3.0	1	3	3.0	0	3	0.0
	UN000A	0	3	0.0	0	2	0.0	0	3	0.0	0	2	0.0
	NY061A	2	4	2.0	1	1	1.0	1	1	1.0			0.0
	NY085A	2	4	2.0			0.0			0.0			0.0
	NE100A	0	3	0.0			0.0			0.0			0.0
	NE500L	0	2	0.0			0.0			0.0			0.0
	WA021A			0.0	0	1	0.0			0.0			0.0
	NJ042A			0.0			0.0			0.0	0	1	0.0
	NE500B	2	0	0.0			0.0			0.0			0.0
	NY114A	2	0	0.0	2	0	0.0			0.0			0.0
	MA057A	1	0	0.0	1	0	0.0	1	0	0.0			0.0
A NE Total		53	172	3.2	46	171	3.7	38	144	3.8	16	93	5.8

		2013			2014			2015			2016		
region	Club	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach
North	MN010A	7	27	3.9	7	21	3.0	7	20	2.9	4	15	3.8
Central	MO016A	2	17	8.5	2	15	7.5	2	11	5.5	0	1	0.0
	MO024A	1	12	12.0	1	12	12.0	1	10	10.0	0	1	0.0
	NE100A	0	9	0.0	0	9	0.0	0	9	0.0	0	6	0.0
	MO100A	2	12	6.0	2	10	5.0	2	10	5.0			0.0
	MO123A	2	11	5.5	2	10	5.0	1	7	7.0	1	3	3.0
	MN015A	3	5	1.7	3	5	1.7	3	9	3.0			0.0
	IA004A	1	3	3.0	1	3	3.0	1	3	3.0	0	4	0.0
	NE500L	0	2	0.0	0	2	0.0	0	2	0.0	0	2	0.0
	UN000A	0	1	0.0	0	2	0.0	0	3	0.0			0.0
	NE041A			0.0			0.0	0	2	0.0	0	3	0.0
	TX126A			0.0	0	1	0.0	0	1	0.0	0	1	0.0
	CO018A	3	2	0.7	2	1	0.5			0.0			0.0
	MO017A	0	1	0.0	0	1	0.0	0	1	0.0			0.0
	IN020A	0	1	0.0	0	1	0.0			0.0			0.0
	MO-016A			0.0			0.0	0	1	0.0			0.0
	MO0016A	0	1	0.0			0.0			0.0			0.0
A NC Total		21	104	5.0	20	93	4.7	17	89	5.2	5	36	7.2

region	Club	2013			2014			2015			2016			
		Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	
Eastern	NJ001A	10	54	5.4	10	53	5.3	8	43	5.4	1	23	23.0	
	NJ021A	2	17	8.5	2	30	15.0	2	17	8.5	1	3	3.0	
	NJ010A	2	17	8.5	2	17	8.5	2	17	8.5	2	14	7.0	
	NJ016A	6	17	2.8	6	15	2.5	6	15	2.5	2	9	4.5	
	NJ026A	1	10	10.0	1	10	10.0	1	8	8.0	0	2	0.0	
	PA167A	5	7	1.4	5	7	1.4	5	6	1.2	3	2	0.7	
	NJ045A	2	0	0.0	2	5	2.5	4	7	1.8	2	7	3.5	
	PA170A	2	1	0.5	2	1	0.5	2	11	5.5	0	3	0.0	
	DE002A	4	4	1.0	4	3	0.8	5	3	0.6	2	4	2.0	
	NJ082A	2	7	3.5	2	4	2.0	2	3	1.5			0.0	
	UN000A	0	1	0.0	0	10	0.0	0	1	0.0			0.0	
	PA140A	4	2	0.5	3	3	1.0	3	2	0.7	2	2	1.0	
	PA168A	3	3	1.0	3	3	1.0	3	2	0.7	1	0	0.0	
	NJ075A	1	2	2.0	1	2	2.0	0	2	0.0			0.0	
	NJ048A	1	4	4.0	1	1	1.0			0.0			0.0	
	NJ042A	1	0	0.0	1	1	1.0	1	2	2.0	0	1	0.0	
	PA082A	0	1	0.0	0	1	0.0			0.0			0.0	
	PA034A			0.0			0.0	1	0	0.0	1	0	0.0	
	Total		46	147	3.2	45	166	3.7	45	139	3.1	17	70	4.1

region	Club	2013			2014			2015			2016		
		Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach
Great Lakes	OH008A	5	67	13.4	5	66	13.2	5	62	12.4	0	22	0.0
	OH162A	7	60	8.6	3	47	15.7	3	34	11.3	0	7	0.0
	MI001A	5	31	6.2	5	35	7.0	4	28	7.0	1	23	23.0
	OH139A	4	28	7.0	4	29	7.3	4	21	5.3	0	18	0.0
	MI028A	3	24	8.0	2	34	17.0	3	20	6.7	1	10	10.0
	IL128A	5	17	3.4	5	15	3.0	5	19	3.8	2	17	8.5
	OH021A	5	19	3.8	5	17	3.4	5	15	3.0	2	14	7.0
	ILO10A	8	15	1.9	7	15	2.1	8	19	2.4	5	10	2.0
	MI010A	3	19	6.3	2	19	9.5	3	17	5.7	0	1	0.0
	MI040A	1	21	21.0	1	19	19.0	1	11	11.0			0.0
	ILO70A	5	20	4.0	4	15	3.8	4	14	3.5			0.0
	OH002A	6	17	2.8	6	14	2.3	6	13	2.2	3	0	0.0
	MI114A	1	13	13.0	1	15	15.0	1	12	12.0	1	1	1.0
	IN020A	2	11	5.5	1	10	10.0	1	11	11.0	1	9	9.0
	WI013A	1	13	13.0	1	8	8.0	1	13	13.0	1	5	5.0
	OH191A	2	9	4.5	1	14	14.0	1	12	12.0			0.0
	IL097A	3	10	3.3	3	9	3.0	3	13	4.3			0.0
	WI052A	1	14	14.0	1	11	11.0	1	4	4.0			0.0
	ILO86A	2	11	5.5	2	8	4.0	1	9	9.0			0.0
	IN107A	2	10	5.0	2	7	3.5	2	8	8.0			0.0
	OH076A	1	10	10.0	1	7	7.0	1	7	7.0			0.0
	OH126A	7	8	1.1	7	8	1.1	6	6	1.0	2	1	0.5
	MI051A	3	8	2.7	4	5	1.3	1	4	4.0	0	1	0.0
	ILO35A	2	7	3.5	2	7	3.5	2	3	1.5			0.0
	OH011A	2	2	1.0	2	4	2.0	2	2	2.0	2	4	2.0
	OH055A	1	4	4.0	1	5	5.0	1	3	3.0	0	2	0.0
	MI045A	1	4	4.0	1	4	4.0	0	2	0.0	0	2	0.0
	WI057A	3	5	1.7	3	4	1.3	2	2	1.0			0.0
	OH068A	1	0	0.0	1	4	4.0	1	6	6.0	1	0	0.0
	NE100A			0.0	0	3	0.0	0	3	0.0	0	2	0.0
	NE500L			0.0	0	2	0.0	0	2	0.0	0	2	0.0
	MI056A	0	5	0.0			0.0			0.0			0.0
	ILO19A			0.0			0.0	1	4	4.0			0.0
	FL230A			0.0	0	1	0.0			0.0	0	1	0.0
	UN000A			0.0	0	1	0.0	0	1	0.0			0.0
	WI052A2	0	2	0.0			0.0			0.0			0.0
	OH067A	2	1	0.5	2	1	0.5	2	0	0.0	2	0	0.0
	OH113A	1	1	1.0			0.0			0.0			0.0
	MNO10A			0.0			0.0	0	1	0.0			0.0
	IN022A	1	1	1.0			0.0			0.0			0.0
NE500B			0.0	1	0	0.0	2	0	0.0	2	0	0.0	
OH039A	1	0	0.0	1	0	0.0			0.0			0.0	
Total		97	487	5.0	87	463	5.3	82	403	4.9	26	152	5.8

