

U.S. FIGURE SKATING
BOARD OF DIRECTORS MEETING

SATURDAY, NOVEMBER 7, 2020, 11:00 A.M. – 7:00 P.M. ET (All Times Eastern)
Via Video Conference

FINAL AGENDA

I. Opening of the Board of Directors Meeting

- a. Welcome
- b. Call to Order
- c. Roll Call/Establishment of Quorum
- d. Adoption of Agenda/Conflict of Interest Disclosure
- e. Approval of Minutes and ROAs from the October 12, 2020 BOD Meeting and the November 1, 2020 Special Meeting of the BOD

II. Treasurer's Report

- a. Current Financials update, including 1Q Statement of Activities
- b. Budget Process
- c. Audit Report and RFA
- d. Foundation Update

III. Qualifying Series Update and RFA

<break – 15 minutes>

IV. Strategic Plan Update and RFA

V. Governance Working Group

<break – 30 minutes>

VI. DEI Update

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VII. Reports/Requests For Action - Meeting Book

<w/possible multiple breaks within Reports/Remaining Agenda Items – 15 minutes – to be determined>

- a. Vice Presidents
 - i. Eastern
 - ii. Midwestern
 - ii. Pacific Coast

- b. Group Coordinators and Athlete Advisory Committee
 - i. Athlete Services
 - 1. General
 - 2. Meeting Book RFA (#101 – page 102)
 - ii. Athlete Advisory Committee
 - iii. Membership Development
 - iv. Technical and Officials
 - 1. General
 - 2. Meeting Book RFAs (#301-304 – pages 104-110)
 - 3. RFA - National Promotions/Nominations
 - v. Administrative/Legal
 - vi. ISU Representative
 - 1. General
 - 2. 2022 Olympic Selection Procedure – Medical

- c. Coaches Report/PSA

- d. U.S. Ice Rink Association

VIII. Executive Director

- a. 100th Anniversary Update
- b. Sponsorship Update
- c. Misc.

IX. New Business

X. Executive Session

XI. Closing Announcements and Adjournment

(Next Meeting – via Video Conference – **Monday, December 7, 2020** – 8:00 p.m. ET)

**U.S. Figure Skating Board of Directors
via Video Conference
Saturday, November 7, 2020, 11 a.m. ET**

Present

Kristin Arneson Cutler, Samuel Auxier (Past President), Gretchen Bonnie, Todd Bromley, Anne Cammett (President), Janis Engel, Rachael Flatt, Lynn Goldman, Troy Goldstein, Bob Horen (ISU Representative), Jenna Longo, Bobby Martin, Colin McManus, Heather Nemier, Heather Paige, Elise Preston, David Raith (Executive Director), Karen Terry Perreault, Felicia Zhang (non-voting athlete)

Also present were non-voting members Jeff Theiler (U.S. Ice Rink Association) and Jimmie Santee (Professional Skaters Association)

Guests

Kevin Winston (Strategic Planning committee chair), Leatrice Bulls (DEI Task Force co-chair) and U.S. Figure Skating staff members John Anderson, Ramsey Baker, Justin Dillon, Bob Dunlop, Juliet Newcomer, Barb Reichert and Kelly Vogtner

I. Opening of the Board of Directors Meeting

- A. Cammett welcomed everyone and called the meeting to order. Cammett reiterated that breaks will be taken throughout the day. Cammett also reviewed the non-voting members and guests who will be joining throughout the day.
- B. Bonnie took roll call, and a quorum was confirmed.
- C. The agenda was adopted.
- D. The October 12 and November 1 minutes were approved as presented.
- E. The October 12 and November 1 reports of action were approved as presented.
- F. Cammett asked the members to disclose any conflicts of interest based on today's agenda. No conflicts were disclosed.

II. Treasurer's Report

- A. Goldstein reviewed the processes and teamwork that have helped the association continue to weather the challenges of COVID-19 and challenged the leadership to continue being innovative.
- B. Goldstein reviewed the financial statement of activities through the first quarter of the 2021 fiscal year (July 1 through September 30, 2020), including key drivers and the impacts of COVID-19.
- C. Goldstein reviewed the recent market changes and reported that the impact remains positive overall.
- D. Goldstein provided an update on the U.S. Figure Skating Foundation.
- E. Goldstein reviewed the proposed budget process and timeline for preparing the 2022 fiscal year budget.
- F. Goldstein reviewed the final audit and governance letter that were sent to the board members in advance.
- G. Goldstein concluded his report by making the following motions:

<**Request for Action**> to approve the budget timeline for the 2022 fiscal year. (15 yes, 0 no, 0 abstain, 0 absent)

<**Request for Action**> to accept the Audit Report as presented by Stockman Kast Ryan & Co. for the 2020 FY Financials through June 30, 2020. (15 yes, 0 no, 0 abstain, 0 absent)

- H. Goldstein answered questions about how to budget for international programs and competitions, and other areas that would be most affected if COVID-19 restrictions continue.

