

U.S. Figure Skating Board of Directors

Meeting Agenda – FINAL

Monday, April 26, 2021; 12 noon - 6 p.m. ET

Via ZOOM Video Conference:
See meeting login information at the end of the Agenda

1. Welcome / Roll Call
2. Approval and adoption of Agenda/Conflict of Interest Disclosure
3. Approval of April 5, 2021 Board of Directors Meeting Minutes and ROA
4. President's Update
5. Treasurer's Report
 - a. Financials – 3Q
 - b. Budget Presentation – Financial Town Hall Preview – Wednesday, April 28
6. Diversity, Equity and Inclusion
 - a. Governing Council DEI seminar preview
 - b. U.S. Figure Skating Gender Policy
 - c. DEI Board education
 - d. U.S. Figure Skating Diversity, Equity and Inclusion Policy development
 - e. Mabel Fairbanks Skatingly Yours Fund scholarships
7. 2021 U.S Adult Figure Skating Championships
8. Membership Update
9. PSA/U.S. Ice Rinks Reports
 - a. PSA
 - b. U.S. Ice Rink Association

(15-minute Break)

10. 2021 Governing Council Update
 - a. General
 - b. RFA/Isolations/New Business updates
 - c. Review of seminar and meeting schedules, Agendas/Procedures
 - d. Sectional Caucuses/VP Reports
 - i. Eastern
 - ii. Midwestern
 - iii. Pacific

11. Group Coordinators and AAC Reports
 - a. Athlete Services
 - i. RFAs 103 and 104 Reconsideration
 - b. AAC
 - c. Coaches
 - d. Technical & Officials
 - i. National Appointments/National Honorary Appointments RFA
 - e. Membership
 - i. RFA 206 Reconsideration
 - f. Admin/Legal

12. ISU Update
 - a. General
 - b. Athlete Release Requests
 - c. WTT 2021
 - d. 2021 GP Series and skater selection (Criteria and Selection Meeting)
 - e. 2024 ISU Congress

(20-minute Break)

13. Executive Director's Report
 - a. 100th Anniversary
 - b. Sponsorship/Marketing
 - c. USOC/Beijing 2022/NGBC Update
 - d. 2022 Governing Council Location Update
 - e. 2021-2022 BOD Meeting Schedule

14. New Business

15. Executive Session

16. Closing Announcements and Adjournment

17. Next meeting of the Board of Directors, Saturday & Sunday, June 12-13, 2021; 9 a.m. – 5 p.m. CT (Sat.) and 9 a.m. – 11:30 a.m. CT (Sun.) – In-Person (Nashville, Tennessee)

U.S. Figure Skating Board of Directors
Via Video Conference
Monday, April 26, 2021; 12 noon EDT

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)

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

Absent

David Raith (Executive Director)

Guests

For the full meeting: U.S. Figure Skating staff members John Anderson and Juliet Newcomer; for the 2021 U.S. Adult Figure Skating Championships report: Kristin Abbott (Chair, Sports Sciences and Medicine Committee), Kathleen Krieger (Chair, Competitions Committee) and staff member Bob Dunlop; and for the Governing Council Update: staff member Kelly Vogtner.

I. Opening of the Board of Directors Meeting

- A. Cammett welcomed everyone to the meeting.
- B. Bonnie took roll call, and a quorum was confirmed.
- C. Cammett asked the members to disclose any conflicts of interest based on today's agenda. Bromley and Perreault disclosed that they each have a conflict with the national appointments/national honorary appointments request for action. Nemier disclosed that she will have a conflict if the position of Eastern Vice President is discussed.
- D. The April 5, 2021, minutes were approved as presented.
- E. The April 5, 2021, report of action was approved as presented.

II. President's Update

Cammett acknowledged that this is the last meeting where all members of the current board will meet together and thanked everyone for working so hard throughout the season. Cammett also recognized Bonnie as an outgoing board member. (Bonnie has to leave early, so she won't be on the meeting at the end when the other outgoing board members are recognized.)

III. Treasurer's Report/Budget Overview

Goldstein reviewed the updates to the Statement of Activities and key line items since the April 5 board meeting. Due to responsible spending and recent increases in revenue resulting from membership picking up and sponsorship payments coming in, the association remains on sound financial footing.