2013				2014				2015				2016			
region	Club	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach		
A SE	MD025A	5	30	6.0	5	29	5.8	3	26	8.7	0	11	0.0		
	VA054A	6	26	4.3	4	23	5.8	3	20	6.7			0.0		
	VA082A	1	17	17.0	1	14	14.0	1	17	17.0	1	11	11.0		
	NC037A	4	21	5.3	2	18	9.0	2	15	7.5	0	4	0.0		
	VA098A	3	11	3.7	3	13	4.3	3	14	4.7	2	11	5.5		
	VA084A	1	9	9.0	1	11	11.0	0	17	0.0			0.0		
	NC007A	1	14	14.0	1	11	11.0	0	8	0.0			0.0		
	VA100A	2	16	8.0	2	7	3.5	0	3	0.0			0.0		
	MD049A	5	8	1.6	5	6	1.2	5	7	1.4	1	1	1.0		
	NC113A	2	5	2.5	2	9	4.5	2	7	3.5			0.0		
	VA029A	3	6	2.0	3	6	2.0	2	6	3.0			0.0		
	VA089A	1	6	6.0	2	4	2.0	2	4	2.0	0	3	0.0		
	MD008A	4	5	1.3	4	3	0.8	2	5	2.5	2	2	1.0		
	NC051A	1	4	4.0	1	3	3.0	1	7	7.0	0	1	0.0		
	VA028A	4	7	1.8	4	3	0.8	3	2	0.7			0.0		
	VA063A	1	1	1.0	2	1	0.5	2	2	1.0	0	3	0.0		
	CA148A	0	1	0.0	0	1	0.0	0	1	0.0			0.0		
	NC011A	1	1	1.0	1	0	0.0	1	0	0.0			0.0		
	CA076A			0.0			0.0			0.0	0	1	0.0		
	UN000A	0	1	0.0			0.0			0.0			0.0		
A SE Total		45	189	4.2	43	162	3.8	32	161	5.0	6	48	8.0		

2013				2014				2015				2016			
region	Club	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach		
A SO	FL150A	2	31	15.5	2	37	18.5	2	37	18.5	1	11	11.0		
	FL075A	5	35	7.0	5	33	6.6	5	28	5.6	4	20	5.0		
	TN001A	0	35	0.0	0	34	0.0	0	29	0.0	0	9	0.0		
	FL085A	3	34	11.3	2	22	11.0	3	14	4.7	2	14	7.0		
	FL062A	4	17	4.3	4	14	3.5	3	23	7.7	1	25	25.0		
	FL033A	6	19	3.2	6	23	3.8	5	18	3.6	1	12	12.0		
	FL118A	5	15	3.0	5	20	4.0	4	18	4.5	2	17	8.5		
	FL128A	4	23	5.8	4	20	5.0	4	16	4.0	1	9	9.0		
	FL133A	7	20	2.9	7	17	2.4	7	17	2.4	0	3	0.0		
	FL230A	3	13	4.3	3	14	4.7	3	16	5.3	1	5	5.0		
	FL024A	3	10	3.3	3	9	3.0	4	8	2.0	3	2	0.7		
	UN000A	3	4	1.3	2	5	2.5	1	7	7.0			0.0		
	FL018A	9	3	0.3	9	3	0.3	9	5	0.6	0	4	0.0		
	FL226A	1	2	2.0	1	5	5.0	1	5	5.0			0.0		
	SC026A	3	4	1.3	3	5	1.7	2	2	1.0			0.0		
	FL082A	3	8	2.7	2	2	1.0			0.0			0.0		
	GA120A	2	2	1.0	2	2	1.0	2	4	2.0	1	2	2.0		
	NE500L	3	1	0.3	3	1	0.3	3	1	0.3	3	1	0.3		
	NE500B	0	1	0.0	0	1	0.0	0	1	0.0			0.0		
	FL228A	1	1	1.0	1	1	1.0	1	1	1.0			0.0		
	GA099A	3	2	0.7			0.0			0.0			0.0		
	NE100A			0.0			0.0			0.0	0	1	0.0		
	TN042A	0	1	0.0			0.0			0.0			0.0		
	KY083S			0.0			0.0	0	1	0.0			0.0		
	SC150A	1	0	0.0	1	0	0.0	1	1	1.0			0.0		
	GA165A			0.0	1	0	0.0			0.0			0.0		
A SO Total		71	281	4.0	66	268	4.1	60	252	4.2	20	135	6.8		

		2013			2014			2015			2016		
region	Club	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach
A SW	CA102A	20	70	3.5	17	70	4.1	18	66	3.7	2	26	13.0
	CA043A	15	57	3.8	13	51	3.9	12	50	4.2	5	28	5.6
	CA147A	7	45	6.4	7	39	5.6	7	28	4.0	2	7	3.5
	CA098A	7	46	6.6	6	33	5.5	6	32	5.3	1	4	4.0
	CA088A	4	36	9.0	4	29	7.3	4	28	7.0	0	13	0.0
	CA129A	4	29	7.3	3	32	10.7	2	23	11.5	0	20	0.0
	CA148A	2	25	12.5	2	24	12.0	2	23	11.5	2	24	12.0
	CA048A	4	24	6.0	4	22	5.5	4	27	6.8	0	2	0.0
	CA018A	3	26	8.7	3	17	5.7	3	21	7.0	0	5	0.0
	CA075A	2	23	11.5	2	25	12.5	1	19	19.0			0.0
	CA140A	3	24	8.0	3	20	6.7	3	17	5.7	0	1	0.0
	AZ013A	4	17	4.3	4	16	4.0	4	16	4.0	2	11	5.5
	CA076A	5	13	2.6	3	15	5.0	3	17	5.7	1	12	12.0
	AZ026A	3	21	7.0	2	14	7.0	1	13	13.0	1	8	8.0
	CA027A	3	16	5.3	3	15	5.0	2	13	6.5	2	7	3.5
	CA038A	3	13	4.3	2	13	6.5	1	14	14.0	0	5	0.0
	AZ037A	3	17	5.7	3	9	3.0	3	10	3.3	1	5	5.0
	CA126A	3	8	2.7	2	10	5.0	2	7	3.5	1	4	4.0
	CA026A	1	4	4.0	1	6	6.0	1	14	14.0	1	4	4.0
	CA178A	2	8	4.0	2	6	3.0	2	9	4.5	0	1	0.0
	CA158A	2	9	4.5	2	6	3.0	3	7	2.3	0	1	0.0
	CA160A	3	6	2.0	3	6	2.0	3	5	1.7	3	5	1.7
	CA081A	2	5	2.5	2	3	1.5	2	6	3.0	0	3	0.0
	CA188A	2	3	1.5	1	3	3.0	1	4	4.0	1	3	3.0
	UN000A	3	4	1.3	2	3	1.5	1	4	4.0			0.0
	CA119A	0	6	0.0	0	5	0.0			0.0			0.0
	AZ007A	2	6	3.0	2	2	1.0	1	1	1.0	1	1	1.0
	NE500L	2	2	1.0	2	1	0.5	2	1	0.5	2	1	0.5
	CA023A	1	4	4.0	1	0	0.0			0.0			0.0
	MA023A	0	1	0.0	0	1	0.0	0	1	0.0	0	1	0.0
	NE100A	0	1	0.0	0	1	0.0	0	1	0.0			0.0
	TX231A	1	0	0.0			0.0			0.0			0.0
A SW Total		116	569	4.9	101	497	4.9	94	477	5.1	28	202	7.2

