

U.S. Figure Skating Board of Directors

Conference Call Agenda – FINAL

Monday, September 14, 2020; 8:00PM ET

1. Welcome
2. Roll Call
3. Approval of Agenda/Conflict of Interest Disclosure
4. Approval of August 17, 2020 Board of Directors Minutes, ROA and September 2, 2020 ROA
5. Treasurer's Report
 - a. Year End Financials
 - b. Current
6. Events Update
 - a. 2021 Qualifying Season
 - i. Figure Skating
 - ii. Minimum Technical Scores
 - iii. Synchronized Skating
 - b. Skate America
 - c. 2021 U.S. Figure Skating Championships
7. DEI Task Force Update
8. Vice Presidents' Reports (Midwest, Pacific Coast, East)
9. Group Coordinators' Reports
 - a. Membership Development
 - b. Administrative/Legal
 - c. Athlete Services
 - i. General
 - ii. Athletes Advisory Committee
 - iii. Coaches
 - d. Technical and Officials
 - e. International
10. Executive Director's Report
 - a. 100th Anniversary update
 - b. NBC Sports Gold/Peacock
 - c. Travel Policy (covid-19) RFA
 - d. Other
11. New Business
12. Executive Session
13. Next Meeting – ZOOM Video Conference – Monday, October 12, 2020 – 8pm ET/5pm PT

**U.S. Figure Skating Board of Directors
via Video Conference
Monday, September 14, 2020, 8 p.m. EDT**

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, Colin McManus, Heather Nemier, Heather Paige, Elise Preston, David Raith (Executive Director), Karen Terry Perreault, Felicia Zhang (non-voting athlete)

Absent

Bobby Martin

Guests

Ramsey Baker (Executive Director's Report), Juliet Newcomer

I. Opening of the Board of Directors Meeting

- A. Cammett called the meeting to order and welcomed everyone.
- B. Bonnie took roll call, and a quorum was confirmed.
- C. The agenda was adopted.
- D. Cammett asked the members to disclose any conflicts of interest based on tonight's agenda. No conflicts were disclosed.
- E. The August 17 minutes were approved as presented.
- F. The August 17 and September 2 reports of action were approved as presented.

II. Treasurer's Report

- A. Goldstein reviewed the final statement of activities for fiscal year 2020 (July 1, 2019, through June 30, 2020).
- B. Goldstein reviewed the financials through the end of July 2020, including key drivers and the impacts of COVID-19.

III. Events Update

- A. Qualifying Season Update
 1. Bromley provided an update on the 2021 U.S. Figure Skating Championship Series presented by Toyota.
 2. Bromley presented the proposal for who would be required to meet the minimum total element scores for the 2021 Toyota U.S. Figure Skating Championships. Goldman provided information on the scores being considered and the rationales behind them. The board then discussed the pros and cons and agreed to follow up with an e-ballot.
 3. Bromley reviewed the plan for the reimagined 2020-21 synchronized skating season. There were no objections to the plan.
- B. Raith provided an update on Skate America, and Horen provided information on the ISU Grand Prix of Figure Skating athlete selection process for this season.
- C. Raith provided an update on the 2021 Toyota U.S. Figure Skating Championships.

IV. Diversity, Equity and Inclusion (DEI) Task Force Update

Cammett announced that she has asked Cutler to be a co-chair for the DEI task force, and U.S. Figure Skating's Senior Director of External Relations Barb Reichert is the staff lead. Cutler informed the board that Leatrice Bulls has agreed to be the other co-chair; and she, Bulls and Reichert have been working on selecting the other members of the task force and will send a list of 15 names to Cammett for approval this week.

V. Vice Presidents' Reports

- A. Midwest
 1. Cutler provided information on nonqualifying competitions being held in the Midwest this summer and reported that Skate Shakopee provides a good example for safety protocols.
 2. Cutler is hearing from clubs that are concerned about finances.
 3. Cutler announced that her next VP call is scheduled for September 23.
- B. Pacific Coast
 1. Engel notified the board that she will be attending the annual meeting for the Central California Interclub Association as an invited guest.

