

U.S. Figure Skating Board of Directors

Meeting Agenda

Monday, March 15, 2021; 8:00PM ET

Via Video Conference

1. Welcome / Roll Call
2. Approval of Agenda/Conflict of Interest Disclosure
3. Approval of Feb. 20, 2021 Board of Directors Minutes and ROA
4. President's Update
 - a. General
 - b. Foundation Meeting (*March 9, 2021*)
5. Treasurer's Report
6. DEI Task Force Update
7. Governance Working Group RFA & Communication Plan Update
8. IT Budget Allocation and Business Plan Draft Update
9. Vice Presidents' Reports (Pacific Coast, Eastern, Midwestern)
 - a. Eastern
 - i. Standing Rules
 - ii. Timeline
 - b. Midwestern
 - c. Pacific
10. Group Coordinators, AAC and Coach Reports
 - a. Athlete Services
 - b. Technical & Officials
 - i. General
 - ii. Event Sanctions RFA
 - iii. Collegiate and Synchro Fee Structure RFA
 - c. AAC
 - d. Coaches
 - e. Membership
 - f. Admin/Legal
 - i. General
 - ii. Background Check and SafeSport training for prospective officials RFA

- g. ISU Report
 - i. General
 - ii. 2022 ISU Congress
 - iii. World Championships 2021
- 11. Officials Nominations/Promotions to ISU (Executive Session)
- 12. Executive Director Report
 - a. Governing Council
 - b. U.S. Championships
 - c. 100 years, Sponsorship Sales, etc.
- 13. New Business
- 14. Executive Session
- 15. Next Meetings (via Video Conference)
 - **Monday, April 5, 2021**; 8pm ET (Meeting Book Meeting)
 - **Monday, April 26, 2021**; 8pm ET (proposed, to be confirmed during BOD meeting discussion)

**U.S. Figure Skating Board of Directors
via Video Conference
Monday, March 15, 2021, 8 p.m. ET**

Present

Kristin Arneson Cutler, Samuel Auxier (Past President), Ramsey Baker (Executive Director David Raith's designee), 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, Karen Terry Perreault, Felicia Zhang (non-voting athlete)

Absent

David Raith (Executive Director)

Guests

U.S. Figure Skating staff members Charles Chow and Bob Dunlop for the IT update, and John Anderson and Juliet Newcomer

I. Opening of the Board of Directors Meeting

- A. Cammett welcomed everyone and called the meeting to order.
- 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 today's agenda. Bromley, Engel and McManus disclosed that they are on the list of officials' nominations/promotions approved last season.
- E. The February 20 minutes were approved as presented.
- F. The February 20 report of action was approved as presented.

II. President's Update

- A. Cammett thanked everyone for the ongoing work to reimagine programs and opportunities during the pandemic.
- B. Cammett, Auxier and Goldstein provided an update on the U.S. Figure Skating Foundation meeting that was held on March 9.

III. Treasurer's Report

- A. Goldstein reviewed the financial statement of activities through January 31, 2021, including key drivers and the impacts of COVID-19.
- B. Goldstein provided an update on PPP loans.

IV. DEI Task Force Update

Cutler, co-chair of the DEI Task Force, reviewed the most recent task force meeting, which took place on March 10. Projects of the task force include reviewing the Gender Policy, adding a web page for DEI with information about the task force and its work, and preparing for an educational webinar for Governing Council.

V. Governance Working Group Update

- A. Perreault notified the board that the proposal has been presented to the committee chairs and Athletes Advisory Committee. The next meeting is on March 17 and is for club leadership, and then information will be presented on the March VP calls.
- B. Perreault explained how the Nominating Committee member nominations will be managed this season given the governance proposal. Nemier then made the following motion:

<Request for Action> to amend **rule NCR 2.02** for 2021 only regarding the election of members of the Nominating Committee as follows:

NCR 2.02 To be eligible for election to the Nominating Committee as one of the members referred to in Article XV, Section 1(A)(i), of the U.S. Figure Skating bylaws, a member must submit their name to the U.S. Figure Skating secretary on the election form provided by U.S. Figure Skating headquarters no later than ~~April 1~~ May 10 along with the following:

- A. A biography.
- B. A statement of qualification to serve, including residence and home club membership. In the case of an individual member, evidence of residency may be required.

As soon as possible following the ~~April 4~~ May 10 deadline, the names along with resumes and statements of qualification of candidates for election to the Nominating Committee will be published on the Nominating Committee page of the U.S. Figure Skating website. (15 yes, 0 no, 0 abstain, 0 absent)

Implementation date: Immediate, and for 2021 only

<8:23 p.m. ET – Charles Chow and Bob Dunlop joined the meeting>

VI. IT Budget Allocation and Business Plan Draft Update

Dunlop reviewed the goals and benefits of the Event Management System (EMS). Chow then reviewed the budget request and the timeline to monetize the system, Dunlop reviewed next steps, and Chow addressed other opportunities and additional responsibilities. Following the presentation, the board asked questions.