		2013			2014			2015			2016		
region	Club	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach	Coaches	Skaters	Skaters per coach
Grand Total		505	2244	4.4	457	2087	4.6	411	1923	4.7	133	807	6.1

Figure Sport Committee
Sunday, Nov 22, 2015
1:00 pm PST

Attending: Scott Clifford, Tony Berger, Ed Harney, Jessica Gaudy, Jane Wojnarowski, David Adamy, Jim Pollard, Bill Spooner, Dan Brown telephonically

Not attending: John Cawly (recovering from surgery), Kayla Rodriguez (conflict)

Old Business

- AB rule that was recommended by the FSC to be eliminated was not passed by Board of Directors and sent back to the committee. It was noted that several coaches who might not have approved of this action were not present at the vote. FSC was cautioned to ensure that actions include persons who might oppose the action. Discussion ensued about whether the committee would like to bring this issue back for discussion. Both perspectives feel strongly that it should be discussed again. One position is that limiting the athlete from both A and B at the national and regional championships results in less income, frustrates parents in the youth divisions, and discourages youth from participating for ongoing years. The other position is that having persons who chronically compete in B and have advanced skills from normal B skaters, discourages participation, frustrates parents and adult athletes and does not enhance the sport to gain new skaters and demonstrate fairness. The issue will be brought back when a committee member creates a document to discuss. FSC was reminded that the board identified that issues affecting next season must be presented to the board by the Spring meeting to ensure membership and coaches have time to prepare. It is noted that did not occur last season and enforcement of the rules seems to be selective.
- The BOD did not pass adult rules to simply eligibility approved by the FSC. This is felt to be due to not having sufficient time to evaluate how adult members might feel about the change. Preliminary discussion on social media was not positive. The issue is sent back to the committee for further study.
- It is noted that there are repeated actions taken by the FSC that have not been acted on by the board or the executive committee. This could potentially effect the committee willingness to act proactively
- BOD recommends that rules and requirements for the 2016-2017 season be formulated and recommended by the national championships. This is different from the recommendation of the president at the meeting about the Spring meetings. It is believed that this focuses on the requirements so the coaches may vote or provide recommendations and then present at the national championships
- Tab System modifications for combined figure and loop calculation were approved for equity
- A proposal from Ezra Thompson and Desiree Salas was sent for a better judges evaluation system. It involved continued certification and evaluation by knowledgeable coaches in the field. The judges selection committee sought feedback and none received. Several FSC members did review the proposal and did not feel this was the appropriate method for improving judge's performance and chooses to not take action at this time.

New Business

- A discussion happened on an agenda item not on agenda. This involved opening inline free skating event to Sophomore ages. It is noted the inline free skating events are open events and combining Sophomore would allow participation for persons whose only other option was the WC inline event when their skills were not approaching that level. This issue passed as a way of increasing participation. **Sent to Exec committee for this season**
- It is noted that the BOD recommends that all committee members review and complete the new USARS code of ethics and conflict of interest policy. It helps to educate the committee members and ensures that there is awareness of the provisions necessary for D&O coverage in their deliberations. The policy is provided in the documents sent to the committee and the members are implored to complete the document and send to Peggy Young.
- The committee was presented a schematic of a marketing committee as a standing committee. This document seeks a FSC representative as part of the marketing team. After discussion it was noted that Scott Clifford (a marketing professional) volunteered and Roberta Jackson will be informed of his e mail address.
- A series of issues then were discussed re: changes in CIPA rules re: vocal music being allowed in free skating. This requires changes to the Artistic Rules (AR). A discussion of the need to modify the rules for lower divisions at least to the age of 12. After discussion, it was decided that **AR rules should be modified to allow vocal music in free skating in all ages. Since this affects the current season the BOD will need to be made aware of necessity of CIPA level events and suggest they implement this for current season for all ages. This will be sent to the Executive Committee for action.**
- CIPA rule changes in Solo and Team Dance divisions are now posted on FIRS web site and USARS web site. This is under the section of rules. Jessica notes that there will need to education to ensure that judges who may officiate in these events at regionals and nationals have adequate exposure and understanding. Also content sheets for style dance will need to be created for the officiating. It is suggested that some form of electronic education be considered using Go To Webinar and that Marie Gaudy (FIRS Dance Committee Member) be approached about her availability to create and manage a seminar for this purpose. Jessica will approach her mother about this issue. The AR rules will also need modification in the USARS document to comply. This information will be sent to the Executive Director, staff support and the president to ensure that this is accomplished soon. Also the Judges Selection committee will be encouraged to coordinate this event.
- Another item not on the agenda was raised as a result of this discussion. It was felt that the FSC had taken action to create a separate free dance event for the youth international event. It raises the issue should the CIPA rules be in effect for this event. After discussion it was felt by majority that the rules of youth international free dance should also be changed since it is a preparation event for International CIPA events. This will require changes in AR section or rulebook also. **Exec Committee will need to approve**
- With creation of Elementary Solo International dance the contestants participated in Open free dance as a method of gaining free dance scores for combined award. There is felt to be a need for a separate Elementary International Free Dance event and that rules should also mimic CIPA rules. This would require another event at regional and national

championships. It is felt this should be implemented this season and the Executive committee be petitioned to implement this action for this current season.

