



MINUTES
USA ROLLER SPORTS
SPRING SEMIANNUAL BOARD OF DIRECTORS MEETING
APRIL 24, 25 & 26, 2015
Board Approved 5/20/2015

The USA Roller Sports Semiannual Board of Directors Meeting was called to order in Executive Session on Friday, April 24, 2015, at 7:56 PM in the Arbor Meeting Room of the Holiday Inn Downtown in Lincoln, Nebraska. Roll was called and the following Board Members were present: Danny Brown-President/Chairman and ExOfficio-FIRS Board Member, Trace Hansen-Vice President and Roller Figure Athlete Representative, Tanya Procknow-At-Large Director, John Gustafson-Officials Representative, Bill Spooner-Grassroots Director, Tom Hughes-At-Large Rink Hockey Director, Fernando Regueiro-At-Large Derby Director, Renee Hildebrand-At-Large Director, Sara Sayasane Hebbrecht-Speed Athlete Representative, John Fearnow-Grassroots Director and Annelie Anderson-Club Representative. USARS staff member Richard Hawkins-USARS Executive Director/Corporate Secretary was also present. Absent Board Members were Jim Pollard-Emeritus Director, Gloria Manning-Coaches Representative, and Keith Noll-Ex Official-FIRS Director. Election of a Hockey Athlete Director to fill the vacancy left by Charlotte Nicholson was not yet completed. Grant Schnell, acting USOC AAC Representative, was not present for this evening session, arriving too late to attend.

The Board received a financial report and an update on the complaint made to the Nebraska Attorney General. A report of that information occurred later during the open board meeting the next day.

The meeting was recessed at approximately 10:00 PM, with plans to return in Open Session the following morning.

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The USA Roller Sports Semiannual Board of Directors Meeting was called back to order in Open Session at 8:05 AM on Saturday, April 25, 2015. Roll was called and the same members were present as listed the day prior, with the addition of Grant Schnell. Also present was Peggy Young, who served as the Recording Secretary. Chairman Danny Brown welcomed the new Board Members: John Fearnow (rink owner and owner of apparel company Crickett Loft), Fernando Regueiro (GM of a derby team in Chicago and Chair of the USARS Derby Sport Committee), Tanya Procknow (involved with the Junior Derby, filling the vacated seat previously held by George Kolibaba), Renee Hildebrand (speed skating coach and long-time USARS member, filling the seat previously held by Mark Vittese) and acting USOC AAC Representative Grant Schnell (former World Figure Team Member) filling the position vacated by Josh Wood.

Chairman Brown welcomed the guests who were in attendance: Tony Berger, Cathy Carmack, Bud and Shirley Engle, Naomi Grigg, and Roberta Jackson. He thanked everyone for taking time to volunteer for the sport and appreciates their service. Arriving shortly after roll call were Rachel Dols and George Pickard.

Copies of the President's Report (see Addendum A) were distributed to all Board Members and guests and additional items were added to the meeting agenda. This being the first meeting chaired by new President Danny Brown, an explanation of the discussion process he would use was given.

MOTION 1: Moved by John Gustafson, 2nd by Bill Spooner B/D 4/25/2015 8:30 AM

Ratify the Mail Ballot vote that approved the Minutes of the 2015 USA Roller Sports Annual Board of Directors Meeting, held in Albuquerque, New Mexico, October 31-November 2, 2014.

CARRIED UNANIMOUSLY

Based upon the approved Board Minutes, an Official Notice was prepared.

MOTION 2: Moved by John Gustafson, 2nd by Bill Spooner B/D 4/25/2015 8:31 AM

To approve the Office Notice, containing a summary of the actions taken at the Fall 2014 USA Roller Sports Annual Board Meeting.

CARRIED UNANIMOUSLY

Naomi Grigg was present to discuss adding Slalom Skating as an official USARS sport and what could be done to make it grow. A video was shown to the Board so that anyone unfamiliar with this form of skating could see it. It started in Europe in the mid 1990's and is very popular in Asia. Slalom began in the USA in about 2005, but it has been slow to catch on here. There are 100,000 school-aged competitors in China. There is huge potential. The future is in the kids and this form of skating can be integrated into the school system.

Naomi reviewed the various groups currently involved with the sport, including the World Slalom Skaters Association (WSSA), which is officially related to FIRS. SEBA, a skate manufacturer, is currently the only sponsor of the WSSA. The US Free Style Association in the USA (USFSA) could become USARS Slalom. The WSSA will only work with National Federations because of their relationship with FIRS.

Slalom can be done on inline or quad skates, however more participants use inline skates. There are three competition styles (1) Freestyle Slalom: Classic, (2) Freestyle Slalom: Battle Style, (3) Speed Slalom. The USA competition series has about seven events each year. The competitions are often outdoor, but it was felt the future would be rink based. Whether indoor or outdoor, it is only one sport. It can grow through kids, rinks, small local competitions, basic level participation during rink sessions, and coaching certification, mentioned as being available through Skate IA Slalom.

John Fearnow felt it should be presented as a recreation and then skaters can move into it as a sport. It was suggested that we should come up with a teaching video for the rink operator, showing how to do this in their rink. The Board was informed that a competition only needs three invited judges, and volunteers can be quickly trained. A Sport Committee for Slalom needs to develop the tools to use in selling this activity/sport.

Naomi Grigg will be attending the Rink Operators Convention this year, where there will be a SEBA booth where cones will be sold. It was noted, however, to get started, upside-down Styrofoam cups could be used. Any skate person can run slalom skating and do it within the session framework. It is important for rink owner to know that their insurance will cover slalom skating, and it will be a good business choice for rink owners.

There is a rule book in existence that USARS can adopt and use. There also exists an event organizer contract that includes costs of sponsorships, etc. The rink exposure for slalom is very minor, helmets are not commonly worn. It has kind of a hip hoppy vibe.

MOTION 3: Moved by Bill Spooner, 2nd by John Gustafson B/D 4/25/2015 9:35 AM

Adopt slalom skating as a USARS sport, consistent with the WSSA rule set and move to create a sport committee, effective immediately.

CARRIED UNANIMOUSLY

USARS Committees are reviewed and assigned each year at the Fall Board meeting. Chairman Brown took suggestions to populate the committee until this could occur.

DIRECTIVE 1: The temporary Slalom Standing Committee will consist of: Naomi Grigg - Acting Chairperson, Mason Cherry, Dennis Palmer, Francis Porchasa, John Fearnow (rink operator representative). At the Fall Board Meeting when all sport committees are reviewed, the slate of Slalom Committee members will include staggered terms.

DIRECTIVE 2: The acronym "USFSA" is commonly affiliated with figure ice skating and cannot be used for a position or group connected with slalom. The Committee was directed to come up with a different acronym, as this is the one used by the United States Figure Skating Association.

Membership fees should be kept down to create more participation, but as it becomes bigger and something people would be willing to put more money into, the fees could be re-evaluated. The membership fee must cover the cost of insurance and some expenses but cannot be so high as to discourage membership. A motion was made by Bill Spooner and seconded by John Gustafson to set the annual membership fee at \$25, but ultimately withdrawn to permit this to be considered by the Slalom Committee. Slalom can start recreationally but eventually could include clubs that would join USARS through the rink operators.

DIRECTIVE 3: The new Slalom Sport Committee was asked to discuss membership and event sanction fees for competition. Naomi Grigg, Chairperson, was asked to report back to the Executive Committee with their proposed staged membership fees.

A brief break was taken at 10:00 AM. Upon resuming, Chairman Brown welcomed Rachel Dols and George Pickard to the meeting.

Roberta Jackson next addressed the Board. She has a background in strategic planning within the educational system and is chairing a Strategic Planning Committee to help assure that today's skaters can have the same opportunities that she had. The USARS website is not as user-friendly as it should be. Heidi Permatteo is researching other websites and comparing them to our own. We need to improve communications - how the information goes down and how it goes back up. There was a meeting with the RSA regarding the joint achievement tests committee, and that needs some work. The RSA and USARS need to pull together.

DIRECTIVE 4: USARS will establish a Fund Raising Committee, include a donate button on our website and establish a Membership Committee to support these efforts. Increased use of social media opportunities will be utilized to market our sports.

