

U.S. Figure Skating Board of Directors

Meeting Agenda - **Final**

Tuesday, May 24, 2022 - 8:00PM ET

1. Welcome / Roll Call
2. Approval of Agenda/Conflict of Interest Disclosure
3. Approval of Minutes and ROAs from April 27, 2022, and May 11, 2022, Board of Director Meetings
4. President's Update
5. Financial Update
6. ISU Update
 - a. ISU Congress
 - b. ISU Grand Prix Selections
7. Executive Summary of DEI Audit Results
 - a. Presentation of Inclusion Playbook Research
 - b. Timeline for further discussion
8. Review of Committees and BOD Officer Positions
9. Executive Director Report
 - a. USOPC required BOD training module
 - b. BOD Document Portal
 - c. Staffing Update
 - d. June 18 in-person meeting planning and logistics
 - e. Other
10. Executive Session
11. Working Groups & Task Force Update
12. AAC and Group Coordinator Reports (*updates, questions of written reports and RFAs*)
 - a. AAC
 - b. Admin/Legal
 - c. Athlete Services
 - d. Membership
 - e. Technical & Officials
13. New Business
14. Next meetings of the Board of Directors: In-person, **Saturday, June 18, 2022** – 8a-4:30p ET in Detroit, Michigan; via Zoom on Monday, August 8, 2022, 8p ET.

**U.S. Figure Skating Board of Directors
Via Video Conference
Tuesday, May 24, 2022, 8 p.m. ET**

Present – Voting Members

Samuel Auxier (President), Jackie Chang, Janis Engel, Rachael Flatt, Victoria Hildebrand, Jenna Longo, Kristina Lundgren, Colin McManus, Kimberley Moore, Heather Paige, Kevin Rosenstein, Matthew Slatos, Amanda Will, Kym Worthy

Present – Non-Voting Members

Ramsey Baker (Executive Director), Todd Bromley, Anne Cammett (Past President), Troy Goldstein (ISU Representative), Pilar Helm, Lauren O'Toole, Elise Preston, Simon Shnapir (alternate USOPC AAC representative)

Absent

Felicia Zhang

Guests

None

Staff

John Anderson, Juliet Newcomer, Mario Rede and Kadari Taylor-Watson

I. Opening of the Board of Directors Meeting

- A. Auxier called the meeting to order and welcomed everyone.
- B. Moore took roll call, and a quorum was confirmed.

II. Approval of Agenda/Conflict of Interest Disclosure

- A. The agenda was adopted as amended.
- B. Auxier asked the members to disclose any conflicts based on tonight's agenda. No conflicts were disclosed.

III. Approval of Minutes and Reports of Action

- A. The April 27 and May 11 minutes were approved as presented.

IV. President's Update

- A. Auxier provided information on the upcoming ISU Congress and elections.
- B. Auxier reviewed the Olympic Team Dinner that was held this past weekend in San Jose, California.

V. ISU Update

- A. Goldstein provided additional information on the ISU Congress and proposals that are garnering attention, and answered questions along with Auxier and Baker.
- B. Goldstein reviewed where they are in the Grand Prix selection process, and Baker notified the board that the selections may be later than usual because of the ISU Congress and the locations that still need to be determined.
- C. Baker also notified the board that the 2023 ISU Four Continents Championships will no longer be held in Australia, and the ISU is looking for a new location.

VI. Financial Update

- A. Rede reviewed the Statement of Activities through April 30, 2022.
- B. Rede notified the board that the hope is to send the budget templates to the committee chairs and liaisons in mid-June.
- C. Rede also reviewed the various projects that are in process with the finance team including payroll automation, efficiencies for travel and expenses, liability insurance and software.

<Rede left the meeting, and Taylor-Watson joined the meeting.>

VII. Executive Summary of DEI Audit Results

- A. Taylor-Watson introduced herself and provided information on her background.
- B. Taylor-Watson reviewed the DEI Audit Summary from the Inclusion Playbook research.