<9:18 p.m. ET – Charles Chow and Bob Dunlop left the meeting>

The board discussed the information and budget implications in depth. Goldstein then made the following to motion:

<**Request for Action**> to retain the spend of IT for FY 2022 at 1.4 million and revisit it 6 months into the fiscal year to see if an additional investment should be made. (15 yes, 0 no, 0 abstain, 0 absent)

VII. Vice President Reports

A. Eastern Vice President

1. Nemier reviewed her February VP call, which was primarily an update on national programs with John Cole, Elise Preston and the applicable subcommittee chairs, and a review of the strategic plan updates, with Kevin Winston presenting.
2. Nemier notified the board that her next VP call will be held next week and will focus on the governance proposal.
3. Nemier reported that she is starting to receive reports from in-person competitions again.
4. Nemier reviewed the proposed convention standing rules for Governing Council, and XXX made the following motions:

<**Request for Action**> to approve the Convention Standing Rules for the 2021 Governing Council meeting as presented. (15 yes, 0 no, 0 abstain, 0 absent)

5. The board discussed the need to clearly communicate a deadline to isolate the Convention Standing Rules. Newcomer agreed to review this with the parliamentarian and legal counsel.
6. Nemier reviewed the timeline for Governing Council.

B. Midwestern Vice President

1. Cutler reviewed her February VP call which covered the same topics as the Eastern VP call with the same presenters.
2. Cutler notified the board that her next VP will also be held next week and will also focus on the governance proposal.
3. Cutler is hearing about more in-person competitions.

C. Pacific Coast Vice President

1. Engel reviewed her February VP call, which covered the same topics as the Eastern and Midwestern VP calls with the same presenters, except that Engel reviewed the strategic plan updates because Kevin Winston was unavailable.
2. Engel notified the board that she is also starting to receive invitations for virtual and in-person events.
3. Engel notified the board that the next VP calls will be held on March 23 and will also focus on the governance proposal.

VIII. Group Coordinator, Athletes Advisory and Coach Reports

A. Athlete Services

1. Goldman notified the board that the ISU has posted the singles and pairs short program requirements for 2021-22, and the corresponding U.S. Figure Skating charts should be posted by the end of this week.
2. Goldman announced that the Athlete High Performance Development Team has been named, and juvenile and intermediate athletes are starting to compete this Thursday.

B. Technical and Officials

1. Bromley reviewed two sanction requests and then made the following motions:

<**Request for Action**> to approve a sanction for the 2021 U.S. Collegiate Figure Skating Championships, July 25-31, 2021; Aston, Pa.; IceWorks SC. (15 yes, 0 no, 0 abstain, 0 absent)

<**Request for Action**> to approve a sanction for the 2022 U.S. Synchronized Skating Championships; March 2-5, 2022, in Colorado Springs, Colorado. The event will be hosted by U.S. Figure Skating at the Broadmoor World Arena. (15 yes, 0 no, 0 abstain, 0 absent)

2. Bromley reviewed the recommendation of the Competitions Committee, in consultation with the national vice chair of the Collegiate Skating Subcommittee, to eliminate the grant to the LOC and replace it with the following entry fee for the 2021 U.S. Collegiate Figure Skating Championships:

- \$250/entry to LOC, plus a \$10 admin fee/entry to be retained by U.S. Figure Skating.

Bromley then made the following motion:

<**Request for Action**> to approve the recommendation of the Competitions Committee for the entry fees for the 2021 U.S. Collegiate Figure Skating Championships. (15 yes, 0 no, 0 absent, 0 abstain)

Bromley also announced that the scholarships will double this year because the event was not held last year, and no scholarships were awarded.

3. Bromley reviewed the following recommended entry fees for the 2022 synchronized skating qualifying season:

- \$300/team for nonqualifying levels to the respective sectional championship LOC
- \$600/team for qualifying levels (split equally between the respective sectional championship LOC and the U.S. Synchronized Skating Championships LOC)
- An additional \$10/skater to the U.S. Synchronized Skating Championships LOC
- \$25/team will be charged on top of the entry fees and skater fee and will be retained by U.S. Figure Skating

Bromley then made the following motion:

<**Request for Action**> to approve the recommendation of the Synchronized Skating Competitions Subcommittee for the entry fees for the 2022 synchronized skating qualifying season. (15 yes, 0 no, 0 absent, 0 abstain)

4. Bromley reviewed a Competition Town Hall that was held on March 10 and announced that we will once again plan to hold eight competitions for the U.S. Figure Skating Championship Series.
5. Bromley provided updates on the work being done by the Technical and Officials Group committees.
6. Bromley provided an update on an international official who didn't meet the technical panel requirements to maintain domestic appointments. Horen then discussed the effect on the corresponding ISU appointments and next steps.