She reviewed the marketing plan that each Board member received in their Board packet. She is recommending a Marketing Committee, including professionals from the field. The plan should undergo a SWAT analysis (Strengths: characteristics of the business or project that give it an advantage over others; Weaknesses: characteristics that place the business or project at a disadvantage relative to others; Opportunities: elements that the project could exploit to its advantage and Threats: elements in the environment that could cause trouble for the business or project).

Fernando Regueiro presented branding information with recommendations on how to improve the USARS brand. Branding is the way you see yourselves or other see you. There is not a clear image of what USA Roller Sports is all about. The most basic part of branding is the logo. In reviewing the USARS logo, he showed that sizeability is a problem and proposed a new logo and secondary logos to compliment it. His point was clearly made when ours was compared to other sport logos and the problems reading it as the size decreased. He offered several taglines that could be used. It is important to have branding standards and a marketing model. We want to move non-member participants to become member participants. The brand has to stay consistent and trusted through the entire model. The identity can become ruined and inconsistent.

MOTION 4: Moved by Bill Spooner, 2nd by Annelle Anderson B/D 4/25/2015 11:20 AM

Approve the proposed "Coaches Guide - Welcome to USARS and SRSTA Coaching Associations", with the understanding that it is a living document and subject to change.

CARRIED UNANIMOUSLY

DIRECTIVE 5: The Marketing Committee was asked to gather additional information from the other sport disciplines to add to the Coaches Guide.

Members of the Marketing Goal Team/Committee and others who participated in developing and/or providing input for the draft plan and "To Do List" are Heidi Permatteo, Keith Noll, Missy Lingo, Lori Arsenault, Fernando Regueiro, Trace Hansen, Nicki Korjenek, Mike Jacques, Bill Spooner, Michael Stieb, Dee Carlson, Richard Hawkins, Tim Rounds, David Ripp and Roberta Jackson.

Keith Noll is in the process of rebuilding a commitment for a joint membership with the AAU. Unfortunately, Noll was not able to be present at this meeting to provide an update. An agreement had previously been reached, however before it could be implemented, the AAU President at the time had a heart attack and passed away.

At the last meeting, Trace Hansen suggested the creation of a Rising Star beginner program for skaters and coaches. He indicated that he would work on that and bring it back to the Board for review at their next meeting. The next item was the preparation of a Code of Ethics and Letter of Commitment form to be used by all Regional Representatives, Sub-Committees and USARS International Team staff members. Richard Hawkins indicated that he would work on that for the next meeting.

Items carried forward from the last agenda included using a different process for World Speed Team selection, residency and participation, in light of problems experienced with the 2014 Team. A report from the Team Coach would be provided to the Speed Committee so they could better understand some of the issues. Any proposals submitted by the Speed Committee shall apply to the 2016 World Speed Team.

Based on the size of the Speed Sport Committee, it was initially thought that an athlete needed to be added, however, in review, its staff liaison, Ricci Porter, remains eligible to serve as an athlete representative. Richard Hawkins said he would inquire as to whether there was a problem with this, and Grant Schnell will also ask the question during the AAC meeting that he will soon attend.

The USARS Membership and Eligibility Committee Chairman, Ken Shelton, asked that the rules be rewritten, because they are difficult to follow and make it difficult to penalize anyone without them finding a procedural problem for appeal. At the last meeting, it was suggested that since the Committee had an attorney on it, that he should take on the rewrite.

Committee Chairman Ken Shelton believes that it should be done by someone who has experience with USOC rules and that ours should be thus aligned. Pickard suggested that we could consult with Marie Walker on this subject, due to her years of experience with the USOC and compliance issues. Richard Hawkins also felt that he might be able to get the USOC to review them.

DIRECTIVE 6: Grant Schnell will reach out to Ken Shelton and Kurt Anselmi regarding the problems with the USARS protest, grievance and appeal rules to define the questions and then work on what we need. Marie Walker will also be asked for her input.

There has been discussion by FIRS of only conducting World Championships for the various sports on alternating years. George Pickard shared his perspective as a past CIRILH Inline Hockey Committee Chairman for eight years. For Inline Hockey, Annual World Championships helped to maintain our program as the official program. The Ice Hockey NGB was also running "World" Inline Hockey Championships at the same time as we did and even had conflicting dates. Athletes will skate in whatever event is available to them, and during the off years, our position as the NGB for Inline Hockey would have been diminished had there been no World Championships.

Sara Sayasane Hebbrecht stated that for speed skating, Junior aged athletes really have only four years to compete. Changing the Championships to alternating years reduces their opportunities, leaving only two years in Junior events. She questioned how they could stay engaged to continue on to the Senior events. Sara feels this would kill the sport more. And seniors are only in their prime for 2-3 years. Renee Hildebrand agreed. The athletes need more international competitions, not less.

The Roller Games are planned to occur every four years, with the first to occur in Barcelona, Spain in 2017 and including ten FIRS sports on wheels: Artistic Skating, Inline Speed Skating, Roller Marathon, Inline Hockey, Rink Hockey, Inline Alpine, Inline Downhill, Inline Freestyle, Roller Derby and Skateboarding. All skating sports would compete in the same city during the same time period. Team selection needs to be discussed for Roller Games by all USARS sports.

DIRECTIVE 7: All Sport Committees are asked to discuss their position on World Championships taking place only on alternating years. They need to report back so that formulation of an official position can be completed and provided to FIRS.

The meeting was suspended at 11:40 PM so that lunch and an inspection of the new Speedway Sporting Village could be made. The proposal is for the Village to become the location of future National Championships that would be held in Lincoln, Nebraska in 2016, 2017 and 2018 or 2019 (for a three-year commitment).

The meeting was called back to order at 2:45 PM.

George Pickard was present to give a Foundation report. The Foundation consulted with Jim Titus, who in 1993 set up the Foundation to be in compliance with State and Federation regulations established at the time. He also acquired the real estate and personal property tax exempt status for the USARS office property, which has subsequently saved thousands of dollars annually. A written letter of recommendations was provided by Mr. Titus.

The goal was to determine if greater financial isolation could be attained to protect the Foundation and USARS from mutual liability in light of the present loss of operating surpluses in USARS. Both are separately incorporated as 501 (c) 3 organizations. George Pickard reviewed the proposed amendments to the Bylaws of the US Foundation for Amateur Roller Skating.

MOTION 5: Moved by Bill Spooner, 2nd by John Gustafson B/D 4/25/15, 2015 3:01 PM

Move to adopt the revisions to the Bylaws of the US Foundation for Amateur Roller Skating as presented. (See Addendum B)

CARRIED UNANIMOUSLY

MOTION 6: Moved by John Fearnow, 2nd by Bill Spooner B/D 4/25/2015 3:06 PM

To approve amendments to the Foundation Articles of Incorporation, Article 7 and Article 11 as put forth:

Article VII. Board of Trustees - The affairs of the corporation shall be managed by its Board of Trustees. The number of Trustees, their election, tenure and qualifications shall be as set forth in the Bylaws of the corporation. All references in these Articles to Board of Directors shall mean Board of Trustees.

Article XI. Amendments - These Articles of Incorporation may be amended only by a two-thirds vote of both the directors of the member and the Board of Trustees of the corporation.

CARRIED UNANIMOUSLY

See Addendum C for the revised Foundation Articles of Incorporation.

DIRECTIVE 8: The USARS Executive Director is to make another payment for the interest on the loan from the Foundation.

Richard Hawkins presented the Hall of Fame and Honors Committee Report.

MOTION 7: Moved by the Committee, 2nd by Renee Hildebrand B/D 4/25/2015 3:16 PM

Any candidate for the USA Roller Sports Hall of Fame who received nominations for Athlete, Coach or Distinguished Service in three or more years for the same Hall of Fame category, but was found unqualified by the committee under the published criteria for such position, shall be made ineligible for future consideration, unless additional data which demonstrates greater merit has been submitted, as reviewed by the Committee Chair.

CARRIED UNANIMOUSLY

MOTION 8: Moved by Committee, 2nd by John Fearnow B/D 4/25/2015 3:20 PM

Approve the following for 2015 Athletes Hall of Fame (active category): Brittany Bowe, Summerville, Florida - In FIRS World Speed Skating Championships competitions, Brittany won 32 medals (8 bronze, 6 silver, and 18 gold) from 2003 until 2008. Brittany also has won numerous National Championship titles and still holds seven national records dating back to 2002. Brittany also holds several ice speed skating records and is currently an ice Olympian.