- There would also need to be a new tab sheet and content sheet for this event. If approved by Executive committee we need to alert Mr Styra. Mr Styra will be sent a copy of the minutes to alert him of the potential need for this season.
- The committee for consideration primarily about international skating received an entire series of actions and proposals. These would be include a proposal from the German Federation to keep the combined champions at world meet and seeks USA support. A report by Marie Gaudy commending the current persons managing and managing the team for their professionalism. A proposal by Jodee Cohen to change the world team selection process and seeking to create a world team selection committee rather than placement. Another proposal from Ms. Cohen to consider and arrange for a youth training camp twice a year with centralized coaches with expertise to hasten development of athletes and coaches. All of these issues are significant and have been sent in advance but some members felt this should be considered at a separate meeting to allow for discussion and focus on these issues alone. Bill or John will arrange for a meeting after the Thanksgiving holiday to consider these issues. Additionally, Gloria Manning had sent a proposal about the need for consistency of appearance in world team apparel and an additional proposal about the selection of world team staff. Her focus is for the future about complaints about the world team outfit costs, requirements about not using outfit at other contests (imposed by seamstress), Art rule 3.06.04 to not use at qualifying championships, and challenges with compliance by some skaters on the team. Also, the need to consider requirements for team staff selection to exclude coaches for consideration who have either family or athletes on the team. This was felt also to be appropriate for the same meeting. Will alert the president of these issues and any limits the organization may wish to impose prior to the meeting re: finance etc.
- A concern was raised by a coach in the Northwest about male and female competitors being in combined events at invitational contests. He is contacting the national office citing rules noting that male and female events are separate other then where it is listed as open. He believes those rules apply to invitational contests. Committee notes the challenges with gaining operators who are willing have contests so further challenges should not be encouraged. For the immediate solution it is suggested they events be registered separately and tabulated, awarded separately but can skate at similar time. The meet director and referee for this event will be notified.
- A complaint about diversity re: a national judge posting on Facebook was discussed. There is belief that USARS cannot control the behavior of any member on social media but can raise the awareness of the judge about his postings and how other persons may perceive his objectivity related to this posting. A sample letter has been created that could be sent to judge involved. This letter is composed by the Judges Selection Committee but should be reviewed by the Officials committee and by USARS counsel due to the potential of some form of legal reaction. This letter will be sent to the chair of Officials committee and to the president for review by Mr Pigsley, Attorney. Also sent to Exec Committee for info
- Jodee Cohen has submitted a proposal for reorganization of the national schedule to enhance use of time and to coordinate more competitive events to occur closer to the time of CIPA events. This includes youth and adult events. Historically, the schedule is created

by the meet director and that selection has not been accomplished. The officials committee had been charged to create an application last year but that has not been accomplished at this time. The committee decided to review this issue on this date and discussed potential candidates and voted to name Ed Harney as the meet director for the 2016 National Championships. Ed will coordinate with Jodee Cohen on her proposal.

- FSC Budget was sought by USARS and there was not time to involve the committee in its creation. Bill Spooner created a budget for the year that does not include the Americas Cup contest in Florida since FSC has not been consulted on the value of this contest or the management of the contest or officials. Members of the committee are encouraged to review the budget and make any suggested changes to Bill Spooner, Chair of Finance.

Respectfully submitted
Bill Spooner

Approved BS, JW

Figure Sport Committee
Sunday, Dec 27, 2015
3pm, PST

Purpose of the this meeting was to complete an agenda of items that were deferred from 11/22/15 meeting that dealt primarily with world team issues and other issues about training and development.

Attending: Tony Berger, Jessica Gaudy, Scott Clifford, David Adamy, Kayla Rodriguez, Bill Spooner, John Cawly, Jane Wojnarowsky,

Not attending: Ed Harney, Jim Pollard

Issues raised by existing world team staff, specifically, Gloria Manning, were addressed

- Issue of team uniform was addressed based upon appearance and uniformity of appearance and visual of team. The outfit for opening ceremonies has cost approx. \$450 for the leotard and \$100 for stones that are not always used. There are some years where the design has changed and that cost has been difficult for persons who repeat on the world team. Considerable discussion about what the team presentation outfit should be costing and discussion of what was accomplished in previous vendors. Ultimately, the previous vendor was a monochromatic leotard and nice but not as attractive as the current vendor. The concept of “you get what you pay for” was discussed. The committee feels that each design should continue for approx. 4-5 years and consensus was 4 years but at very least a minimum of 3 years. There should be a uniform look to the team for presentation. If the current vendor is felt to be too expensive then the board or its executive committee should consider an RFP for a specific design and put that to potential seamstresses in the organization for a bidding process. Reminders that design of outfit is included in the current vendor process. This will be forwarded to Executive committee for their action if they wish to take action. Current vendor will be notified that there is no prohibition of using a world team outfit for other contests except in a qualifying contest.
- The next discussion was about challenges with disciplinary rules at a world competition and the limitations of staff to maintain information distribution. Several athletes in the past have had reported violation of code of ethics specifically with drinking behaviors. These were addressed but those same athletes complained when minutes named them and the Executive Director was given direction to modify the minutes and write letters of apology to those athletes named. This action was taken by executive committee and seen as not being supportive of the autonomy of the FSC. It is also an indication of the athlete rules of due process interrupting the ability to take action when the incident occurs. It was noted that recent visit to USOC identified procedures that can be used at the contest that involve a named

committee that ensured an athlete rep, an organization rep and an independent rep at the team site. It is noted that this procedure exists and Gloria and Tony were prepared to utilize this process but did not feel the severity of the situation warranted this action. It is suggested that the Executive Committee or office staff identify a policy that is compliant with the USOC guidelines and ensure that the membership knows of this policy and the ability to use it. This might effect some behaviors improving and provide more guidance to staff who serve in these capacities. The policy should also include that if one of the recommendations would be the withdraw of the athlete from the competition or being sent home, that it include awareness that their credentials could be terminated and any change fees on transportation arrangements would be the responsibility of the athlete.

- A major issue was a notation that other federation teams have uniform looks for not skating times. It presents a more organized image and better team appearance. Currently, Cricket Loft provides sweat training outfits to all world teams and staff as a donation. There was focus that this is appreciated but the majority of federations have polo shirts and shorts or trousers that are also uniform. Many federations have shirts that are similar to the shirts used by their country for other sport events such as Olympics and is quite impressive. Cricket loft currently pays for several shirts. Several committee members feel that the sweat training outfits should be limited for sale to just team members and their coaching staff. Supporters should not be able to purchase these outfits. It is noted that when the organization is dealing with donation, limiting the person making the donation is difficult. It is also noted that the same style should be used for a 3 year period. This is also difficult when the outfits are being donated. It is suggested that the office or the president might wish to contact other vendors such as addidas or nike to determine if they could or would donate the shirts needed for a 3-4 day cycle in varied colors to enhance the team appearance. This will be sent to Dan Brown for his information and response. Otherwise, the organization might consider purchase of the shirts from an USOC vendor and include the costs in the cost of participating on the world team.

The next series of discussions focused on recommendations made by Jodee Cohen as a method of increasing proficiency in World team performance and perception by others of the world team skills

- A proposal of having a world team selection committee that would have appropriate representation by athletes (former World team), coaches who do not have an athlete in the world team event being evaluated and officials was suggested. It is noted that current method of having athletes qualify to the world team by placement is not working in producing better quality of athlete who qualifies to the world contest. Having a selection process similar to Ice and other sports that would consider the history of performance might be a better alternative.

This led to multiple discussions about the current process. It is noted that the minimum score of 8.0 is not considered effective as a method of eliminating non-qualified athletes. Judges do not feel it is their position to utilize the score of 8.0 as a method to stop someone from competing at a world contest. The athlete pays their own expense and their job is to evaluate for performance, not limit who goes to the world meet. The proposal raised issues of how one would assemble the people for the committee (ultimately a group of 5 people per event or discipline) that would be willing to take the frustration and/or anger of those who did not qualify. Who would be writing the policy that would legally protect the committee members when the organization cannot currently write rules of artistic skating and lack staff support? Again, it is emphasized that the organization does not support the travel of the athletes. Why should the organization limit who attends if they place. It is also felt that it might be administratively manageable. For former athletes or coaches being considered for participation, in what time frame must their experience be current. It is noted that Bill will complete minutes and share these with the President who committed that the committee would review the issue and then share the outcome with Ms Cohen. Ms Cohen will be thanked for her commitment and passion but that financially and administratively it is not a viable plan at this time from the committee perspective.