<11:35 a.m. ET – Justin Dillon, Bob Dunlop, Kelly Vogtner joined the meeting>

III. Qualifying Series Update and Request for Action

- A. Dunlop presented the virtual alternatives to the 2021 U.S. Figure Skating Championship Series for senior and junior, and answered questions with Bromley. Vogtner presented the alternative plans for novice, intermediate and juvenile, and answered questions with Dillon. The board discussed the proposals in depth.
- B. Dunlop presented a new plan for the 2021 U.S. Figure Skating Championships, and answered questions with Bromley and Raith. Bromley then made the following motion:

<**Request for Action**> to approve relocating the 2021 Toyota U.S. Figure Skating Championships from the SAP Center in San Jose, California, to the Orleans Arena in Las Vegas, Nevada, January 11-17, 2021, for the senior events, and January 19-21, 2021, for the junior events.

Further, to approve awarding the 2023 U.S. Figure Skating Championships to the SAP Center and San Jose Sports Authority, to be hosted at the SAP Center in San Jose, California, in January 2023, with final dates to be confirmed. (15 yes, 0 no, 0 abstain, 0 absent)

<1:02 p.m. ET – Dillon and Dunlop left the meeting>

<1:02-1:20 p.m. ET – Break>

<1:20 p.m. ET – Kevin Winston joined the meeting>

IV. Strategic Plan Update and Request for Action

Winston and Vogtner provided an overview of the 2018-2022 Strategic Plan. Engel, Martin, Vogtner, Flatt, Nemier, Cutler and Winston then presented on each of the seven focus areas. Questions from other board members were addressed throughout the presentation.

<2:00 p.m. ET – Jimmie Santee joined the meeting during the strategic planning presentation>

Following the presentation, Nemier made the following motion:

<**Request for Action**> to approve the updates to the Strategic Plan for 2018-2022 with final adoption of the plan scheduled for February 2021. (15 yes, 0 no, 0 abstain, 0 absent)

<2:23 p.m. ET – Winston left the meeting>

<2:23-2:30 p.m. ET – Break>

<2:30 p.m. ET – John Anderson joined the meeting>

V. Governance Working Group

Perreault reviewed the agenda for the Governance Working Group presentation. Perreault, Nemier and Flatt then reviewed the background information and the details of the proposed changes to the U.S. Figure Skating governance structure as mandated by the U.S. Olympic and Paralympic Committee (USOPC), especially regarding the Board of Directors and the Nominating Committee, and explained why these changes are necessary and should improve U.S. Figure Skating. Flatt then reviewed the new athlete definition. Raith provided additional information regarding the background of the new requirements from the USOPC. Questions from other board members were addressed throughout the presentation. The working group will come back to the board in December with plans to communicate the updates to governance to the membership.

<3:15 p.m. ET – Jeff Theiler joined the meeting during the Governance Working Group presentation>

<3:40 p.m. ET – Anderson and Vogtner left the meeting>

<3:40-3:55 p.m. ET – Break>

<3:55 p.m. ET – Leatrice Bulls and Barb Reichert joined the meeting>

VI. DEI Update

Cutler and Bulls, co-chairs of the DEI Task Force, reviewed the work of this task force (including showing an educational video), presented key recommendations and addressed questions. DEI updates and education will be a regular part of future board meetings.

<4:39 p.m. ET – Reichert and Bulls left the meeting>

VII. Reports and Requests for Action

A. Eastern Vice President

1. Nemier reminded the board that the vice presidents did not hold calls in October so people could attend the Club Education series.
2. Nemier announced that her next VP call is scheduled for November 17, and the details are still being finalized.
3. Nemier reviewed the feedback she's received on the recent decisions made regarding the Championship Series.

- B. Midwestern Vice President
1. Cutler notified the board that on her most recent VP call there was discussion about club leadership SafeSport compliance, and she is communicating with interclubs and the SafeSport Department staff regarding this topic.
 2. Cutler announced that her next VP call is scheduled for November 18.

C. Pacific Coast Vice President

1. Engel stated that her report in the meeting book stands as written.
2. Engel also stated that club leadership SafeSport compliance is a topic that needs follow up.
3. Engel announced that her next VP call is scheduled for November 17.

D. Athlete Services

1. Goldman stated that her report and the Athlete Services Group committee reports can be found in the meeting book. Goldman then reviewed additional work of the committees.
2. Goldman then reviewed Item 101 from the 2020 Fall Meeting Book. Goldman then made the following motion:

<Request for Action> to approve the amendments to rule 8391 (C) as presented (15 yes, 0 no, 0 abstain, 0 absent). See report of action for details.