CARRIED UNANIMOUSLY

MOTION 9: Moved by Committee, 2nd by Bill Spooner B/D 4/25/2015 3:23 PM

Approve the following for 2015 Athletes Hall of Fame (veteran category): Carol Langolis, Bristol, Connecticut - Carol was a ballerina studying in New York and London prior to age 13 when she discovered roller skating and fell in love with the competitive sport in 1961. She was three-times Senior Ladies National Figure Skating Champion 1966-67-68, taking second place her first year in Senior Figures at the 1965 Nationals. During her era, under RSROA sponsorship, no world championships entered in those years for figure skaters.

CARRIED UNANIMOUSLY

MOTION 10: Moved by Committee, 2nd by Bill Spooner B/D 4/25/2015 3:24 PM

Approve the following for the Coaches Hall of Fame: Renee Hildebrand, Bushnell, Florida - Registered as a speed coach and a graduate physical therapist since 1987, Renee has many times volunteered as a USOC banked track clinic leader, was named Team Coach for Pan American Games, at World Championships, World Games, and personal coach of numerous World Champion title holders: Joey Mantia, Brittany Bowe, Briana Kramer, Emily Scott, Erin Jackson and Mario Valencia.

CARRIED UNANIMOUSLY

MOTION 11: Moved by Committee, 2nd by Renee Hildebrand B/D 4/25/2015 3:25 PM

Approve the following for the Coaches Hall of Fame: Samuel Johnson, Tampa, Florida - Began Coaching speed skating in 1984, has coached numerous clinics at OTC, has produced over 50 National Champions, and 3 World Champions, his Stardust Club has placed in the top ten at the National Championships five times and has been with this same club over 30 years.

CARRIED UNANIMOUSLY

MOTION 12: Moved by Committee, 2nd by Bill Spooner B/D 4/25/2015 3:25 PM

Approve the following for the Coaches Hall of Fame: Patricia Jacques, Roseville, California - Has been a certified teacher of skating for over 40 years during which her successful class program has developed community ties through beginner skating encouragement. USOC Coach of the Year for 1997. She has developed numerous regional and national champions from 1973 until present. A mentor coach and clinic leader widely recognized for her four decades of success at teaching beginning skaters and coaching champions to Regional, National and World Artistic Roller Skating titles.

CARRIED UNANIMOUSLY

MOTION 13: Moved by Committee, 2nd by Renee Hildebrand B/D 4/25/2015 3:26 PM

Approve the following for the Distinguished Service Hall of Fame: Bill Spooner, Battle Ground, Washington – A roller skate competitor since 1958, Bill has made this sport a major part of his life. He has been a participant in every artistic discipline, a skating judge since age 15, has five-times judged the World Artistic Championships. Bill was elected to the USARS Board of Directors and served as Chairman of its Finance Committee, Figure Committee and Marketing Committee. He is a member of the US Foundation of Amateur Roller Skating and

has spent countless days sorting out the financial difficulties experienced in the relationships of both organizations.

CARRIED UNANIMOUSLY

MOTION 14: Moved by Committee, 2nd by Bill Spooner B/D 4/25/2015 3:27 PM

Approve the following for Charles Wahlig Memorial USARS Life Membership: Gloria Manning, Miami, Florida has been an Elite Artistic Coach since 2008, a Certified Coach since 1969, an Artistic Competitive Judge since 1966, member of the USARS Board of Directors since 2008. Gloria is coach of multiple National Champion medalists, National Coach of the year in 2001 and a member of the Distinguished Service and Coaches Halls of Fame. Her service to the sport is noted as a tireless volunteer for regional and national events where she is always ready to lend a hand.

CARRIED UNANIMOUSLY

MOTION 15: Moved by Committee, 2nd by Bill Spooner B/D 4/25/2015 3:27 PM

Approve the following for the M.M. Shattuck Distinguished Service Award (originally known as the Amateur of the Year Award): Jane Wojnarowsky, Willoughby, Ohio - is a three-time World Dance Champion, an Elite Figure Coach much in demand for seminars and clinics throughout the world, and has served as World Team Coach for the USA 14 times from 1985 to 2011. She has served on the USARS Board of Directors as Athlete Representative from 1977 to 1989 and then was elected Coach representative to the Board from 1999 until 2009 when she took a position with USARS as Figure Director on staff. Jane was inducted into the Athletes Hall of Fame in 1985 and in 1990 was named to the Roller Sport Coaches Hall of Fame.

CARRIED UNANIMOUSLY

MOTION 16: Moved by Committee, 2nd by Sara Sayasane Hebbrecht B/D 4/25/2015 3:28 PM

Approve the following for the Elmer Ringeisen Sportsmanship Award: Erin Jackson, Ocala, Florida - Erin was incorrectly disqualified in the 1000 meter track race at the 2014 World Speed Championships. This resulted in not only a loss of a gold medal in that race, but according to the CIC rules, she was disqualified from her next event which was the event where she placed third in 2013. Through the many protests, reviews and indecision of the championship officials, Erin exhibited true sportsmanship, poise and dignity through the remainder of the championships.

CARRIED UNANIMOUSLY

MOTION 17: Moved by Committee, 2nd by Renee Hildebrand B/D 4/25/2015 3:28 PM

Approve the following for USARS Artistic Skater of the Year for 2014: Natalie Motley, Alexandria, Virginia - Gold Medalist in Inline Women's Freeskating at the World Championships who beat the eight-time Italian defending Champion.

CARRIED UNANIMOUSLY

MOTION 18: Moved by Committee, 2nd by John Fearnow B/D 4/25/2015 3:29 PM

Approve the following for USARS Speed Skater of the Year for 2014: Darian O'Neil, Clinton Township, Michigan - Darian was the top placing medalist at the 2014 World Speed Skating Championship, placing second in the 1000 meters on the track.

CARRIED UNANIMOUSLY

MOTION 19: Moved by Committee, 2nd by Sara Sayasane Hebbrecht B/D 4/25/2015 3:29 PM

Approve the following for USARS Rink Hockey Player of the Year for 2014: Kylie Hughes, Anchorage, Alaska, for her performance and help with the new players at tryouts, her travel at her own expense to a training camp in California and one in Texas to help get the new skaters aware of the elements they needed to work on and try to help them adjust to our game plan. Also, her performance and help tutoring the new skaters in France at the World Championships

CARRIED UNANIMOUSLY

MOTION 20: Moved by Committee, 2nd by Sara Sayasane Hebbrecht BD 4/25/2015 3:30` PM

Approve the following for USARS Inline Hockey Player of the Year for 2014: Joseph Todd Mazzie, East Meadow, New York - During the 2014 FIRS World Inline Hockey Championships, all-star forward Mazzie took over midway as team motivator, which led his team to recapture Gold Medal honors for the 15th time in 20 years of the Inline Hockey Championship.

CARRIED UNANIMOUSLY

MOTION 21: Moved by Committee, 2nd by Bill Spooner B/D 4/25/2015 3:33 PM

Approve the following for Meritorious Service to USA Roller Sports:

Gerry Lullove, Farmington Hills, Michigan - For his contribution of time, talent and world team apparel for the Inline Hockey World Teams.

Bill Davis, Jersey City, New Jersey - For meritorious service on behalf of the National Museum of Roller Skating.

Scott Clifford, Morgan Hill, California - Multiple roles in the success of the Pan American Figure Club Championships.

Janet Pavilonis, Lake Worth, Florida - Scheduling and meet set-up for the Pan American Figure Club Championships.

Joe Hanna, Altamonte, Florida - Set-up and logistics for the Pan American Speed Club Championships.

Sam Johnson, Tampa, Florida - Set-up and logistics for the Pan American Speed Club Championships.

Bill Mihay, Shoreline, Washington - for his performance at the tournament before and during the Rink Hockey World Championships, his financial help with some of the players and his help securing sponsorship for the men's uniforms.

CARRIED UNANIMOUSLY

The following award is no longer necessary, with other regular awards being available for all sports to be recognized for various levels of achievement.

MOTION 22: Moved by Committee, 2nd by Fernando Regueiro B/D 4/25/2015 3:34 PM

To eliminate the Rink Hockey Achievement Award.

CARRIED UNANIMOUSLY

MOTION 23: Moved by Committee, 2nd by Bill Spooner B/D 4/25/2015 3:35 PM

Approve the following for the Marie Walker Award for Roller Figure Skating: Judy Graves, Friedheim, Missouri - Past chair of Judges Selection Committee and continues to donate her time to judge. An advocate of Figure Skating. Has served on the USARS Finance committee and other committees.