2. Engel announced that her next VP call is scheduled for September 22. The September VP calls will provide updates on the qualifying season and SafeSport, and Jeff Theiler from the U.S. Ice Rink Association will speak about club/rink relations.
- C. East
1. Nemier notified the board that she has received positive feedback on the website updates Michael Terry presented on her July VP call.
 2. Nemier reported that the John Smith Competition in North Carolina was held this past weekend and was very successful.
 3. Nemier announced that her next VP call is scheduled for September 24.
 4. Nemier reported on some concerns the vice presidents have received regarding this season's judges rules review. Perreault provided some additional feedback that she's received. Bromley provided information on how the rules review was created this season, and it was agreed that the specific concerns will be reviewed outside of the board call.

VI. Group Coordinators' Reports

- A. Membership Development
1. Preston informed the board that full membership is down about 18 percent to date when compared to last season, but Learn to Skate USA programs are starting to reopen.
- B. Administrative/Legal
1. Perreault provided an update on SafeSport reports since the last meeting.
 2. Perreault reported on the work of the USOPC Compliance and Audit (Governance) Working Group; and Flatt and Nemier provided additional information. Perreault stated that due to new USOPC requirements, changes in the board and Nominating Committee makeup will be necessary.
- C. Athlete Services
1. Goldman reviewed all of the documents that have been posted or updated on the website recently for singles, pairs, dance and synchronized. Goldman also provided information on this season's virtual Challenge Skate, and then reviewed some of the projects being done by the Memorial Fund Committee.
 2. Flatt provided an update on the work of the Athletes Advisory Committee.
 3. Paige reported that she and Martin continue to work with PSA and U.S. Figure Skating leadership with bi-weekly calls, and announced that the PSA is very excited to be going primarily virtual with its education.
- D. Technical and Officials
1. Bromley provided an update on the work of the Technical and Officials Group committees.
- E. International
1. Horen provided an update on the work of the International Group committees.
 2. Horen notified the board that the ISU has been updating a lot of documents on its website.

<9:44 p.m. EDT – Baker joined the meeting>

VII. Executive Director's Report

- A. Raith welcomed Baker to the meeting. Baker then explained the transition of the Figure Skating Pass from NBC Sports Gold to NBC's Peacock Premium.
- B. Baker provided an update on the work of the 100th Anniversary Working Group. Cammett and Goldstein provided additional information.
- C. Baker provided information on the potential for a new fund that will help support the association's DEI initiatives.

<10:09 p.m. EDT – Baker left the call>

- D. Raith reviewed the proposed change to the Travel Policy regarding driving in lieu of flying. Cutler then made the following motion.

<**Request for Action**> to add the following language to **sections 4.5, 12.2.7, and 13.1.3** of the U.S. Figure Skating Travel and Expense Policy as follows: COVID-19 UPDATE (until further notice) – Travelers will be allowed to drive their car or a rental car as they desire to allow for safety during this time and be reimbursed to actual cost based on mileage policy as long as Traveler receives prior approval by LOC. LOC reserves right to cap actual mileage if it exceeds cost of a round trip airline ticket. (14 yes, 0 no, 0 abstain, 1 absent)

- E. Raith informed the board that the November 7 board meeting will not be held in-person but is still expected to be a full-day meeting via video conference, and asked the board members to plan accordingly.

VIII. New Business – None

<10:13 p.m. EDT – Newcomer left the meeting>

IX. Executive Session – Legal matters

<10:27 p.m. EDT – Raith left the meeting>

<**Request for Action**> Approved annual executive director goals and expectations as presented by the Compensation Committee. (14 yes, 0 no, 1 absent)

X. Closing Announcements and Adjournment

The next regularly scheduled business meeting of the board will be via video conference on Monday, October 12, 2020, at 8 p.m. EDT.

Meeting concluded at 10:35 p.m. EDT

Submitted,

A handwritten signature in blue ink that reads "Gretchen Bonnie". The signature is written in a cursive style.

Gretchen Bonnie, Secretary