- Ms Cohen also felt that there would be tremendous benefit to USARS having training camps for Jr WC, freshman and Elementary division with renowned coaches to help develop skills for eventual world team competition. The committee agreed in concept but noted that currently there are not finances that would allow for this. There is currently a training camp for Free skating in Indiana but USARS sponsoring such programs is not possible at this time due to financial limitations. It is noted that based upon a projected attendance of 40 athletes, the camp would cover its own expenses. Several athletes believe that we have technology available that we do not use to increase education. The follow up is the benefit of interacting with other athletes in a live situation of instruction. It is suggested that someone (not determined) approach larger invitational contests and see if an additional day could be added to the meet for a training camp for one discipline. This will be shared with Ms Cohen.
- There is a suggested modification of the national schedule proposed that would group events differently to have more competitive adult and youth events closer to the CIPA section of the nationals. Ms Cohen has developed a suggested grouping but not specific to events but days of the national meet. Ms Cohen reports 4 efforts to speak with Mr Harney about the schedule and the lack of his availability due to his schedule or his family commitments. Mr Harney reports that two appointments did not occur at the appointed time. It is suggested that Bill contact Mr Harney and seek that he contact Ms Cohen to further explore the possibility of working on a new schedule that would meet the goals of Ms Cohen and other coaches.

- The committee discussed that the use of minimum scores to improve the qualification of athletes to the national championships. It was felt that minimum scores would ensure a minimal level to compete at the national meet. Also, the organization established a minimum score of 8.0 to qualify to compete at the world championships. After much discussion the committee recommends unanimously the elimination of the rule for minimum score. There is very few instances that have demonstrated its use to avoid qualification to the region in addition to overriding rules about team events automatically qualifying to the national championships. The minimum score for qualifying to the world championships is a rule in writing only and there is no current method to enforce the accuracy of the use of this score as evidenced by many athletes qualifying and then receiving 1.0 to 2.0 lower scores at the world championships. This item should be sent to the Executive Committee for implementation this skating season.
- Finally, Dan Brown sought the committee to consider what alternatives could be considered for qualification for the 2017 world team. The venue will precede the national meet and therefore, another alternative will need to be considered.

It is felt that there should be consideration of a world team trial and that the decision should be made no later than 2016 national contest to properly notify the coaches and athletes for preparation. Ideas considered are during or following the Odenton contest in Mid March however, a sizable group feel that mid May to end of May should be considered. WC athletes are primarily college students and most will have finished school and finals. Juniors might still be in High School and their school might not be finished. It is felt that the trial contest could be completed in 4 days but that the junior events should be on a weekend to not effect school requirements and seniors could be on weekdays. It is suggested that once the leadership makes a decision that a mailing to operators outlining the requirements for the facility and seeking bids for those operators who might be interested.

Respectfully submitted
Bill Spooner, Secretary

APPROVED: Kayla
Jessica
Tony
Jane
Bill

12/27/15

Rink Hockey Committee

1. Our number one priority is finishing up our budget for Nationals.
2. We asked the Finance Committee (letter is attached) for a reduction in our coach's annual fee.
3. We are voting on our logo for branding.
4. Finalizing our list of officials for Nationals to submit for approval.
5. We are working on possibly hosting the 2016 Men's "B" World Championships.
6. Putting together our plans for fundraising during Nationals.
7. Sending our power point presentation out to corporations and arranging meetings with corporations for possible sponsorships.
8. Holding training camps for Ladies and Men's Teams.
9. Tryout camps for Men's and U20 Men's National Teams will be after the National Championships.
10. Final selection for the 2016 Ladies World Team will take place at our National Championships. This Team will travel to Iquique, Chile for the Ladies World Championships September 24, 2016 through October 1, 2016.
11. Ask that each type of hockey (rink and inline) have an athlete representative on the Board.

Minutes
Rink Hockey Conference Call
Sunday, November 22, 2015
1:00pm EST

On call: Jim Jost, Don Allen, Tom Hughes, Bryce Robinson, Shane Enlow, Brian Moyer

1. Treasurer's Report: Account to new bank?

Jim Jost reported that he was able to move the money to a less expensive business account in the same bank and had the charges from the other account refunded. This account allows a \$500 minimum before administrative charges and charges are \$5 a month. Balance is \$900.90 +\$42 charges refund. Tom to send letter to Jim Jost for him to sign and send to players regarding the amount paid by the Hockey Foundation for their hotel in Spain. The foundation will need to be repaid the amounts of \$1320.00 deposit + transfer fee of \$45.

2. Referee's Report: Tests? Seminars?

Mark not on the call – no report.

3. Coach's Report: Letter to USARS?

Don needs address of whom to send letter to USARS regarding fees being charged to our coaches who not professional like other disciplines. Tom will provide address, Don will draft letter and Tom will sign.

4. Branding:

It was suggested we use the Cricket Loft emblem that they use on our jerseys. Bryce to check with Cricket Loft and get a copy of their rink hockey logo. We have 2 people submitting their logos for consideration.

5. Update on Ladies Selection Camp:

We have 34 people signed up. Booklets will be handed out outlining skills, defense and offense designs. Camp will have a good cross section of players from skilled to medium players.

6. Men's World Team:

Tom attended the camp held in Olympia, Washington and stated that the camp was well run.

7. New Business:

The date for the 2016 National Rink Hockey Championships is July 16-23 in Lincoln, Nebraska. Tom is working on a budget for Nationals and has the info from last year. Tom will send his proposed budget to the committee including dasher board advertising and table charges. Videos from the streaming internet will be available for resale after National's. We are working to get the profits to go to the rink hockey fund. There will also be tee shirts for sale and a hockey cage with shooter tutor and prizes for making a shot. Help will be needed to set up the arena and Tom will come up with the date. We will discuss additional fund raising during the next call. We will be holding tryouts for the Men's Senior National Team and U20 Men's National Team at the 2016 National Championships. Anyone wishing to try out for a National team please be aware that there will be a \$25 fee for each skater trying out. Anyone planning on playing in 2016, if you buy your amateur card BEFORE December 31, 2015 you will save yourself \$10. As of January 1, 2016 ALL Amateur Cards go up \$10.00 each!

8. Next Conference call: December or January?

Next conference call will be December 20th at 1:00pm EST.

Minutes
Rink Hockey Conference Call
Sunday, December 20, 2015

**On The Call: Jim Jost, Tom Hughes, Shane Enlow, Bryce Robinson, Brian Moyer,
Pat Ferguson, Don Allen, and Mark Brailey**

1. Treasurer's Report:

Ending Collected Balance as of 12/18/15	\$942.90
Current Posted Balance	\$942.90
Pending Withdrawals/ Debits	\$0.00
Pending Deposits/ Credits	\$0.00
Available Balance	\$942.90

1. Referee's Report: Tests? Seminars?

Mark reports that tests are not completed due to time issues. He will be traveling during the first two weeks of 2016 for work, but he plans on completing the tests and getting them to Brent by the next conference call. Mark will be available for the Fort Smith tournament.

2. Coach's Report: Letter to USARS?

Don's reports USARS letter for reduction in coach's registration is 98% complete and will be submitted to Tom for editing.

3. Branding:

Don will submit his logos. Jim sent his logo. We will get the logos silhouetted and send them out to the Committee for approval.