CARRIED UNANIMOUSLY

MOTION 24: Moved by Committee, 2nd by John Fearnow B/D 4/25/2015 3:35 PM

Approve the following for the Bill Sisson Award for Ball Rink Hockey: Irene Allen, Runaway Bay, Texas, for her many years of long hard hours devoted to our sport at the National Championships. She has spent many long days setting up the score sheets and stat sheets on the computer, keeping the statistics, training others to run the game clock and record statistics, and many hours after the day's games checking and double checking the accuracy of the statistics.

CARRIED UNANIMOUSLY

MOTION 25: Moved by Committee, 2nd by Sara Sayasane Hebbrecht B/D 4/25/2015 3:36 PM

Approve the following for the Dennis Snead Roller Speed Skating Award: Jim Pitsch, Manitowoc, Wisconsin - Jim Pitsch has dedicated many years of service to the USARS officials program as a local, regional, national and international official. He has served in numerous capacities at both the Indoor and Outdoor National Championships as well as other international duties. He was the US official for the 2009 World Games and the 2011 Pan Am Games,

CARRIED UNANIMOUSLY

MOTION 26: Moved by Committee, 2nd by Bill Spooner B/D 4/25/2015 3:36 PM

Approve the following for the USOC Roller Sports Team of 2014: Men's Inline Hockey Team USA - Jose Cadiz, Jr., Stephen Campbell, Andrew Cripps, Brian Ganz, Skylar Hoar, Corey Hodge, Taylor Kane, Peter Kavaya, Joseph Mazzie, Jonathan Mosenson, Darren Nowick, Ian Rezac, Goalies Blake Ducker and Troy Redmann

CARRIED UNANIMOUSLY

MOTION 27: Moved by Committee, 2nd by Renee Hildebrand B/D 4/25/2015 3:37 PM

Approve the following for USOC Roller Sports Male Athlete of the Year 2014: Troy Redman - Goalie, Walnut, California - Nominated by his coaches as one of the main contributing factors for Team USA capturing the 2014 FIRS Inline Hockey World Championship gold medal in France against the strongest collection of National Team opponents in the history of this event, including Russia for the first time.

CARRIED UNANIMOUSLY

MOTION 28: Moved by Committee, 2nd by Bill Spooner B/D 4/25/2015 3:37 PM

Approve the following for USOC Female Athlete of the Year for 2014: Catherine Santo, St. James, New York - Santo was one of the top scorers and play makers at the 2014 FIRS World Inline Hockey Championships in France. During the gold medal game, tied up at 2-2 in overtime, she faked out a great Canadian goalie to score the winning goal for the successful defense of Team USA consecutive world championships.

CARRIED UNANIMOUSLY

MOTION 29: Moved by Committee, 2nd by John Fearnow B/D 4/25/2015 3:37 PM

Approve the following for USOC National Coach of the Year for 2014: Ken Murchison, Corona, California - Murchison coached the 2014 World Champion Inline Hockey TEAM USA to gold medal victory in Toulouse, France against 24 of the world's finest inline roller hockey teams.

CARRIED UNANIMOUSLY

MOTION 30: Moved by Committee, 2nd by Renee Hildebrand B/D 4/25/2015 3:38 PM

Approve the following for USOC Developmental Coach of the Year for 2014: Laura Sweers, Auburn, Washington - Level 3 Coach, member of the Speed Skating Committee, doing clinics and teaching both artistic and speed skating.

CARRIED UNANIMOUSLY

There was discussion of the expenses to conduct Nationals at the Speedway Sporting Village, including rental of the facility and venue staff expenses. The cost of moving the skating floors from storage to the Sporting Village must also be considered. The bid fee from the city was reduced, however, USARS can obtain additional funding if we take on the collection of room rental rebates from hotels that participate in supporting these Championships.

Pickard suggested that perhaps there could be an up-front charge for each hotel that wants to be included on the website and any advanced information made available to our participants. To obtain \$2000 for 12 hotels would almost make up the difference in the bid fee. Add the contributing hotels to the initial email blasts and our website, starting four months prior to the Championships. Richard noted that having the Championships outside of Lincoln probably increases the cost to run it by \$30,000 when you consider the expense of shipping, staff costs to travel and stay in hotel rooms, etc.

Tanya Procknow also mentioned that some events charge more for registration to participants who do not stay in one of the official properties, making up some of this income through a higher entry fee. Danny noted that having the Championships at Speedway Sporting Village would create a different nuance for participants, in that the various competitions will be held in Lincoln together for the first time and at a different venue than used for past events in Lincoln. This may bring in more people and put more heads in beds. We need to confirm that the three-year bid package, maintains the same pricing for all three years. When we had the championships three years in a row in Lincoln in Pershing Center, there was a drop the third year. It is not known if it was because of the repeat location or something else. With the Speedway Village, we have the option for 2016, 2017 and either 2018 or 2019, making it a three-year bid package.

Several Board Members felt that people would like this new location. There are benefits to having the events combined, there is stability in going to the same place. Several felt that the Championships should always stay in Lincoln. Fernando stated that having all sports coming into one place offers a good marketing opportunity.

Gloria Manning, who was not able to attend, prepared a proposed motion for a change to GR3.04.03, making it possible that the penalty for a skater being entered into the incorrect event could be passed on to the coach. The proposal gave the Executive Director power to make a suspension. It was noted that it would be dangerous to suspend anyone without due process. Fernando suggested that, as in many sports, rather than suspension, fines could be levied against those who disobey the rules. Richard stated that lots of NGB's are now fining skaters. The USOC will back that up because we would not be restricting them from competing. Bill Spooner felt that the Coach who is earning income, should be the one who are fined. There were some questions relative to what Gloria sent, and Richard said he would contact her for clarification.

DIRECTIVE 9: When Grant Schnell attends the next USOC-AAC meeting, he will explain the penalty to athletes for entering the wrong events, ask how the other sports handle this situation and report his findings back to the Executive Committee.

Jim Pollard prepared a proposal to support development of roller skating in Peru to help assure our inclusion in the 2019 Pan Am Games in Lima. While it is very important to continue this work, USARS cannot commit financial resources at this time. Fernando questioned why derby was not included. He was informed that derby doesn't have an official avenue through the CPRS. CPRS will have a Congress in Toronto, and we expect this to change dramatically. USARS will continue to lobby for the inclusion of all sports in the Pan Am Games.

For the information of our Board, a copy of the USOC's recently approved NGB Board Member Guidelines was provided. Upon review they were determined to not be significantly different than our own.

USA Roller Sports has a Financial Policy that was last updated in 2012. This policy needs to be reviewed again, and we need to make sure that everyone knows what the approved procedures are. There needs to be clear direction on what levels of expenditures can be made and who can make them. Additional items relative to this topic were discussed later during this meeting.

John Fearnow suggested the creation of a new Junior Membership for use by the rinks. Most have classes on Saturday mornings. The Junior Membership could cost \$125 and be sold through USARS. It would include an entry level pair of skates, a USARS pin, and 2 half-hour skating lessons from a coach. Participants would be eligible to compete in Regional Championships. After being a Junior Member for one year, full USARS membership would be required. Cost to USARS would be \$75 for a pair of skates, \$5 for t-shirt, \$2 for lapel pin, resulting in \$45 income for USARS). No insurance would be needed at the class level. Fearnow suggested that we could reach out to the manufacturers and vendors who want to participate, and this could be offered for speed or art.

Danny Brown received an email from Ken Shelton relative to the cost of membership as well as his efforts to recruit and train new officials. Non-skating parents tell him that they do not want to pay \$70 to work as an official for free and get yelled at in the process. He requested lowering our membership fees for skaters and to officials. The request was referred to Special Committee formed to discuss membership classification, tiered levels, etc.

DIRECTIVE 10: Establish a Membership Special Committee to include John Fearnow-Chairman, John Gustafson, Renee Hildebrand, and Tanya Procknow. The Committee is charged with reviewing the recommendation from John Fearnow and the request from Ken Shelton. They shall report back at the Fall Board Meeting with a more formalized proposal.