3. Goldman addressed how the developmental pairs teams will qualify for the National High Performance Development Team.

E. Athletes Advisory Committee (AAC)

1. Flatt reviewed areas of concern amongst the athletes, and presented the details of the key projects that the Athletes Advisory Committee has put into place to address these concerns.

F. Membership Development Group

1. Preston stated that the Membership Development Group reports stand as written, acknowledged the nimbleness of the various committees and departments, and reviewed some new ideas that are being considered.
2. Preston asked the board to consider creating a unifying message to our athletes and having a unified plan for how we will address national programs during this time of COVID-19.

G. Technical and Officials

1. Bromley provided an update on the work being done to assess the feasibility of virtual testing.
2. Bromley stated that the Technical and Officials Group committee reports can be found in the meeting book. Bromley then reviewed additional work of the committees.
3. Bromley reviewed Items 301-304 from the 2020 Fall Meeting Book. Bromley then made the following motions:

<Request for Action> to approve the removal of rule 2133 as presented (15 yes, 0 no, 0 abstain, 0 absent). See report of action for details.

<Request for Action> to approve the amendments to rules DOR 4.41 and DOR 4.46 as presented (15 yes, 0 no, 0 abstain, 0 absent). See report of action for details.

<Request for Action> to lower the minimum age for all technical panel official positions from 21 to 18 to align with all other types of officials as presented (15 yes, 0 no, 0 abstain, 0 absent). See report of action for details.

<Request for Action> to approve replacing rules DOR 1.00 to DOR 13.08 as presented (including incorporating changes approved in items 302 and 303) (15 yes, 0 no, 0 abstain, 0 absent). See report of action for details.

<Executive Session – National Recommendations>

<Request for Action> to approve national appointments and resignations (15 yes, 0 no, 0 abstain, 0 absent). See report of action for details.

<5:38-5:55 p.m. ET – Break>

H. Administrative/Legal

1. Perreault stated that the Administrative/Legal Group reports stand as written.

2. Perreault provided an update on the SafeSport reports since the last meeting.
- I. International
1. Horen addressed the Games Medical Staff Selection Procedures for the 2022 Olympic Winter Games that were sent to the board in advance. Horen then made the following motion:

 <Request for Action> to approve the Games Medical Staff Selection Procedures for the 2022 Olympic Winter Games for presentation to the USOPC for final approval. (15 yes, 0 no, 0 abstain, 0 absent)
 2. Horen stated that the International Group reports stand as written.
 3. Horen also reminded the board that Cup of China took place this weekend and encouraged people to watch it on Peacock. Raith notified the board that highlights of the competition will also be on NBC tomorrow.
 4. Raith and Horen provided an update on upcoming international events.
- J. Coaches
1. Santee announced that the PSA has decided to make their DEI task force a permanent committee. Nathan Truesdell will serve as the first chair. Santee also announced that the PSA has decided to hold the 2021 PSA Summit as a virtual event, and reviewed other virtual programs and the status of the association's membership.
 2. Martin and Paige expressed their support for the qualifying series update.
- K. U.S. Ice Rink Association
1. Theiler announced that the association's membership is stable, and retention is actually up 2 percent. Theiler also reviewed the success of their virtual programs (including their recent board meeting) and reported that the association is looking at a hybrid model of online and in-person sessions for future training. Theiler then reviewed the status of the 2021 North American Rink Conference and Expo, and discussed efforts to get rink operators to enforce local health and safety protocols.

<6:17 p.m. ET – Ramsey Baker joined the meeting; Santee left the meeting>

VIII. Executive Director's Report

- A. Baker provided an update on the work of the 100th Anniversary Working Group and answered questions. Engel provided additional comments.
- B. Raith and Baker provided an update on sponsorship and the new working relationship with Aggregate Sports.
- C. Raith and Baker provided an update on Peacock Premium and the transition from NBC Sports Gold.

<6:59 p.m. ET – Baker left the meeting>

- D. Raith notified the board that the U.S. Hall of Fame nominations will be announced Nov. 30. Winners will be announced in December, but the induction won't happen until 2022.
- E. Raith provided information on the 2021 Governing Council meeting.
- F. Raith informed the board that the next President's Webinar will be either Wednesday, Dec. 9, or Thursday, Dec. 10.

IX. New Business – None

<7:02 p.m. ET – Newcomer and Theiler left the meeting>

X. Executive Session – Legal Matters

XI. Closing Announcements and Adjournment

The next business meeting of the board will be via video conference on Monday, December 7, 2020, at 8 p.m. ET.

Meeting concluded at 7:12 p.m. ET

Submitted,

Gretchen Bonnie

Gretchen Bonnie, Secretary