

U.S. Figure Skating Board of Directors

Meeting Agenda – FINAL

Monday, August 9, 2021; 8:00 p.m. ET

Via ZOOM Video Conference:

1. Welcome / Roll Call
2. Approval of Agenda/Conflict of Interest Disclosure
3. Approval of June 12/13 and June 24, 2021, Board of Directors Meeting Minutes and ROA
4. President's Update
5. Treasurer's Report
 - a. Year End Close
 - b. Audit Preparation
6. Vice President's Reports
 - a. Eastern
 - b. Midwestern
 - c. Pacific
7. Executive Session
8. Executive Director Report
9. Governance Working Group
 - a. Nominating Committee Procedures Document
 - b. Independent Directors Document
10. Diversity, Equity and Inclusion Task Force Update
11. Group Coordinators and AAC Reports
 - a. Athlete Services
 - i. Singles/Pairs/Dance Minimum Scores
 - b. AAC
 - c. Coaches
 - d. Technical & Officials
 - i. Qualifying Season
 - ii. Mask Mandate Policy Update
 - e. Membership
 - f. Admin/Legal
12. ISU Update
 - a. General
 - b. Selection Procedures
 - c. 2021 GP Series
 - i. Skater Selection

- ii. Event Logistics (COVID planning)
- d. Frankfurt Seminar – Cancellation/Impact/Appointments

13. New Business

14. Next meetings of the Board of Directors via ZOOM Video Conference: **Monday, September 13, 2021** – 8 p.m. ET/5 p.m. PT and **Monday, October 11, 2021** – 8 p.m. ET/5 p.m. PT

**U.S. Figure Skating Board of Directors
via Video Conference
Monday, August 9, 2021, 8 p.m. ET**

Present

Kristin Arneson Cutler, Samuel Auxier (Past President), Ramsey Baker (Executive Director), Todd Bromley, Anne Cammett (President), Janis Engel, Rachael Flatt, Lynn Goldman, Troy Goldstein, Jaclyn Helms, Bob Horen (ISU Representative), Jenna Longo (non-voting athlete), Colin McManus, Kimberley Moore, Heather Nemier, Heather Paige, Elise Preston, Todd Sand, Felicia Zhang

Guests

U.S. Figure Skating staff members John Anderson and Juliet Newcomer

I. Opening of the Board of Directors Meeting

- A. Cammett called the meeting to order and welcomed everyone.
- B. Moore took roll call, and a quorum was confirmed.
- C. The agenda was adopted with one modification to add a topic on the U.S. Ice Rink Association to the President's Update.
- D. Cammett asked the members to disclose any conflicts based on tonight's agenda. No conflicts were disclosed, but Cammett notified the board that she will move Preston to the meeting waiting room when the U.S. Ice Rink Association is discussed.
- E. The June 12-13 and June 24, 2021, minutes were approved as presented.
- F. The June 12-13, 2021, report of action was approved as presented.

II. President's Update

- A. Cammett reported that it's nice to have events taking place again, and the association will continue to adjust to the changing landscape.

<8:10 p.m. ET – Preston was moved to the waiting room>

<8:15 p.m. ET – McManus joined the meeting>

- B. The board discussed potential nominees for U.S. Figure Skating's representatives to the Board of Directors of the U.S. Ice Rink Association. Cammett agreed to put together a working group to research additional nominees for the second appointed position. Goldstein then made the following motion:

<Request for Action> to approve the president's appointment of Elise Preston as a U.S. Figure Skating representative to the Board of Directors of the U.S. Ice Rink Association. (14 yes, 0 no, 0 abstain, 1 absent)

<8:23 p.m. ET – Preston returned to the meeting>

III. Treasurer's Report

- A. Goldstein reviewed the financials through the end of fiscal year 2021, including key drivers and the impacts of COVID-19.
- B. Goldstein notified the board that Sharon Hatcherson was elected as the chair of the Audit Committee, and field work for the audit is scheduled to take place September 13-24.