Richard Hawkins and George Pickard interviewed six different auditors that might handle future audits of USA Roller Sports and came forward with two that could be considered, heavily favoring TKB. They feel it is time to change, as the general consensus is that it is better not to stay with the same firm forever. George Pickard summarized the reasons for their recommendation and indicated that he had received endorsements stating that it was a first-rate firm. By having the fiscal year start September 1, instead of the calendar year starting January 1 when auditors are extremely busy, the cost of the audit could go down.

MOTION 31: Moved by Bill Spooner, 2nd by Fernando Regueiro B/D 4/25/2015 5:40 PM

That we enter a one-year agreement with the firm of Thomas, Kunc & Black, LLP, certified public accounts (TKB) for the tax year ending December 31, 2014, with clarification of the statement on the engagement letter of the April 24 to the Executive Director which indicates the \$15,000 fee quoted does not include the preparation of any financial statements. Authorized expenditures cannot exceed \$20,000. Finalization of this agreement is subject to clarification of what the financials are.

CARRIED UNANIMOUSLY

George Pickard, former Executive Director of USARS, indicated that when he was employed by USARS the auditors would attend the board meeting and present their audit and letter of recommendation directly to the USARS Board. He feels that that should again be the situation.

DIRECTIVE 11: An email sent to Danny Brown by Joe Cotter regarding wheel size should be forwarded to the Speed Committee for consideration and response. The Speed Committee is asked to discuss establishing a maximum wheel size diameter for age groups (for speed skating only).

We need to have a policy on collection of debts owed to USARS. Richard stated that the Olympic ombudsman indicated that we could have a write-off list. Once an athlete is on the write-off list, they cannot try out for a future World Championships team. The following guidelines were discussed.

Collection Guidelines

After 30 days - send a letter stating that an interest rate of 1.5% would apply

After 60 days - send a more formal letter

After 90 days - go to a collection process. They are no longer considered a member in good standing or able to renew their membership and will be unable to enter qualifying competition for World Teams

DIRECTIVE 12: Clarify whether or not interest can be charged on the unpaid balances owed to USARS. We would further need to determine the minimum amount of the debt that could be sent for a collection agency.

The Board recessed for the evening at 6:06 PM.

* * * * *

The meeting was called back to order on April 26, at 8:03 AM. The same Board members, guests and staff were present, with the exception of George Pickard. Al Taglang was also present.

Trace Hansen proposed two ideas that could increase USARS membership and generate income for USARS.

MOTION 32: Moved by Bill Spooner, 2nd by John Gustafson B/D 4/26/2015 8:20 AM

Approve the following:

USARS MEMBERSHIP INCENTIVES FOR COACHES

GOAL: Increase athlete memberships within USARS, and to reward coaches that go above and beyond.

PURPOSE: Improve the competitive structure through more competition. More skaters results in more competition, which generally translates into higher quality events. In the process, reward those that excel at recruiting and retaining skaters. Lastly, to answer the "what's in it for me" question from coaches.

IMPLEMENTATION: Any club that registers ten (10) new skaters in a season, will receive one free coach membership.

If coach membership has already been paid when the 10th membership is registered, the coach will receive a credit for the following season. For clubs that have more than one coach, the person's listed on the club charter shall notify the Executive Director of USARS whose coach in their club will receive the credit, based on who has brought in the majority of the skaters. In the event the club cannot designate one coach, then they can request to the Executive Director that a credit be applied to the following season's charter. In either instance of a credit, the amount of the credit will be equal to the current season's coach registration rate, not the year the credit is applied.

DEFINITION OF NEW: Any skater that has never been a registered member athlete with USARS, or a former athlete who has not been a registered member for at least the three (3) previous seasons.

CARRIED UNANIMOUSLY

John Fearnow advanced an idea of offering "Junior Memberships" at a reduced cost and wondered if these members could be counted into the total. The special committee could incorporate this into their proposals. It was noted that the real problem is retaining members.

DIRECTIVE 13: Be certain the office has a reliable method to track past membership and keep track of new USARS members for this incentive program.

MOTION 33: Moved by Grant Schnell, 2nd by Renee Hildebrand B/D 4/26/2015 8:27 AM

Approve the following:

ALUMNI AND FRIENDS OF SKATING MEMBERSHIP

GOAL: Create a membership category to reconnect former members, and connect family members of current skater, with our great sport.

By doing so, USARS is adding exposure to Roller Sports through non-traditional memberships, as well as re-engaging members of our past.

PURPOSE: Increase membership opportunities for fans of Roller Sports.

The Strategic Planning Team has targeted an Alumni Membership as a necessary category for USARS. The Finance Committee, based on its fiduciary responsibility to the reorganization, also believes this is a necessary category.

SUPPORT LEVELS:

Bronze: \$35.00/year

Benefits: Weekly e-blast from USARS, USARS pin, name recognition in a weekly e-blast and \$5 discount on digital National Championships Program of your choice.

Silver: \$50.00/year

Benefits: Weekly e-blast, name recognition in a weekly e-blast, name recognition in National Championships program of your choice, USARS pin and \$10 discount on Digital National Championships program of your choice.

Gold: \$100.00/year

Benefits: Weekly e-blast, name recognition in a weekly e-blast, name recognition in ALL National Championship Programs that season, USARS pin, \$10 discount on digital National Championships Program of your choice, PLUS individual membership in the Roller Skating Museum (\$30 goes to the Museum). Note: Additional content for publication of this program added by Directive 16 below.)

Partner for the Future:

Automatic Debit Planned Contribution of \$5.00, \$10.00, or any amount of your choosing.

For the cost of one mocha a month, your contribution can go a long way towards the future of USA Roller Sports. Become a partner today. Partners will be listed in all National Championships Programs. Become a partner with a monthly support level of \$10.00 or more, and be recognized in all weekly e-blasts as well.

CARRIED UNANIMOUSLY

DIRECTIVE 14: Richard Hawkins will need to confirm that our financial system can automatically charge someone's credit card on a reoccurring basis.

DIRECTIVE 15: Richard Hawkins will need to confirm that for the Indoor National in Lincoln, the price for the facility is the same for all three years and that the city bid fee will remain the same as well.

DIRECTIVE 16: When publicized, add the benefits of having Museum membership to the Gold Level of the Alumni and Friends Skating Membership, which follow: New Museum members receive the Museum's special 30th anniversary pin, a 10% store discount, and a year subscription to *USA Roller Sports*. The Museum website includes a members-only tab that allows members to access past skating magazines and National Championship Programs dating back to 1940 and Museum e-newsletters, by use of a special user name and password.

DIRECTIVE 17: Add an Alumni page to the website.

MOTION 34: Moved by Trace Hansen, 2nd by John Gustafson B/D 4/26/2015 8:34 AM

Award the 2016 and 2017 National Championships to Speedway Village in Lincoln, Nebraska, with the decision on the third year (either 2018 or 2019) to be made at the Fall 2016 Board Meeting.

CARRIED (One Abstention)

Richard Hawkins will check on how far USARS is from getting to the next level in income for unique hits to our website, via the incentive program of the USOC. USARS is currently getting \$50,000 having attained the Tier 2 level.

DIRECTIVE 18: Review the webmasters contract with Richard Hawkins, as well as his responsibilities for the website and anything else he might be doing, such as social media. Richard can communicate with Fernando Regueiro to determine what an appropriate expense might be for a webmaster's contract.

Annelle Anderson, President of the Roller Skating Museum, gave a brief update. The Museum Trustees will have their Annual Meeting on May 10 during the RSA Convention, since most of the trustees will be present. They will again be doing their largest fund raiser, but will change the levels this year. It will be a 50/50 raffle that awards three prizes based on total sales. Cash prizes are awarded as follows: first place 35% of total sales, second place 10% of total, third place 5%.

Because Nationals will be in Lincoln for three years, it will bring people into the Museum. All donations are appreciated. Anderson mentioned that the Museum does have a donation plaque for \$250 given to have a name included in memoriam. Anderson feels that our Museum Director does a good job. The Foundation gave the Museum \$20,000 for a two-year commitment to build members. Everyone should belong to the Museum for only \$35 a year - not very much to maintain our history. The Museum recently received a nice contribution that will be matched. Also a Lincoln fund raiser is coming up whereby funds donated will be matched by a 10% minimum of the total. Last year this resulted in an additional \$4000 going to the Museum.