4. Review of Ladies Selection Camp:

Great camp, good turnout, only issue was just two goalies turned out. Several new players showed up. Ranking was completed for the top 16 consider being the National Team. Players were given some training to do and improvements are expected for the next camp April 16th & 17th. We posted the picture of the 16 floor players and 2 goalies

selected on our Face Book page on Sunday after the camp and by Monday the picture had over 1500 hits. People are watching our face book page with great interest.

5. Men's and U20 World Team Tryouts:

Tryouts for the Men's and U20 National Teams will be held at the National Championships in Lincoln in July. There will be a Tryout fee of \$25 per player. Brian plans to run some mini camps for the U20 players before nationals.

6. Budget for Nationals:

Tom has been working on the budget with Peggy. She has been out of the office this past week. Budget will be based on 40 teams attending. We hope to have more teams than last year, but 40 teams is a good place to start. We plan on adding another compensated referee and possibly another compensated scorekeeper/statistician.

7. Budget for Ladies World's:

Estimate is \$ 2500 to \$ 3000 per player. Tom is trying to get the information from Chile. Mark asked about whether a USA Referee would be invited. Tom will send an e-mail to Chile informing them of our interest in sending a referee. Tom reported dates on the FIRS web site are 9/24/2016 to 10/1/2016 in Iquique, Chile.

8. New Business:

Don will be sending some camp dates. Tom reminded everyone to submit their tournament dates as soon as possible so we can put them up on our Committee Face Book page as well as the USARS website. Also, if you purchase your Amateur Cards BEFORE January 1st, you will save \$10.00. Prices go up \$10.00 on January 1, 2016.

9. Next Committee Meeting: January 3, 10, 17, 24, 31

January 24th, 2016 @ 1:00pm EST

Finance Committee
December 15, 2015
2:00 Pacific Time
Webinar

Attending: Dave Morrell, Trace Hansen, Annelle Anderson, Dan Brown, Scott Clifford, Bill Spooner
Not Attending: George Pickard due to illness

The committee reviewed the November errors and omissions report to ensure that all were aware of the current situation. Highlights include:

- Current spending is deficit of \$72,000
- Admin expenses exceeded 80,000 budgeted amount
- November monthly expenses lower due to not paying insurance premiums as end of payment period
- Membership is dramatically down approx. 283,555 from previous year at similar time.
- Unanticipated expenses not budgeted will increase expenses about 99,000 for the new season
- Will need to monitor membership and communicate with coaches the need for membership to ensure survival
- Rate of increase in membership fee will likely effect about half membership or an additional 46,000 of revenue
- Insurance premiums will increase in coming season. Original estimates for insurance were underestimated and the reconciliation for this underestimation will be approx. 42,000. It will be rolled into the next year insurance or approximately an additional 4,000 a month
- Salaries will decrease 6,000 month with resignation of Executive. Staff to complete other tasks will need to be hired likely resulting in net gain of 30,000.
- Pan Am Championship (now called Americas Cup) will likely lose about 20,000 each for speed and art.
- National championships has higher expense for facility of 35,000 and Lincoln support from convention bureau is reduced by 25,000
- Need to approach hotels about sponsorship noting the last two times the amount they have paid to the hotel tax to city. Sponsorship gives them some tax relief and advanced advertising to the membership.

This led to in depth conversations about the challenges facing USARS for this season. The Finance personnel will be asked and has provided a sample budget for this season. This was work that was taken on Melanie own initiative.

The committee projects that

- One half of members will take advantage of the \$10 opportunity prior to Dec 31. That would mean that 4600 will not and that will result in 46,000 increase in membership revenue
- There will not be a 30,000 contribution from PASO this season so that will be eliminated from a budget
- Using 4 year average, charters will decrease by 7000
- Without an overall person to watch expenses, general operations will likely increase. Not because staff are not diligent but with so few persons, it will not get caught. Increase in general operation expenses of 36,000
- Financial expenses will increase because of a specialized audit completed but not budgeted last season
- America's cup art will lose 15,000
- America's cup speed will lose 20,000
- Regional entry fees will increase for art and speed with 3 assessment for each event and will likely result in approx. 4000 more revenue
- National revenue will decrease due to increased expense for facility that is 30,000 higher than Pershing and 25,000 less from Lincoln Convention bureau
- Entries are traditionally higher in Lincoln so revenue will increase approx. 10,000
- Photo benefits were lower this past season by 4,000 so budget should reflect that level.

The committee discussed the issue of Derby that is 28% of membership but does not cover the expense of admin cost and insurance at their current rate of \$80. Their cost should be 116. However, if that was charged more members might leave. In addition, FIRS is unwilling or unable to make a decision on rule set that might give USARS a competitive advantage. Eventually, this will need to be a discussion but one that should be done carefully.

In addition, Derby national meets have lost 25,000 annually but the budget submitted at the board table showed profitability. This is primarily based upon a projection of 30,000 revenue from live streaming. The chair has no experience with streaming revenue and asks committee if this is a realistic expectation. No one had answer. Based upon this we suggest that budget should reflect a revenue of 10,000 for streaming.

JRDA has proposed an agreement with USARS for half the proceeds of their national meet. JRDA is not a member and not obligated to share the proceeds. AS a result Inline Hockey and Rink hockey have raised the issue of having half the proceeds go to the world team expenses. Without the profits, the organization will lose about 20% of operating budget.

Question rose for future, does USARS continue with Derby relationship

able to share techniques for soliciting new skaters. Bill will obtain a download of information from membership system about 2013, 2014, 2015 and thus far 2016 that includes club ID, state, name, card number, (this will include coaches and officials also), state, region,

This information would be shared monthly to motivate coaches and create an additional form of competition for coaches. Coaches are very competitive.

- The committee suggests that once ED has vacated home, that USARS investigate several real estate representatives to assess the value and consider rental or sale. Discussion noted that sale diminishes the real value of assets and perhaps that we could gain a mortgage for much of the value of the home as capital to make up shortfalls.

US Foundation is currently the first lien holder for this property and this would need to be discussed with the Foundation for their approval. Bill will alert the president, Betty Ann Danna of this consideration for discussion by the Foundation.

Respectfully submitted
Bill Spooner, Chair

Approved: Trace, Scott, Bill, Dave

Errors and Omissions Report – December 2015

December had changes in administrative authority and resulting changes in who had authority and access to financial information. These issues need to be adjusted to ensure more timely reporting information.

Membership

It is difficult to compare membership to previous years. The governing body changed the fiscal year to September to August. Comparison of first month of the fiscal year does not correlate to previous years. In addition, there are very few contests from Sept to December that might stimulate the necessity of purchasing the amateur card. Finally, in this transition year, the previous 2015, the current amateur card is valid until January 1, 2016.

Category	Cards FYTD '16	Revenue FYTD '16	Cards FYTD '15	Revenue FYTD '15	% of change
Art	944	66,110	1,762	123,340	-86%
Inline Hockey	5	275	72	3,960	-1340%
Inline House Hockey	149	3,725	866	21,650	-83%
Rink House Hockey	0	0	2	110	-100%
Rink Hockey	0	165	1,138	660	
Speed	770	49,870	1,727	120,825	-142%
Non Competitive Recreation	113	8,015	240	16,455	-105%
Slalom	3	165	0	0	
Aggressive	196	15,000	1,603	104,210	-716%
Jr Aggressive	89	3,560	561	22,445	-530%
Men Aggressive	5	450	68	4,395	-1260%
Total	2,214	147,335	6,907	418,080	-212%

Ultimately, it is difficult to assess whether this is a trend or just a reality due to the change of the fiscal year identification. However, one third of the FY is complete and the revenue is down by 200%. Without major change in January and February, there is the potential to not have sufficient revenue to cover expenses for the entire skating season. Regional reps and operators should be encouraged to have athletes register at the earliest convenience.