<Paige joined the meeting, and Goldstein left the meeting.>

- C. Baker reviewed the timeline for further discussion and notified the board that headquarters will be instituting a program called Culture Amp for employee reviews. And Taylor-Watson then answered questions from the board members.

<Taylor-Watson left the meeting.>

VIII. Review of Committees and Board Officer Positions

- A. Auxier notified the board that he has asked Amanda Will to serve as vice president, Vicki Hildebrand to serve as treasurer, and Felicia Zhang to serve as the diversity, equity and inclusion (DEI) representative to the board.

MOTION: to elect Amanda Will as vice president. **APPROVED without objection.**

MOTION: to elect Vicki Hildebrand as treasurer. **APPROVED without objection.**

- B. Auxier reviewed the appointed members of the 2022-23 Compensation Committee and made the following motion:

MOTION: to approve the president's appointment of the following persons as members of the 2022-23 Compensation Committee: Janis Engel (chair), Kevin Rosenstein, Matthew Slatius, Jenna Longo (athlete) and Colin McManus (athlete). *Note: Vicki Hildebrand will be an ex officio member as treasurer.*
APPROVED without objection.

- C. **Appointment of the Audit Committee**

Auxier reviewed the appointed members of the 2022-23 Audit Committee: Jackie Chang, Kimberley Moore, Kevin Rosenstein, Jordan Alexander (athlete) and Sarah Checkosky (athlete). The committee will select its own chair.

Note: It was determined later in the meeting that the bylaws require that the majority of the committee members are not members of the Board of Directors, so one of the non-athlete positions will need to be replaced with a non-board member. As such, no motion was made during this meeting.

- D. Auxier notified the board that the members of the Strategic Planning Committee and the various working groups are still being named.
- E. The additional board member on the 2022-23 and 2023-24 Nominating Committee will be approved via e-ballot.
- F. Baker provided information on the review process for the community grants.

IX. Executive Director's Report

- A. Baker notified the new board members that they will need to complete the USOPC's required board training module.
- B. Baker provided an overview of the board document portal and asked that everyone take a few minutes to access it.
- C. Baker notified the board that some of the open staff positions are in the process of being filled. Baker also notified the board that some of the positions that have been offshore positions are being converted to fulltime positions.
- D. Baker reviewed the planning and logistics for the June 18 in-person meeting.

Auxier made a motion to go into executive session. Seconded. Approved. Newcomer was moved into the waiting room.

X. Executive Session

Music rights and additional legal discussions

Auxier made a motion to come out of executive session. Seconded. Approved. Newcomer returned to the meeting.

XI. Athletes Advisory Committee and Group Coordinator Reports

Note: The Athlete Services Group coordinator and Membership Development Group coordinator provided written reports in advance of the meeting. Those reports can be found at the end of these minutes.

- A. McManus is working with Kathy Drevs to make sure that there are enough athletes on all of the committees.
- B. Helms has been in contact with all of her committee chairs, and they are finishing their rosters.
- C. O'Toole informed the board that 120 athletes and 65 coaches participated in Jump On It Camp.
- D. Preston wanted to make sure everyone saw how great the membership numbers are.
- E. Bromley has been working with the national vice chairs on the committee rosters and looking at succession planning. Bromley also reported on the Judges Appointment Seminar and reported that there were 48 participants with a potential for approximately 40 new appointments.

XII. New Business – None

XIII. Closing Announcements and Adjournment

Auxier moved to adjourn the meeting. There were no objections.

The next regularly scheduled business meeting of the board will be in person on Saturday, June 18, 2022, from 8 a.m. to 4:30 p.m. ET, in Detroit, Michigan.

Meeting concluded at 10:30 p.m. ET

Submitted,

A handwritten signature in black ink that reads "Kimberley C. Moore". The signature is written in a cursive style and is placed on a light gray rectangular background.