Anderson noted that the Foundation made a contribution to send James Vannurden the Museum Director, to review the items that Chester Fried had collected. Danny Brown asked that negative posts on facebook about the process being used to sort out the items be stopped. These posts have been, made by those who do not understand the circumstances. With many of the items back in Lincoln, James now has the task of identifying them and entering them into the Museum's collection records. Chester is the Vice President the Museum.

The Speed Committee listed several items that they introduced at the last Board Meeting and wanted to be certain they were formally approved. Under the new responsibilities given to the Sport Committees, there is some confusion as to what requires official board approval and what the committees can implement without further authorization by voice vote approval of the Board.

Based on prior Speed Committee meetings, regional proposals and the results of the 2014 Coach's Vote and Survey (presented to the Board at the fall 2014 meeting), they wished to confirm the following changes for 2016:

- Eliminate Novice Freshman and Novice Sophomore (at the National level) beginning with the 2016 Indoor National Championships. (62.5% of coaches that responded to the vote and survey were in favor of this change)
- Effective 2016: You will only be eligible for Novice events for three competitive seasons (your three-year time begins with the purchase of your first USARS athlete membership). (70.3% of coaches that responded to the vote and survey were in favor of this change)
- National Championship Eligibility (Relays): Change the qualification for relays at Indoor Nationals to the top five instead of the top four in each region. (58.7% of coaches that responded to the vote and survey were in favor of this change)

Board members present agreed that the above was approved at the Fall 2014 Board Meeting. The Speed Sport Committee report was ratified as presented. Committee Minutes can be found as Addendum D.

Fernando Regueiro, Chairman of the Derby Committee, stated that they had created Regional Committees for Derby and some have already had their first meeting. There is work being done to analyze their rules and create a pre-organized type of event that can be used with the Junior Olympics for Derby and for Junior Derby. Tanya Procknow is on the Junior Derby Board. Lincoln has a strong derby presence and teams that may be participating as well if Nationals were to be here in 2016.

For the 2015 National Championships, a contract with the PA All Stars and Penn Ice Rink for use of the facility from August 27-30, 2015 was up for consideration by the Board. The dates were selected after reviewing the various derby events that were scheduled, selecting dates without conflicts. The fee for use of the facility for three days was reviewed, USARS will share 25% of the revenue from ticket sales with the host team as incentive to promote, and a prize bank will be provided based on entry fees. The main focus of the Derby National Championships is on women's derby. There is a \$500 team entry fee. The committee is projecting the finances to be on the positive side. Income from vendors and ticket sales should balance the budget.

MOTION 35: Moved by Bill Spooner, 2nd by John Fearnow B/D 4/26/2015 9:08 AM

Approve the contracts with the host team, PA Allstars, and the venue, the Penn Ice Rink, for the 2015 Roller Derby National Championship in Philadelphia. The Championships site notice will be immediately put back up on the USARS website.

CARRIED UNANIMOUSLY

Prior to the Board Meeting and before the contracts were signed, a notice was posted announcing the Penn Ice Rink as the site of the 2015 Derby Nationals. It was removed until the contracts could be signed and agreements completed.

DIRECTIVE 18: To minimize any confusion this may have caused, USARS will get this notice out as quickly as possible to the members via email blasts that are sent out weekly.

The Derby Sport Committee report was ratified as presented. Committee Minutes can be found as Addendum E.

It was noted that anyone can sign up for these email blasts via the USARS website, or a list of additions to the email list can be provided to the USARS webmaster.

Figure Committee Chairman Bill Spooner stated that the Committee did change a lot of rules this year. The shared agreement relating to RSA achievement tests has stalled due to database management issues. It is time to move forward with renewing that relationship with the RSA. The National Figure Championships schedule this year has been approved, with an effort to have the more entertaining events during the evenings on weekends, with the hope of bringing in more local interest. The judges' conflict sheets have been amended to improve the understanding of judges of what is viewed as a conflict.

On March 8, the Figure Committee held an open forum discussion via webinar with questions and answers. There were approximately 100 participants in the hour-long session. Chairman Brown confirmed that the webinar was a success, encouraged more sport committees to conduct webinars and stated that he would be willing to participate. He further thanked Bill Spooner for all of the work he did to organize the webinar for roller figure skating. Tony Berger stated that he would be organizing a call with the nine regional coaches to discuss entering the athletes in the proper divisions.

Bill Spooner is currently the Chairman of the Finance Committee and Roller Figure Sport Committee. Although he is retired, these two Committees are very active. Danny, as Board Chairman, wants Bill to be able to focus on the finances of USARS.

DIRECTIVE 19: The Figure Committee is asked to elect a new Committee Chairman. Bill Spooner will remain as a member of the committee.

The Figure Sport Committee report was ratified as presented. Committee Meeting Minutes are attached as Addendum F.

DIRECTIVE 20: Create a Special IT Committee (information technology) chaired by Fernando Regueiro-Chairman. Sara Sayasane Hebbrecht volunteered to be a member. The charge of the committee is to incorporate technology into our website and bringing our communications up to a professional level which may include webinar type meetings, quality images and sound. Other committee members may be sought via posting on facebook, etc. The new IT Committee shall be added to the USARS Committee list on our website. (Note: Later in the meeting, Tony Cabral and John Fearnow were added to the IT Committee)

Tom Hughes, Rink Hockey Chairman, reported on several items that the committee has approved and included in their report to the Board as follows

1. New Domestic Disciplinary Action: Rule was changed overseas and not strong enough discipline in our opinion.

2. Regions: To change our three regions back into six regions for ease of region- wide tournaments and better representation.
3. Regional Representatives: Pat Ferguson change to voting and represent the Northeast region. Add Bryce Robinson to represent the Southwest region and Shane Enlow to represent the Northwest Region. James Jost will represent the North Central and Don Allen will represent the South Central. Right now we have no Clubs registered in the Southeast, so no representation is needed in this region.
4. Compensated National Officials: Referees, Mark Brailey (head referee), referees James Jost, Duane McMinn, and Pat Ferguson. Irene Allen for statistician and scorekeeper.
5. The Committee will smooth out the expansion joint(s) for the 2015 Nationals in Albuquerque and play on the concrete floor of the Convention Center.
6. Tryouts for the U20 Men's National Team will be immediately following the National tournament.
7. The USA Team staff for the Junior (Sub-2) Men's Rink Hockey World Championships will be Brian Moyer and Pat Ferguson.

The Rink Hockey Sport Committee report was ratified as presented. Rink Hockey Committee Meeting Minutes are attached as Addendum G.

It was noted that USARS owns an Ice Court floor that we spend money to warehouse. It is 20,000 square feet. Derby is the only roller sport that may want to use it, since rink hockey has stated that they don't like to skate on it. If derby has no interest, the floor should be sold.

A short break was taken at 9:30, back into session at 9:46 AM.

The Finance Committee Report was next given by Bill Spooner. Spooner provided a summary sheet of the income expected to come in within the next three months and stated that we will be fine during that revenue cycle, but that 2015 could increase financial losses from our current level.

The Committee agreed that it must recommend actions to ensure that due diligence in planning for the future of competitive roller skating and identified that one key goal of the governing body is to protect skating and the athletes who participate within the sport. Bill identified the loss through membership and some of the steps made to cut headquarters expenses.

MOTION 36: Moved by Finance Committee, 2nd by John Gustafson B/D 4/26/2015 10:00 AM

Form a special committee to structure contingency plans to ensure the survivability of the sport if the financial conditions do not improve.

- a. Possibilities
 - i. Re-unification with RSA
 - ii. Consolidation of office space with RSA in their Indiana location
 - iii. Selling the assets of USARS in the near future to enable the organization to cover its debt and avoid default
 - iv. Reorganize USARS to allow the strongest organization to control and manage their own discipline and have USARS only act as the administering NGB for the World and USOC organizations
 - v. Request guidance and or assistance from the Foundation for Amateur Roller Skating on reorganization possibilities

CARRIED UNANIMOUSLY

DIRECTIVE 21: Form an Exploratory Committee for leasing space in the USARS Office Building in Lincoln, Nebraska, consisting of Tanya Procknow-Chairman, John Fearnow, Danny Brown and Sara Sayasane Hebbrecht.

The Finance Committee proposals included the acceleration of other sources of revenue, including adoption of slalom and other types of skating as new roller sports, new membership categories for former skaters, alumni and friends of skating (relatives of existing skaters), etc. Other technical enhancements to the capabilities of USARS could result in increased income and improved efficiency for the USA Roller Sports staff. Bill is concerned that the potential income from participation at the National Championships in Albuquerque, especially in light of the increased costs for the event, will not be sufficient.