With one third of the fiscal year of the season completed, revenue from membership is down by over 300,000. Given the change in fiscal year, January and February membership will be significant. However, at this point it must be pointed out that revenue is dramatically reduced due to lack of membership submissions.

Increase in membership was recommended last board meeting and eventually compromised to \$10 increase and that only passed with a 6 to 5 vote. What information is necessary to identify the need for increased revenue to cover expenses? What pricing strategy will be appropriate to maintain membership and cover the basic costs?

Club Charters

Category	FYTD '16	Revenue FYTD '16	FYTD '15	Revenue FYTD '15	% of increase
Art	93	8,370	143	12,870	-54%
Hockey	0		4	360	
Travel	0	0	0	0	
Hockey					
Rink Hockey	1	90	7	630	-600%
Speed	55	4,950	111	9,990	-101%
Aggressive	14	4,200	87	26,100	-521%
Jr Aggressive	5	500	33	3,300	-560%
Mens	1		1	300	
Aggressive					
Recreation					
Total	169	18,110	386	53,640	-128%
Charters					

These are the facts as of the end of December. There are extenuating circumstances with the change of the fiscal year to coincide with the skating season but there needs to be close monitoring of membership. The organization creates revenue from two sources MEMBERSHIP AND COMPETITIVE SANCTIONS AND ASSESSMENTS. With less membership, the second issue is obviously decreased.

USARS is the national governing body but it ultimately does not create membership. Coaches and athletes create membership. USARS needs to assess why the membership is decreasing and find a method of stabilizing the decrease or change the method of doing business.

Finance

The US Foundation for Amateur Roller Sports has in the past generously provided a grant of \$100,000 and a loan of \$400,000 to deal with shortfalls of revenue not anticipated by past administrations. Currently, USARS only pays the interest on the \$400,000 loan.

USARS needs to generate additional revenue to enable continuation of the programs planned for the FY 2016 season.

Operations

Insurance was renegotiated for this season. Insurance is paid per member and discipline based upon estimates of membership. Reconciliation of the amount due occurs at the end of the calendar year. Derby was underestimated this past season and reconciliation required another \$30,000 to ensure insurance coverage. Current categories of insurance are for aggressive and non-aggressive events. Aggressive insurance rates are 7 times higher for accident insurance based upon claims data and risk factors. Individual insurance for the athletes will be about 4% higher for the current season. Other options being considered for the future are other alternatives with classification or a different status for

some categories. Ultimately, membership cost must cover the cost of insurance and administrative costs. USARS current cost of amateur card does not cover this expense. Aggressive insurance and share of administrative costs are higher than the cost of the membership card. This has been discussed by the board in the past and moved to be acceptable as a method of promoting Derby.

As of December 31, 2015 USARS is **negative \$103,000 of net income. Revenue compared to the same period of the first four months of the previous fiscal year is \$382,079 less. This is almost entirely a revenue issue and revenue is primarily membership and sanctions.**

Accounts receivable continues to be higher than would be expected. Much of this is aged beyond 90 days and should be reviewed and either sent to collections or written off. Accounts receivable is a number that is listed as an asset and if the number is not correct it affects the value of the assets.

This is a year when the majority of coaches are required to have a background check (every two years) for safe sport compliance. This is an additional expense that did not occur in the last season and increases expense.

Personnel expenses are lower than the same period the previous year but with less members this expense is more significant.

Athlete insurance has increased approximately \$4,000 a month

Professional expenses of Audit are higher than previous period due to current audit in process and a special audit for accuracy in the past few months. This is an additional \$14,000.

Competitive revenue is down in categories of Local, League and invitational sanctions by 7,000 for same period of last year. Another \$7,000 for assessment fees. However, with less members there will likely be less competitions and assessment fees.

There are additional expenses with the separation of the Executive Director that were required to be paid to the incumbent under law for 401k, vacation and personal time. These were not budgeted or anticipated in a budget format.

Each Sport Committee should examine their own membership over an extended period of time. Art has done this by club level and is reported in their committee report. Ultimately, art membership declines by 4% over the last four years annually. This is a troublesome statistic that needs to be addressed for causation and an appropriate plan of correction or modification. This data is available from USARS membership data and should be addressed by the sport committees. Few businesses can survive a consistent decrease yearly without pricing increases.

Summary

USARS is operationally stable in their expenses but **significantly lower in revenue.**

There are unique situations with change of fiscal year status that effect comparison of apples to apples data. However, it is imperative that **membership must increase** in January and February to enable USARS to maintain its plan of operation.

Continued efforts should continue **to hold expenses** at lowest level and to increase donations and sponsorships.

The cost of the national championships is expected to be higher than in past years at the Lincoln location and support by Lincoln Convention is decreased by \$35,000 for the same venue. This must be considered for this current year and revenue

MINUTES
USARS EXECUTIVE COMMITTEE MEETING
DECEMBER 3, 2015
Closed Session called to order at 2:00 PM,
followed by Open Session

Approved 12-11-2015.

The USARS Executive Committee Meeting was called to order in closed session via webinar at 2:00 PM on December 3, 2015, to discuss confidential staff personnel issues and review the separation agreement of Richard Hawkins, whose resignation took effect on December 1. Participating members included Danny Brown-Executive Committee Chairman, Annelle Anderson, Keith Noll, Trace Hansen and Sara Sayasane Hebbrecht. USARS attorney Jerry Pigsley also participated. With the return to having separate individuals serve as USARS President and USARS Chairman of the Board, it was felt that it should be a requirement for the Board Chairman to be member of the Executive Committee. Bill Spooner, elected as the USARS Board Chairman on November 1, was also participating in the webinar and was later confirmed as a non-voting member of the Executive Committee.

At 3:15 PM, the meeting was called to order in open session, with Peggy Young, Corporate Secretary, present to record the minutes. Jerry Pigsley was no longer involved in the webinar.

The Executive Committee first discussed the items that the Figure Committees wished to enact for the current 2015-2016 skating season.

MOTION 1: Moved by Keith Noll, 2nd by Trace Hansen 12/3/2015 - 3:19 PM

Effective immediately, approve the recommendation of the Roller Figure Skating Committee to change the current Freshman Inline Free Skating event to one that will be open to all ages. The World Class Inline event will remain and utilize the CIPA age requirements as published. This will result in only two events for Inline Free Skating.

CARRIED UNANIMOUSLY

With the change in CIPA rules to allow vocal music for free skating events at the World Championships, a change is needed to the USAR Artistic Rules for World Class events to keep our rules in alignment. The Figure Committee further felt the use of vocal music should be allowed for free skating events for all ages.

MOTION 2: Moved by Keith Noll, 2nd by Annelle Anderson 12/3/2015 - 3:23 PM

Effective immediately, approve the recommendation of the Roller Figure Skating Committee to allow the use of vocal music for all Free Skating and Free Dance events, including Creative.

