



**Board of Directors Meeting
Saturday, May 4, 2019 – Colorado Springs, CO – 2:30pm MT**

AGENDA - FINAL

- I. Opening of the Board of Directors Meeting**
 - a. Welcome and Introductions
 - b. Call to Order
 - c. Roll Call/Establishment of Quorum
 - d. Adoption of Agenda
 - e. General Responsibilities of the Board of Directors/How We Work as a Board/How We Work with U.S. Figure Skating Staff
 - f. Schedule of 2019/20 Board Meetings–In Person/Telephone Conference Calls
 - g. Confidentiality/U.S. Figure Skating Spokesperson Policy
- II. Review of Actions Taken by 2019 Governing Council and Follow Up**
 - a. Rule changes
 - b. Technical RFA – Working Group/Task Force request for DORM; Juvenile Warm Up time
 - c. Other
- III. Major Activities in 2019-20**
- IV. Appointment of Audit Committee**
- V. Appointment of Compensation Committee**
- VI. New Business**
- VII. Closing Announcements and Adjournment**

(New board members are requested to stay after the meeting for document review)

U.S. Figure Skating Board of Directors
The Antlers, A Wyndham Hotel
Colorado Springs, Colorado
May 4, 2019

Present

Samuel Auxier (Past President), Gretchen Bonnie, Anne Cammett (President), Kristin Arneson Cutler, Janis Engel, Christine Fowler-Binder, Lynn Goldman, Troy Goldstein, Bob Horen (ISU Representative), Mark Ladwig, Jenna Longo (on the phone), Bobby Martin, Colin McManus (non-voting athlete), Heather Nemier, Richard Perez, David Raith (Executive Director), Douglas Razzano, Karen Terry Perreault, Alan Wolf

Guests

Juliet Newcomer

I. Opening of the Board of Directors Meeting

- A. Cammett called the meeting to order and welcomed the new members in attendance.
- B. Bonnie took roll call, and a quorum was confirmed.
- C. The agenda was approved.
- D. Raith discussed generally how communication works among the board, the executive director and staff.
- E. Cammett reviewed the calendar and asked the board members to schedule around the calls and meetings as much as possible.
- F. Raith stressed confidentiality regarding board discussion and that the board speaks as one voice. Raith then reviewed the U.S. Figure Skating Spokesperson Policy.

II. Review of Actions Taken by the 2019 Governing Council and Follow Up

- A. Cammett stated that rule changes were relatively quiet this year. Perez reviewed the concerns that led to the isolations of Items 311 (apprentice accountants), 321 (synchronized rosters), and 341 (costumes/clothing). Cutler stated that we need to define locker-room policies and costume policies that accommodate transgender athletes. Goldman reviewed the isolation of Item 316 (referee levels for qualifying competitions).
- B. Ladwig reported that he heard good comments about Club Education. Perez stated that the new committee chair training was outstanding. Raith stated that a SafeSport seminar will be done annually. Nemier also heard great things about the leadership seminar. Raith stated that a post-event survey will be circulated to get feedback for future planning. Many board members reported that they received positive feedback on the downtown location. Cammett notified the board that recognizing the honorees in the meeting received positive feedback, and Raith announced that we will try to do that every year going forward.
- C. Cammett reviewed a proposal to change the warm-up time for the juvenile girls and boys free skate and intermediate ladies and men's short program. Goldman then made the following motion:

<Request for Action> to approve amending **rule 2711 (page 142, Rulebook)** to reduce the warm-up times for the juvenile girls and boys free skate and the intermediate ladies and men's short program to five minutes, effective May 13, 2019. (15 yes, 0 no, 0 abstain, 0 absent)

- D. Cammett reviewed a request to put together a task force to establish guidelines for compensation of officials. Auxier provided additional information, and the board discussed the proposal and the concerns behind it. Auxier then made the following motion:

<Request for Action> to direct the Domestic Officials Recruitment and Management (DORM) Committee to create a task force to establish guidelines for potential compensation of officials for: (1) test sessions, (2) nonqualifying and qualifying competitions, (3) critiques, etc. The task force should: (1) review how other sports compensate their officials, (2) survey current compensation practices across the country among clubs and LOCs, (3) estimate the financial impact of compensating officials, and (4) produce a recommendation to the Board of Directors and the 2020 Governing Council. (15 yes, 0 no, 0 abstain, 0 absent)

- E. Goldman provided the board with an update on the micro-systems that are being developed for competitions using the International Judging System. Perez explained that rule changes will only be necessary if the recommendation is to accept third-party systems. This will be discussed further at the next board meeting.
- F. Engel brought up a privacy concern about having each official's city and state announced at the beginning of events and published in the results at every competition. Engel asked the board to request that

accounting and announcing delete that from the event requirements. Cammett then made the following motion:

<**Request for Action**> to direct the Competitions Committee to review and report back to the board regarding the policy on the announcement and publication of officials' cities and states at competitions. (15 yes, 0 no, 0 absent, 0 abstain)

G. Goldman requested that ACH deposits come with more information. Raith agreed to review this and come back to the board on May 28 with a solution.

III. Major Activities in 2019-20

Raith commented to the board that three major activities for this upcoming season are the new .org website, technology and the 100th Anniversary/Museum project.

IV. Appointment of Audit Committee

Cammett made the following motion:

<**Request for Action**> to approve the president's appointment of the following persons as members of the 2019-20 Audit Committee: Kristin Arneson Cutler, Winston Burbank, Jenna Longo (athlete) and Troy Goldstein (ex officio as treasurer). Cammett will confirm a fifth member soon. The committee will select its own chair. (There were no objections.)

V. Appointment of Compensation Committee

Cammett made the following motion:

<**Request for Action**> to approve the president's appointment of the following persons as members of the 2019-20 Compensation Committee: Heather Nemier (chair), Kristin Arneson Cutler, Colin McManus (athlete), and Troy Goldstein (ex officio as treasurer). (There were no objections.)

VI. New Business – None

VII. Closing Announcements and Adjournment

The next business meeting of the board will be via conference call on Tuesday, May 28, 2019, at 8 p.m. EDT.

Meeting concluded at 3:40 p.m. MDT

Submitted,



Gretchen Bonnie, Secretary