C. Athletes Advisory Committee (AAC)

Flatt reviewed the most recent meeting of the Athletes Advisory Committee on March 4. The meeting focused on a review of the governance proposal and was also open to athletes who are interested in serving on the committee. Flatt announced that the deadline to submit interest to serve on the Athletes Advisory Committee is 11:59 p.m. Eastern Time tomorrow (March 16).

D. Coaches

Martin and Paige had no substantive updates since the Feb. 20 meeting.

E. Membership Development Group

1. Preston reported that U.S. Figure Skating membership is down about 13.2 percent down compared to the same time last season.
2. Preston also announced that Learn to Skate USA has surpassed 60,000 members, which is an increase since the last meeting, and expects the number to keep increasing.

3. Preston informed the board that the National Theatre On Ice competition that was scheduled for June has been canceled after gathering information from teams that participated last time the event was held. Preston then reviewed the events that are being planned in place of the competition.

F. Administrative/Legal

1. Perreault provided an update on grievance, ethics and SafeSport reports and cases since the last meeting.
2. Perreault reviewed the SafeSport education and training opportunities that have been provided to members over the past year. The board then had an in-depth discussion about ongoing challenges.
3. Perreault reviewed a recommendation from the SafeSport Committee to add prospective officials to the types of members that need to meet compliance requirements. Perreault then made the following motion:

<**Request for Action**> to approve a policy, effective with the 2021-22 membership season that background checks (paid for by the individual) and SafeSport training are mandatory for U.S. Figure Skating prospective officials. (15 yes, 0 no, 0 abstain, 0 absent)

G. International

1. Horen reminded the board that the 2022 World Figure Skating Championships are scheduled to take place next week and reported that the officials who were selected for the Olympic Winter Games will serve as the officials for the World Championships.
2. Horen notified the board that the World Team Trophy is scheduled to take place in April. The officials have been selected, and the skaters will be selected soon.
3. Horen informed the board that the ISU will follow the regular procedures to qualify spots for the 2022 Olympic Winter Games.
4. Horen provided an update on the expectations for the ISU Global Seminar in Frankfurt.
5. Horen notified the board that the 2021 ISU Congress has been postponed to 2022 in the same location in Thailand.
6. Horen reported that the Grand Prix members have started discussions about the 2021 Senior Grand Prix.

<Todd Bromley, Janis Engel and Colin McManus recused themselves from the meeting for the next item on the agenda>

IX. Officials Nominations/Promotions to ISU – Executive Session

<**Request for Action**> to approve submitting the candidates recommended by the International Officials Management Subcommittee to test for promotions at the ISU Global Seminar in Frankfurt, Germany, in July 2021. (12 yes, 0 no, 0 abstain, 3 recusals, 0 absent)

<**Request for Action**> to approve submitting the candidate recommended by the International Officials Management Subcommittee to test for promotion to ISU singles/pairs judge in Oberstdorf, Germany, in September 2021. (12 yes, 0 no, 0 abstain, 3 recusals, 0 absent)

<Todd Bromley, Janis Engel and Colin McManus returned to the meeting>

X. Executive Director’s Report

Baker presented the Executive Director’s Report on Raith’s behalf:

- A. Baker reviewed some of the plans for the 2021 Governing Council meeting.
- B. Baker provided an update on the Centennial Celebration and what to expect next.
- C. Baker reviewed the upcoming TV schedule for the World Figure Skating Championships and reported that advertising inventory is sold out for the remainder of the season.
- D. Baker notified the board that almost 1,000 people participated in the Virtual 5K, and nearly \$20,000 was raised for the Memorial Fund.
- E. Baker announced that the “Life in Synchro” documentary has been approved to air on PBS.
- F. Baker notified the board that he is waiting for some additional feedback from the USOPC for the board assessment.
- G. Baker provided an update on the 2022 Toyota U.S. Figure Skating Championships in Nashville, Tennessee.
- H. Baker reported that staff will be recognizing the one-year anniversary of working remotely on Wednesday afternoon.

XI. New Business – None

XII. Executive Session – None

XIII. Closing Announcements and Adjournment

The next business meetings of the board will be via video conference on Monday, April 5, 2021, at 7 p.m. ET, and Monday, April 26, 2021, with the time to be confirmed. The latter meeting was originally scheduled for Wednesday, April 28, 2021.

Meeting concluded at 11:10 p.m. ET

Submitted,

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

Gretchen Bonnie, Secretary