IV. Diversity, Equity and Inclusion

- A. Cutler provided a preview of the DEI seminar being held tomorrow, Tuesday, April 27, which will focus on helping club leaders foster diverse, equitable and inclusive environments.
- B. Cutler informed the board that members of the DEI Task Force are working with the chair of the Sports Sciences and Medicine Committee to review and, if needed, update the U.S. Figure Skating Gender Policy.
- C. Cutler notified the board that there will be another DEI training session for the board members at the June meeting.
- D. Cutler reported that work on the U.S. Figure Skating Diversity, Equity and Inclusion Policy is still ongoing as the new staff member is a necessary part of this work.
- E. Cutler notified the board that Lindsay Thorngren (Up and Coming Award) and Samuel Eckenroed (Developmental Award) were announced as additional winners of the Mabel Fairbanks Skatingly Yours Fund scholarships. Cutler noted that many of the candidates had done extensive research about Fairbanks and that the award would be beneficial to skaters learning more about our history.

V. Membership Update

Preston reviewed why the annual Learn to Skate USA membership growth isn't consistently translating to U.S. Figure Skating membership growth and reviewed plans to address this beginning next season. Plans include the introduction of FitSkate, Alumni Connect and highlighting current programs, i.e., Theatre On Ice, expanding awareness of what is available. The board discussed the information in depth.

<1 p.m. EDT – Theiler joined the meeting>

VI. ISU Update

- A. Horen reviewed the 2021 World Team Trophy.
- B. Horen notified the board that the Grand Prix members have a meeting scheduled on April 28 to review the selections criteria for the Grand Prix events. Horen then reviewed the criteria in a typical season and where changes might need to be made.
- C. Horen informed the board that we have not yet received any new release requests from any athletes for the 2021-22 season.
- D. Horen notified the board that the ISU has announced a decision to postpone the ISU Global Seminar in Frankfurt from early July until late August.
- E. Horen reviewed the international competitions that are planned to be held in the United States this summer and fall.
- F. Horen provided information on the expected locations for the 2022 ISU Congress and the 2024 ISU Congress.

VII. PSA/U.S. Ice Rink Reports

- A. Professional Skaters Association
 1. Santee provided information based on his experience on the rink management side and how that affects the progress of Learn to Skate USA members. Santee also addressed the growth of girls' hockey and how it is affecting figure skating membership in some areas of the country.
 2. Santee reported that the PSA has been very busy. The PSA moved all programs virtually beginning with the summit last year and is doing better financially than anticipated. Santee notified the board that PSA membership is only down about 3.5 percent from last year's final number.
 3. Santee informed the board that the PSA is getting ready for its second virtual summit and reviewed some of the planned presentations. Santee also reported that the theme for this season's summit is "team". The PSA is not planning any live events before the fall.
 4. Santee reported that the PSA has also formed a DEI Committee and many members of the PSA Committee are also on the U.S. Figure Skating DEI Task Force.
- B. U.S. Ice Rink Association
 1. Theiler reported that the U.S. Ice Rink Association's membership has rebounded significantly, and he is happy with where the membership sits at this point. A lot of rinks are looking to reengage with the association.
 2. Theiler notified the board that the U.S. Ice Rink Association continues to offer online courses, which continue to be well received and well attended. The association is also starting to schedule some in-person training classes beginning in August.
 3. Theiler reported that seven rinks closed in 2020 due to financial issues. Two have since reopened, and eight new rinks were also built and opened in 2020, with 13 new sheets of ice. In 2021, 10 more rinks are scheduled to open, with 15 new sheets of ice. In 2022, seven more rinks are scheduled to open, and there are also some new rinks expected to open in 2023.
 4. Theiler recognized and thanked the U.S. Figure Skating representatives who serve on the U.S. Ice Rink Association's Board of Directors along with U.S. Figure Skating staff and volunteers.