CARRIED

The Figure Committee noted that with creation of Elementary Solo International Dance, the contestants participated in Open Free Dance as a method of gaining Free Dance scores for the combined award. The

Figure Committee believes there is a need for a separate Elementary Solo International Free Dance event, and that the rules should also mimic CIPA rules.

MOTION 3: Moved by Keith Noll, 2nd by Trace Hansen 12/3/20115 - 3:25 PM

Effective immediately, approve the recommendation of the Roller Figure Skating Committee to add a separate Elementary Solo International Free Dance event.

CARRIED UNANIMOUSLY

Richard Hawkins was previously covering Figure Skating within the National Office, with assistance from Figure Committee member Jane Wojnarowsky for some of the rule questions. With his departure, we need to work on a solution to fill this void. USARS could hire a figure liaison to work from their home, or perhaps someone to assist with the rule question that would receive a stipend to off-set some of their time, with a point person being in the office. This concept could be put out to the field to see who might have interest.

Rules for the other roller sports are much easier to comprehend. It was noted that there is speed expertise within the office, and this out-sourced liaison with rule expertise would only be for the sport of roller figure skating. Derby has been passed on to Brent Benson to serve as the Derby Committee liaison. Danny noted that there would be a staff meeting this week to begin to hammer out some of the things that could be problems moving forward.

MOTION 4: Moved by Annelle Anderson, 2nd by Trace Hansen 12/3/20115 - 3:37 PM

Approve hiring a part-time employee with figure skating rule expertise.

CARRIED UNANIMOUSLY

With the withdrawal of Grant Schnell as a candidate for the Roller Sports USOC Athlete Advisory Council position, Annette Stapleton Heywood was elected to the position. A male alternate is needed to serve though December 31, 2016, when the current USOC quadrennial ends. Because USARS will have to run an election to select our Roller Sports USOC Athlete Advisory Council representative and alternate for the Quad beginning January 1, 2017, it was recommend that we appoint an interim male alternate for 2016 (as we did with Grant Snell who was appointed to serve for several meetings until elections could be conducted). It will be far less confusing to simply put out the notice for election for the next USOC quad, which should go out before the end of this year.

Dustin Roux previously attended a USARS Board Meeting representing hockey athletes, and applied to fill that vacated position through election, but did not win the election. After discussion, Peggy Young was asked to contact Dustin to see if he would serve as the USOC AAC alternate through December 31, 2016. Annette has indicated her commitment to attend the meetings, but an alternate should be in place if needed.

Danny Brown updated the Executive on the agreement with Speedway Sporting Village for the 2016 National Championships in Lincoln. A meeting took place with the CVB at the USARS office the day prior. They have commitments from the new management company for use by our events, and the contract is being finalized to include a three year commitment (to take place during any of the next four years at our

choosing). The CVB representatives were excited about the heads and beds that will be generated by our multi-sport event. We will have assistance in writing the grant request to Lancaster County CVB for purchase of the sub-floor that needs to go over the turf in the complex and have been assured that there is no problem with getting approval.

The Holiday Inn Downtown has committed two vans to run shuttle during our Championships. One will run continuously all day on a specific schedule, with the other available if not otherwise in use. The question of hotel sponsorships was raised. A pamphlet has been prepared, pending feedback for changes. This needs to have immediate follow up.

Relative to the athlete insurance included with membership, the audit results required USARS to pay about \$42,000 in additional insurance premiums for the accident portions of both contracts. On behalf of USA Roller Sports, Jim Foy was able to get our accident insurance carrier to extend the derby policy to expire on December 31 at no additional premium. This saved the Confederation about \$12,000. We are grateful for his efforts on our behalf.

The insurance company is looking for a projected membership for next year to use in estimating the premiums. Because of membership loss in the past year, it was decided to project a 20% reduction to use in making payments throughout the year. At the end of the year, additional payment will be needed if membership figures so warrant. Danny said that he would forward the membership estimates to the insurance company.

At the Fall Board Meeting, a proposal from a Special Membership Committee was reviewed that would initiate a new Junior (beginner) Membership category that would include skates, etc. Including skates in the package could be viewed to be in conflict with existing skate shops within roller rinks.

At an earlier meeting, the Finance Committee had reviewed the proposal and felt that a stand-alone membership could be considered at a cost of \$45 per season for new skaters, as a tool to bring in new members. A complete structure was not provided to the Board regarding parameters of this membership, etc., so consideration was forwarded to the Executive Committee. The Executive Committee agreed to postpone implementation until the membership structure could be further clarified and submitted in a complete format at the 2016 Spring Semiannual Board Meeting.

As we move forward to the 2017 World Championships, it was felt that clarification needed to be made on the process for selection of World Team staff members. With the new autonomy of the sport committees and the belief that they were free to run the programs on their own, the Executive Committee discussed the process to be certain there was a clear understanding. The Sport Committees can meet and determine who will be recommended to the Executive Committee for final approval. At that time, Keith Noll provided the following World Team staff recommendations:

MOTION 5: Moved by Trace Hansen, 2nd by Annelle Anderson 12/3/20115 - 4:00 PM

Approve the 2016 Inline Hockey World Team Staff to be as follows:

Men's World Team Coach - Jeff Prime (tentative, pending consideration by Inline Hockey Committee)

Women's World Team Coach - Charlie Sgrillo

Junior Women's World Team Coach - Jeff Manning
Junior Men's World Team Coach - Dave Inouye
Junior Men and Junior Women's World Team General Manager - Gerry Lullove
Senior Men and Senior Women's World Team General Manager - Jon Roux

CARRIED UNANIMOUSLY

In discussion about the finances for World Teams in 2016, Keith Noll informed the Committee that the above individuals would be participating in a meeting on December 16. Melannie Bogus has been added to the Inline Hockey Committee to assist with tracking income and paying team expenses out of a bank account to be used for this purpose. The plan was to use Quickbooks Premier.

Danny Brown voiced his concern that USA Roller Sports would open itself up to scrutiny and be liable for these funds and the administration, without any direct control over them. The Executive Committee determined that it would be a better for all athlete money to come directly to USARS and payouts for expenses be made from the USARS National Office. Keith Noll indicated based on previous discussions he understood that USARS did not want to be involved with the high costs of travel and hotel, however, Keith agreed that all finances being run through USARS is the best choice.

The Executive Committee agreed with the addition of Melanie Bogus to the Inline Hockey Committee as a non-voting member.

Peggy Young indicated that she was working on the first election notice for the AAC and USARS Board positions that expire in 2016. Our Bylaws indicate that elections will be done by mail ballot, and that process has been included in the notice in the past. She noted that the response rate with returned paper ballots has been very poor, and requested that we consider trying to do this via an electronic method. Trace suggested that we may want to use a secret word to validate that the vote has been cast by an eligible elector. Peggy will research our options, but there appeared not to be any objections. This would require a Bylaw change.

With the return to separating the positions of President and Board Chairman, it was agreed that the Chairman should be a member of the Executive Committee.

MOTION 6: Moved by Annelle Anderson, 2nd by Keith Noll 12/3/2015 - 4:13 PM

To ratify the addition of Bill Spooner (USARS Chairman of the Board) to the Executive Committee, without vote.

CARRIED UNANIMOUSLY

With completion of all items on the agenda, the following motion was made.

MOTION 7: Moved by Keith Noll, 2nd by Trace Hansen 12/3/2015 - 4:15 PM

To adjourn the Executive Committee Meeting.

CARRIED UNANIMOUSLY