IV. Vice Presidents' Reports

- A. East
 1. Nemier reviewed her June 22 VP meeting, which covered club kick-off and SafeSport, with Susi Wehrli McLaughlin and Shelbi Meyer presenting.
 2. Nemier notified the board that her next VP meeting will be on August 18 and will cover a qualifying season update with Bromley, an alumni connect and Excel Festival review with Preston, and an update on the governance restructure with Kelly Vogtner.
 3. Nemier reviewed the Philadelphia Summer Championships and 2021 U.S. Collegiate Figure Skating Championships. Nemier also provided an update on the renovations of the rinks in Lake Placid.
 4. Nemier notified the board that she continues to receive feedback about frustrations members are experiencing with EMS.
- B. Midwest
 1. Cutler reviewed her June 23 VP meeting, which covered the same topics as the Eastern VP meeting.

2. Cutler notified the board that her next VP meeting will be on August 18 and will cover the same topics as the Eastern VP meeting.
 3. Cutler notified the board that the September calls will be September 21-23 and will probably pull in some of the chief referees from the early qualifying events.
 4. Cutler also recognized the coaching community for helping to keep competitions running smoothly during a period of changing COVID protocols.
- C. Pacific Coast
1. Engel reported that her June VP meeting covered the same topics as the Eastern and Midwestern VP meetings.
 2. Engel notified the board that her next VP meeting will be on August 17 and will cover the same topics as the Eastern and Midwestern VP meetings.
 3. Engel reviewed the Dance Camp, which was held in conjunction with Chesapeake Open and was well attended, as well as a couple of other competitions she was able to attend.
 4. Engel provided additional feedback on the concerns she's hearing about EMS.

<8:40 p.m. ET – Newcomer was moved to the waiting room>

V. Executive Session

<8:50 p.m. ET – Newcomer rejoined the meeting>

VI. Executive Director's Report

- A. Baker provided some additional information on EMS, including steps being taken by headquarters to address the concerns. Among other things, moving forward, Baker notified the board that he and Cammett plan to include an IT report on each board meeting. Baker then addressed questions from board members.

<9:12 p.m. ET – Paige joined the meeting>

- B. Baker provided an update on sponsorship, including announcing the title sponsors for Skate America and the U.S. Adult Figure Skating Championships.
- C. Baker addressed work being done to address COVID-19 with a continuing focus on health and safety.
- D. Baker notified the board that the 100-year Anniversary Working Group will be reconvened to look at next steps.
- E. Baker announced that the position has been posted for the senior director of sales and marketing.
- F. Baker notified the board that U.S. Figure Skating participated in the Downtown Colorado Springs Olympic Celebration with a synthetic ice surface, and it was a very positive experience.
- G. At Baker's request, Newcomer provided information on the usage of the U.S. Figure Skating directory and asked for feedback over the next month or so.
- H. Baker provided information on some restructuring that's been done with the staff recently.

VII. Governance Working Group

- A. Nemier notified the board that Governance Working Group is now made up of Nemier, Cutler, Engel, Rachael Flatt, Karen Terry Perreault, Sharon Watson, Eric Hampton, Tessa Hedges
- B. Flatt provided an update on the athlete representation and athlete election focus area of the working group.
- C. Nemier reviewed the Nominating Committee Policy and Process document and the Independent Director Process document that were sent to the board in advance of the meeting. The documents were approved without objection.
- D. Nemier reported that the Nominating Committee held its initial meeting in July and reviewed some of the topics. Nemier also informed the board that Rachael Naphtal was elected as chair of the Nominating Committee.
- E. Engel provided an update on the Governing Council focus area of the working group.
- F. Nemier also announced that Sharon Watson is chairing the leadership development focus area of the working group.