USARS is grateful for the funding that the Foundation has advanced for its debt. We are now in a management mode to handle this situation. Although there is no real hope of increasing membership this year, we know that we cannot rely on income from membership alone. In addition to slalom, USARS needs to investigate the other types of skating that is being done, and offering membership at a reduced rate for those currently not affiliated with our national federation. Bill reviewed a "membership report card", showing where the organization needs to focus its efforts and the status of membership for each roller sport. He noted that the total expenses for the national office staff is down. Board and staff members need to watch every penny, make efforts to generate membership and be positive about it.

There was discussion about the relationship with the RSA, and how a rink operator views USARS programs. We need to create a model to show them how we can support their businesses. Consolidating our headquarters with the RSA would mean that the sport and business could talk directly to each other. But it would also mean that USA Roller Sports would need to pay rent, and the sport now owns in its own building. Considering the monthly expenditures we pay now, versus paying rent, there would not be a clear benefit.

Tanya questioned whether we could rent out space in our office. This possibility has been explored briefly, and there was one other building in Lincoln that was found to be offer rental of cubicles. This may be attractive to small businesses who are starting out, or someone who needs a place to work outside of their home. They could have a personal space with lockable storage, use of our copiers, fax, computer, telephone and access to our breakroom and conference room. Sara indicated that she had used co-op space, where rentals are for a day or two to get work done. Grant Schnell believes we need to stick with monthly lease offerings.

All Taglang raised the question of moving to the OTC in Colorado Springs. At one time they offered free office space to NGB's but that is no longer the situation, and we would be in a rental situation. Danny indicated that he could investigate the ideas with Bobby Bentley and Jim McMahon of the RSA. It was also suggested that the office could sell its building and use rental space in Lincoln, however, there is a lot of equipment and material that is in the storage room and stored in the basement. USARS owns a wooden skating floor and a Sport Court that is in storage in Lincoln. Having a plan for future National Championships in the city should be a strong consideration when making decisions.

All of the above is really investigation in the event that the shortfall cannot be resolved. Will need to go back to the sport committees to discuss how to "trim out the fat: and raise revenues. In the meantime we will update the technology to make it easier to donate. The Board and Finance Committee must have a plan of action in place should it become necessary.

DIRECTIVE 22: The draft version of a revised Financial Services Policy will be sent out to the Board. Board members are asked to respond to Finance Chairman Bill Spooner with any suggested changes.

George Pickard, as a Foundation representative, has been added as a member of the Finance Committee. Because he is receiving some benefits following his retirement as the USARS Executive Director, a legal opinion was sought to confirm that this would not be considered a conflict of interests. They would like to have another person added to the Committee who possess financial expertise, and Danny indicated that he would explore this. Grant Schnell stated that his dad is a CPA and may be willing to serve on the Committee.

Bill Spooner provided a copy of the audit for 2013 and told Board members that they could keep it. In years past, they were collected after review. During the April 6, 2015 Finance Committee Meeting, the 2012-2013 audit was discussed in depth, including an explanation of the situations that resulted in our auditor's recommendations to improve the management of the sport.

Spooner stated that we need to document that the Board is aware of the audit recommendations, the questions and answers that appeared in the meeting minutes. He reviewed each item one by one, as well as the explanation and/or how the problems have been resolved.

The USARS Financial Services Policies and Procedures Manual has updates and documents to help assure that we take good financial management of the sport very seriously. The Board and membership needs to recognizing that all of these efforts have been put forth with many, many hours of committee work involved; and with a spirit of cooperation to be certain the future of the sport is headed in an appropriate direction.

DIRECTIVE 23: Once the updates have been made regarding our collection policy, send a copy of the USARS Financial Services Policies and Procedures Manual to Tanya Procknow.

Considering the concern from the field, we should also post the Financial Services Policies and Procedures Manual on the website once it has been completed. Danny further stated that it is his intention to put the audit up on the website. An explanation will need to be written to accompany it, so the membership knows the issues have been addressed. The bottom line is that we recognize the issues and we are working on them.

It was noted that the collateral on the USARS Line of Credit through Union Bank and Trust has the office, the house and property as collateral. Going to encourage that the Foundation place a lien against the property to avoid Union Bank from being able to take the building for a \$200,000 line of credit, when the building is worth more. Danny will initiate a conversation with some other banks about getting a line of credit with different collateralization.

It was reconfirmed that everyone was clear that they did receive a copy of the audit, did hear about the letter of recommendation, and that they can ask the Finance Chairman questions, since they all share a responsibility in the management of roller sports.

John Fearnow restated the importance of backing this up with some explanation, since the audit doesn't provide the information that the Board receives. We look really great because the Foundation is consolidated in the financial report. Danny as President committed to include a member of the Foundation on the Finance Committee. George Pickard has been added. He would recommend that the Committee needs to have an additional member with background in finance.

Fernando, and other Board Members, thanked all members of the Finance Committee for the hard work put into this. In addition to its Chairman, Bill Spooner, members include Annelle Anderson, Trace Hansen, Dave Morrell and Scott Clifford.

Finance Committee Meeting Minutes are attached as Addendum H.

MOTION 36: Moved by Trace, 2nd by John Fearnow B/D 4/26/2015 11:02 AM

Approve the Finance Committee Report.

CARRIED UNANIMOUSLY

Inline Hockey had conducted several meetings relative to World Team selection since the last Board Meeting, and minutes were included in the agenda book (See Addendum I). Unfortunately, at the last minute, Keith Noll, USARS Board Member and Inline Hockey Committee Member, informed us that he was unable to be present at this meeting. His input is greatly missed. The Inline Hockey Sport Committee Report was ratified as presented.

Fernando believes USARS needs to have an online store to sell merchandise for each sport. He questioned whether there were any existing agreements for on-line sales. It was noted that USARS has sold some merchandize online in the past, some of it is through the Cricket Loft. There was a Christmas sale that resulted in additional sales via the USARS website. Bill and Fernando can discuss possibilities.

The Minutes of the Executive Committee Meetings were included in the Board Agenda books (see Addendum J). In particular, guidelines for world and international team arrangements were approved during the Executive Committee Conference call on March 3, 2015. Trace reported that the Team Deposit/Fee would include the expenses of coaches, managers and trainers, in addition to the team entry fee, Trav-Med insurance, apparel (if not donated) and apparel shipment. This will permit families to book their travel and hotels together. Another justification for the change is in our financial records. Team expense money paid to USARS is reported as revenue, and it truly is not revenue, being used to pay for the hotel, travel, etc., of each athlete. These problems with collecting the full amount due from each will also thus be eliminated. Taking on legal guardianships for the minors also is a liability to USARS, and eliminated by the motion below. Noting the problems with alcohol that have occurred recently and throughout the years, it has sometimes been difficult to find volunteer team staff to take on the responsibilities of Team Leadership and Coaching, and this will remove some of those supervision responsibilities.

MOTION 37: Moved by Bill Spooner, 2nd by Renee Hildebrand B/D 4/26/2015 11:17 AM

Approve amendments to the proposed World and International Team Arrangements document to include a statement that minors must coordinate their travel to coincide with a parent or legal guardian, and that the Team Deposit will be determined by USARS office staff, to be as follows:

**World and International Team Arrangements
and Resulting Expenses**

Due to the extensive coordination and financial tracking of international team arrangements, we propose that beginning in 2015, all who qualify for a World Team make their own travel arrangements, as they would to attend a National Championships.

1. Air travel will be booked and directly paid for to a travel agent, or online at the best rate they can find, subject to checking in with the team at a pre-designated date and time. Those who do not have a coach or parent traveling with them can coordinate their travel to coincide with that of a team staff member. *Minors must coordinate their travel to coincide with a parent or legal guardian.*

2. The designated hotel for the USA Team will be identified and the contact provided to book a hotel with the team staff. Those who feel the cost is too great, may stay at a different hotel, but must commit to be present at the practice rink or competition venue at the request of the team staff.
3. Food expenses will be paid by each individual.
4. Non-Refundable Team Deposit - Amount to be determined by office staff prior to trials, to be used to cover the cost of team staff expenses, apparel and/or shipping, Trav-Med insurance, team entry fees and extra team training, if scheduled.