<1:35 p.m. EDT – Newcomer, Santee and Theiler were moved to the waiting room>

<1:43 p.m. EDT – Anderson and Baker were moved to the waiting room>

VIII. Executive Session

<The board reviewed and provided a status of the Compensation Committee's recommendations regarding the Executive Director for the past season.>

<1:54-2:10 p.m. EDT – Break, Bonnie left the meeting>

IX. Group Coordinator, AAC and Coach Reports and Requests for Action

A. Athlete Services

1. Goldman reviewed the competition that her club held this past weekend and shared the positive feedback she received from the participants.
2. Goldman reported that all of the committee chairs from the Athlete Services Group are continuing in their positions for another year, and she is excited that these committees will be able to continue their work from this season.
3. Goldman reviewed the updated information for Items 103 and 104, which were referred back to the Singles Development & Technical Committee on April 5. Goldman then made the following motion:

<Request for Action> to approve Items 103 and 104 as presented in the 2021 Governing Council Meeting Book. (See the April 26 Report of Action for the detailed action.) (14 yes, 0 no, 0 abstain, 1 absent)

B. Athletes Advisory Committee

1. Flatt reported that the final AAC meeting for the season was held last week and reviewed the topics that were covered, including preparations for Governing Council.
2. Flatt notified the board that the AAC is collecting end-of-year feedback from its members. Flatt also announced the election results for 2021-22 leadership positions, and notified the board members that the committee has gathered interest from athletes who would like to serve on committees and can provide that information to committee chairs.
3. Flatt announced that the AAC will be holding two fundraising events in connection with Governing Council: 1) trivia that will begin as soon as the meeting ends on Saturday night for a cost of \$10 per ticket; and 2) a silent auction that will run from Friday until the end of the day on Saturday and will include three different packages of items.
4. Flatt also provided updates on other projects including the 3A awards; the AAC page on the website, and the status of videos that are being created to address the AAC initiatives.

C. Coaches

1. Paige reported that tryouts are starting up across the country for synchronized teams, which is a positive step toward normalcy.
2. Martin thanked everyone for the positive experience during his service on the Board of the Directors.

D. Technical and Officials

1. Bromley reviewed the work of the Technical and Officials Group committees since the April 5 board meeting.

<Executive Session>

<Bromley and Perreault were each moved to the waiting room for the discussion where each had a conflict of interest and returned to the meeting for the discussions where they didn't have a conflict. Horen was also moved to the waiting room as a non-voting member and returned to the meeting at the end of the executive session.>

2. The board reviewed and approved recommendations for national appointments and honorary national appointments, accepted national resignations and acknowledged vacated national appointments.

<End Executive Session>

3. Bromley informed the board that U.S. Figure Skating is still sending auto-reminders to officials who are signed up for competitions or test sessions regarding the COVID-19 safety policy.

<3:07 p.m. EDT – Abbott, Dunlop and Krieger joined the meeting>

X. 2021 U.S. Adult Figure Skating Championships

- A. Dunlop reviewed the timeline for making a decision on whether to hold the 2021 U.S. Adult Figure Skating Championships. Dunlop then reviewed the results of an anonymous, voluntary athlete survey, as well as the Michigan requirements for hosting events, and the positivity rates and new cases in Oakland County (where the event is scheduled to be held).

- B. Abbott provided additional information on what the positivity rates and new cases mean for the event, and what else will factor into the “go/no-go” decision.

<3:20 p.m. EDT – Abbott left the meeting>

- C. Dunlop provided a final summary on how the “go/no-go” decision will be made for the 2021 U.S. Adult Figure Skating Championships, and who will be involved in making that decision so that it can be communicated on May 10 as previously announced. Dunlop and Krieger then answered questions. The board thanked Dunlop, Krieger and Abbot for the updated information.

<3:26 p.m. EDT – Dunlop and Krieger left the meeting>

XI. Group Coordinator Reports and Requests for Action, continued

A. Membership Development

1. Preston notified the board that she anticipates a dispute for one of the new clubs being proposed at Governing Council and is prepared to address this dispute. Preston also informed the board that the Membership Development Group is reviewing the process for approving new clubs.
2. Preston reviewed the proposed revisions to Item 206, which was referred back to the Adult Skating Committee on April 5. Preston then made the following motion:

<Request for Action> to approve Item 206 as revised and presented by the Adult Skating Committee. (See the April 26 Report of Action for a detailed report of the updated action.) (14 yes, 0 no, 0 abstain, 1 absent)

B. Administrative/Legal

1. Perreault provided an update on SafeSport reports since the last board meeting.
2. Cammett notified the board she is appointing William Tran as the SafeSport Committee chair for the 2021-22 season.