VIII. Diversity, Equity and Inclusion (DEI) Task Force

- A. Cutler notified the board that the DEI web page has gone live, and the task force will focus on data collection, policy language and education over the next season.
- B. Cutler also provided an update on the Mabel Fairbanks Skatingly Yours Fund.
- C. Cutler and Helms provided an update on the work being done to review and update the U.S. Figure Skating Gender Policy and the next steps. Helms reported that the goal is to create an inclusive policy, and

education will be a key component. Cutler also notified the board that the USOPC is working on their gender policy.

- D. Baker notified the board that Kadari Taylor-Watson will be doing the Humanizing DEI training with senior staff next Monday.
- E. The board also discussed the need to review our costume rules.

IX. Group Coordinators' Reports

A. Athlete Services

- 1. Goldman reviewed the proposed scores for the minimum total element score requirements to qualify for the 2022 Toyota U.S. Figure Skating Championships. The board agreed to go back to the scores that were approved for the 2021 Toyota U.S. Figure Skating Championships, but to keep the division between short program/rhythm dance and free skate/free dance. Goldman will get that detail from the discipline committees, and an e-ballot will be sent with the final recommendation.

B. Athletes Advisory Committee (AAC)

- 1. Flatt provided an update on the first AAC meeting that was held for this season.
- 2. Flatt provided an update on the latest recommendations from the Team USA Council on Racial and Social Justice identifying ways to enhance athlete expression in the U.S. Olympic and Paralympic movements.
- 3. Flatt notified the board that she is setting up a training with Kadari Taylor-Watson to provide DEI training for all AAC members and athlete representatives on other committees.
- 4. Flatt provided an update on the projects that are carrying over from last season.

C. Coaches

- 1. Paige notified the board that she will be attending her first PSA meeting next week.
- 2. Sand reported that he is monitoring the new COVID-19 situation and trying to get a handle on best practices, including looking at the best ways to manage sessions shared by mixed ages that are eligible and not eligible for vaccinations.

D. Technical and Officials

- 1. Bromley provided an update on registrations for the events that are part of the 2022 Championship Series presented by Toyota.
- 2. Bromley reviewed the updated mask mandate policy that was posted online and emailed to members on August 2.
- 3. Bromley notified the board that invitations for the 2022 Championship Series presented by Toyota are expected to go out on August 16.

E. Membership Development

- 1. Preston informed the board that Learn to Skate USA membership is about 3,000 members higher than it was at the same time two years ago, and full membership is down from two years ago but 17 percent higher than the same time last year.
- 2. Preston recognized Daren Patterson for the 2021 National Showcase event that took place recently in Fort Collins, Colorado.

F. Administrative/Legal

- 1. Helms provided an update on SafeSport reports since the last meeting.

X. ISU Update

- 1. Horen reviewed the selection procedures for the 2022 World Figure Skating Team, 2022 Four Continents Figure Skating Team and 2022 World Junior Figure Skating Team. Horen then made the following motions:

<Request for Action> to approve the selection procedures for the 2022 World Figure Skating Team, 2022 Four Continents Figure Skating Team, and 2022 World Junior Figure Skating Team. (15 yes, 0 no, 0 abstain, 0 absent)

- 2. Horen provided an update on the Grand Prix of Figure Skating Series, including the selection meeting.
- 3. Horen also provided an update on the Junior Grand Prix of Figure Skating Series.
- 4. Horen provided an update on the ISU Global Seminar in Frankfurt and notified the board that Peggy Graham passed the ISU singles/pairs referee exam, Eric Hampton passed the new international singles/pairs judge exam, and all of the technical panel applicants who were accepted for this season will automatically be accepted for next season.

XI. New Business – None

XII. Closing Announcements and Adjournment

The next regularly scheduled business meeting of the board will be via video conference on Monday, September 13, 2021, at 8 p.m. ET.

Meeting concluded at 10:46 p.m. ET

Submitted,

A handwritten signature in black ink that reads "Kimberley C. Moore". The signature is written in a cursive style with a large initial 'K' and 'M'.

Kimberley Moore, Secretary