Kimberley Moore, Secretary

Athlete Services Group Board Report

Submitted by: Lauren O'Toole, Athlete Services Group Coordinator

May 22, 2022

Overview

- Since Governing Council, Committee Chairs have been finalizing their committee rosters, scheduling their initial meetings, and focusing their priorities for the upcoming season.
 - Lauren met with each Committee Chair individually, outlining goals and objectives for the 2022 – 2023 season.
 - Five out of the seven Committee Chairs new in role. Singles and Coaches Chairs are both entering their fourth year.
- Lynn Goldman will remain chair of the Working Group for 112 (re-naming of tests) and 113 (removing the competition restrictions for tests in Singles) next steps.
 - Update on 112 and 113 timeline to be shared by Lauren at June Board of Directors Meeting.
- 2022 – 2023 well-balanced program requirements posted on the USFS website for all disciplines with the exception of Synchronized.
 - Synchronized will have significant adjustments to elements from ISU.
 - Committee will update well-balanced program requirements once ISU publishes levels of difficulty.
- The Athlete Services Group will meet frequently as a group, mirroring Board of Director meeting schedule.
Next meeting: Thursday, May 26th.
 - Lauren will share with Committee Chairs that they will be responsible for identifying a committee member to serve as a DEI Champion.

Action Items

- Need to adjust implementation date of 113 to July 1, 2023, currently December 1, 2022.
- Apply ISU changes from ISU Congress

Athlete Services Spotlight

***Jump On It Camp* – update provided by Stefanie Mathewson, Singles Committee Chair**

The 2022 *Jump On It Camp* was certainly the best to date. After a two year hiatus, the energy, camaraderie, and work ethic demonstrated at the camp was palpable and contagious. The U.S. Figure Skating staff, led by Justin Dillon and his team including: Kevin Coppola, Terri Herron, Heidi Thibert, Kelly Vogtner, Susi Werhli-McLaughlin, Cassy Prescott, Megan Romero, Mia Bailey, and more operated a top notch event from start to finish.

The event began with an evening at the fantastic Olympic Museum, featuring a panel with Vincent Zhou, Camden Pulkinen and Ilia Malinin. These young men shared inspiring stories about their journeys. Participating athletes and athlete assistants were able to tour the museum, launching an exciting weekend of hard work and fun!

The guest coach from Italy, Lorenzo Magri did a wonderful job sharing information about technique, training regimens and philosophy of movement. All the faculty coaches including: Tammy Gambill, Peter Johansson, Alexei Letov, Ikaika Young, Laura Lipetsky, Tatiana Malinina, and Ivan Dinev were amazing. They shared information about technique both on and off the ice with the participating coaches and athletes.

The participating athletes and the athlete assistants displayed positive energy, teamwork, friendship, strong work ethic, and joy of being on the ice in community with others. Kudos to our Team USA athletes for sharing their time and expertise with participating athletes, setting wonderful examples for the next generation in the United States.

The classroom sessions, focused on jumps were well received. Topics included: understanding jump rotations from the technical panel perspective and learning how jumps are evaluated - a deep dive into jump grades of execution (GOEs). Athletes, parents, and coaches participated in these sessions.

The 2022 *Jump On It Camp* was a huge success and an exciting launch of the 2022 – 2023 season.

Membership Development Group Coordinator Report
Board of Directors Meeting, May 24, 2022
Elise Preston

A brief report to provide updated membership numbers.

Learn to Skate USA

As of May 19, 2022, there are 164,041 total Learn to Skate USA members for the July 2021 – May 19, 2022 membership year time period.

For comparison:

- In the July 2018- June 2019 membership year, there were 144,476 total Learn to Skate USA members, making this the strongest year ever for Learn to Skate USA membership.
- In the same time period last year (July 1, 2020 – May 19, 2021) there were 79,411 Learn to Skate USA members.

Full Membership

As of May 19, 2022, there are 50, 826 full members registered.

For comparison:

- As of May 19, 2021, there were 46,758 full members.
- As of May 19, 2020, there were 52, 924 full members.