<3:40-3:55 p.m. EDT – Break>

XII. Governing Council Update

- A. Nemier provided information regarding a meeting that took place last Thursday morning to review the isolations. Nemier also provided information on the plans for Thursday’s Governance Seminar and asked board members to let the working group members know if they would like to speak on any topics.
- B. Nemier reviewed the isolations to the standing rules. The board discussed the two isolations. Nemier then made the following motion:

<Request for Action> to approve the following amendment to the Standing Rules for the 2021 Annual Governing Council Meeting: Conduct of the Governing Council Business Meeting:

Discussion on any ~~subject~~ isolation or any item of new business will not exceed 15 minutes, and no individual speaker will exceed 3 minutes, unless consent of the chair is obtained. (14 yes, 0 no, 0 abstain, 1 absent)

<4:25 p.m. EDT – Vogtner joined the meeting>

- C. The board discussed the isolations of Items 79 and 80 from the board reports of action. The board then discussed the isolations of Item 303 and 304, and Bromley made the following motion:

<Request for Action> to approve the following amendment to Item 303 in the 2021 Governing Council Meeting Book:

4104 C.2.c. Proctors must watch the test performance, verify that the full performance was completed on the date and time indicated in the athlete’s recording and complete the performance affidavit, verify that the performance was attempted as a single continuous recording, ~~and verify that the submitted video has not been altered~~ and is the stated performance. (14 yes, 0 no, 0 abstain, 1 absent)

- D. The board reviewed the isolations of the bylaws revision.

- E. The board reviewed the Governing Council schedule, including the planned seminars, and discussed the agenda for the sectional caucuses.
- F. VP reports
 - 1. Eastern
 - a. Nemier reviewed the book meeting for the Eastern Section, which was held on April 15. The biggest item of discussion was virtual testing.
 - b. Nemier announced that the Eastern Sectional Caucus will be Friday evening at 7 p.m. EDT, and reviewed some of the topics.
 - 2. Midwestern
 - a. Cutler reviewed the book meeting for the Midwestern Section, which was held on April 14.
 - b. Cutler announced that the Midwestern Sectional Caucus will be Friday evening at 8:30 p.m. EDT.
 - 3. Pacific Coast
 - a. Engel reviewed the book meeting for the Pacific Coast Section, which was held on April 13.
 - b. Engel announced that the Pacific Coast Sectional Caucus will be Friday evening at 7:00 p.m. PDT.

<5:39 p.m. EDT – Vogtner left the meeting.>

XIII. Executive Directors Report

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

- A. Baker notified the board that the interactive timeline for the 100-year anniversary that has been launched on the website for the Centennial Celebration has received positive feedback. Ramsey also announced that a podcast series for the 100-year anniversary will begin to be released later this week.
- B. Baker provided an update on sponsorship.
- C. Baker announced that Figure Skating in Harlem (FSH) and Founder/Executive Director Sharon Cohen have been recognized as the Continent Winner for the 2021 IOC Women in Sport Award, and are now being considered for the global award.
- D. Baker reviewed the Athlete Marketing Program (AMP), which is a new pilot program of the USOPC that allows athletes, based on set criteria outlined by the USOPC, to be included in group marketing efforts and individual marketing efforts with various Olympic partners.
- E. Baker announced that the USOPC has hired a new chief communications officer who previously worked for The Coca-Cola Company.
- F. Baker notified the board that the NGBs and USOPC Olympic properties have been holding meetings to discuss how all the organizations can work more closely together.
- G. Baker addressed messaging regarding the 2022 Olympic Winter Games in Beijing. Baker also addressed the IOC's position on athlete protests for all Olympic Games.
- H. Baker notified the board that U.S. Figure Skating staff members are participating in various NGB Council working groups. These are part of efforts that started during the pandemic to have more collaboration amongst the NGBs.
- I. Baker notified the board about the work being done to place the 2022 Governing Council meeting.
- J. Baker reviewed the schedule for the 2021-22 Board of Directors meetings.

<6 p.m. EDT – Flatt left the meeting>

XIV. New Business

Cammett recognized Bonnie, Perreault and Martin as outgoing board members and thanked them for all of their hard work and time.

XV. Closing Announcements and Adjournment

The next business meeting of the board will be in person, June 12-13, 2021, in Nashville, Tennessee, from 9 a.m. to 5 p.m. CT on Saturday, and 9 a.m. to 11:30 a.m. CT on Sunday.

Meeting concluded at 6:05 p.m. EDT

Submitted,



Gretchen Bonnie, Secretary