BENEFITS:

1. Potential for athlete to save money by traveling on the least expensive flights available at the time of booking, rather than meeting specific group arrival/departure dates and times.
2. Alleviates criticism from those who feel they can find better rates and hotels than what has been identified as the team hotel.
3. Eliminates National Office staff receiving and tracking up to three payments from each athlete, accounting of each expense, allocation of on-site expenses, sending large amounts of money with the Team Staff to use as needed, collecting unpaid balances, working out a credit plan for those who cannot pay in full prior to departure, refunds to those who have paid more than the final expenses, etc. This also eliminates USARS financial risk of bad debts owed from those who are "no-shows", or notify USARS after the airline ticket has been purchased that they will not be able to attend. For most, the team deposits are due at a financially difficult time, coinciding with the cost of participating in a trials event, etc.
4. Reduces USARS stated Revenue and Expenses, which in turn reduces the amount USARS is obligated to pay towards the USOC Safe Sport program. This is a required program, where contribution levels are based off of annual revenue.

Proviso for Approval: That if it is passed now, it immediately goes out in the email blast so that potential athletes know of this change now.

CARRIED (one abstention)

DIRECTIVE 24: This change in travel coordination should be added to the information given to those who register for Outdoor Nationals.

Grant Schnell has attended one meeting as the interim USOC AAC representative for USA Roller Sports. He gave a brief report, and indicated that he would be attending another meeting soon, where he will ask the questions directed to him during this meeting.

The USARS Committee on Committees must include the USARS President/USARS Chairman, in addition to four current Board Members who are elected to the Committee on Committees at the Spring Semiannual Board of Directors Meeting. The Committee on Committees shall prepare committee membership recommendations and submit them to the Board at least 30 days prior to the Fall Annual Board Meeting, where the Board will discuss and vote on these recommendations. The Committee on Committees will serve through the end of the Spring Semiannual Board Meeting.

Noting, that according to the requirements, Danny must serve as the Chair replacing George Kolibaba and that Mark Vitese was no longer on the Board; nominations to populate the committee were made to add Renee Hildebrand.

MOTION 38: Moved by Grant Schnell, 2nd by Sara Sayasane Hebbrecht B/D 4/26/2015 11:20 AM

Approve the Committee on Committees to be as follows: Danny Brown-Chairman, Annelie Anderson, John Gustafson, Renee Hildebrand and Trace Hansen-Athlete Representative.

CARRIED UNANIMOUSLY

Note: Renee Hildebrand indicated that she would like to be added to the Athlete Performance Committee.

The Elite Coaches Selection Committee made the following nominations:

MOTION 39: Moved by John Gustafson, 2nd by Sara Sayasane Hebbrecht B/D 4/26/2015 11:24 AM

To bestow Rink Hockey Elite Coach status on Aaron "Frankie" Lee and Pat Ferguson

CARRIED UNANIMOUSLY

Because we are able to have two skating floors side by side, the 2016 National Championships that will be held at Speedway City in Lincoln, Nebraska, will include the following roller sports: Rink Hockey, Speed Skating, Roller Figure, Derby (Junior & and Adult), and Slalom, subject to finalizing the agreement with Speedway Sporting Village and Lincoln.

MOTION 40: Moved by Fernando Regueiro, 2nd by Tanya Procknow B/D 4/26/2015 11:24 AM

To establish a Special Committee for organization of the 2016 National Championships in Lincoln in a way that is more collective to work on the image of the event to make it more spectacular:

CARRIED UNANIMOUSLY

DIRECTIVE 25: The 2016 National Championships Committee will include Fernando Regueiro-Chairman, Renee Hildebrand-Speed, Tanya Procknow-Derby, John Fearnow, Naomi Grigg-Slalom, Grant Schnell-Figure, Tom Hughes-Derby, Nicki Korgenek and Richard Hawkins-staff liaison.

DIRECTIVE 26: An evaluation of the schedules, dates, etc., must be made to see if all can be conducted at that site in the time-frame that has been offered.

MOTION 41: Moved by John Gustafson, 2nd by Grant Schnell B/D 4/26/2015 11:32 AM

Approve the 2015 Regional Championships sites as submitted, pending collection of any fees that are not paid from the past year. (See Addendum K)

CARRIED UNANIMOUSLY

The 2015 Fall Annual Board Meeting will take place in Lincoln, Nebraska, taking into consideration the dates of home football games, major skating events, etc. Trace indicated that he had a conflict with a Skate Camp scheduled for October 16-19.

Agenda Items listed under National Championships, photography/Videography, recommendations from Jim Pollard, and an invitation from Albuquerque to return in 2017, were sent to the USARS Executive Committee.

Bill Spooner stated that he is concerned about two world teams that have had problems with substance abuse. We need to have a plan to deal with this. There have been problems with Junior and Senior Athletes drinking during trials, during training and at the World Championships site. Fernando again suggested a financial penalty as being an enforceable option.

DIRECTIVE 27: A Special Committee was established, consisting of Richard Hawkins, Grant Schnell and Trace Hansen to investigate the possibility of establishing financial penalties for athletes who misbehave in connection with their World Team qualification and/or participation.

Tony Cabral and John Fearnow were added to the IT Committee, named earlier in the meeting.

John Fearnow stated that he is working on some kind of transportation to get the USARS skating floor to Albuquerque that would save a sizeable amount on that expense.

MOTION 41: Moved by Bill Spooner, 2nd by Trace Hansen B/D 4/26/2015 11:40 AM

Adjourn the 2015 Semiannual Board of Directors Meeting.

CARRIED UNANIMOUSLY



ADDENDA
2014 USA ROLLER SPORTS
SEMIANNUAL BOARD OF DIRECTORS MEETING
Albuquerque, New Mexico

President's Report..... Addendum A

US Foundation for Roller Skating ByLaws..... Addendum B

US Foundation for Roller Skating Articles of Incorporation.....Addendum C

Speed Committee..... Addendum D

- a) Summary meeting minutes and items requiring Board action (i.e., rule changes)
- b) Speed Committee Minutes - March 3, 2015

Derby Committee..... Addendum E

- a) Derby Committee Minutes - November 10, 2014
- b) Derby Committee Minutes - December 22,, 2015
- c) Derby Committee Minutes - January 7, 2014
- d) Derby Committee Minutes - January 19, 2015
- e) Derby Committee Minutes - February 9, 2015
- f) Derby Committee Minutes - March 2, 2015
- g) Derby Committee Minutes - March 30, 2015

Figure Committee..... Addendum F

- b) Figure Committee Minutes - November 19, 2014
- c) Figure Committee Minutes - December 28, 2014
- d) Figure Committee Minutes - February 8, 2015
- e) Figure Committee - Power Point Presentation - March 8, 2015
- f) Figure Committee Minutes - April 15, 2015

Rink Hockey Committee.....Addendum G

- a) Summary meeting minutes and items requiring Board action (i.e., rule changes)
- b) Rink Hockey Committee Minutes - November 30, 2014
- c) Rink Hockey Committee Minutes - January 11, 2015
- e) Rink Hockey Committee Minutes - February 15, 2014
- f) Rink Hockey Committee Minutes - March 22, 2015
- g) Rink Hockey Committee Minutes - April 12, 2015

Finance Committee..... Addendum H

- a) Finance Committee Meeting Minutes - November 24, 2014
- b) Finance Committee Meeting Minutes - December 8, 2014
- c) Finance Committee Meeting Minutes - January 11, 2015
- d) Finance Committee Meeting Minutes - March 9, 2015
- e) Finance Committee Meeting Minutes - April 6, 2015
- f) Finance Committee Recommendations - April 12, 2015

Inline Hockey Committee Addendum I

- a) Inline Hockey Committee Meeting Minutes - November 20, 2014
- b) Inline Hockey Committee Meeting Minutes - December 17, 2014
- c) Inline Hockey Committee Meeting Minutes - January 22, 2015
- d) Inline Hockey Committee Meeting Minutes - February 6, 2015
- e) Inline Hockey Committee Meeting Minutes - March 16, 2015
- f) Inline Hockey Committee Meeting Minutes - April 1, 2015

Executive Committee Addendum J

- a) Executive Committee Meeting Minutes - January 9, 2015
- b) Executive Committee Meeting Minutes - March 3, 2015
- c) Executive Committee Meeting Minutes - March 31, 2015

Regional Championships Sites..... Addendum K