



U.S. Figure Skating Board of Directors

Meeting Agenda

Thursday, April 25, 2024
Colorado Springs, Colorado

1. Opening of the Board of Directors Meeting (Sam) 8:30am
 - a. Welcome & Call to Order
 - b. Roll Call/Establishment of Quorum
 - c. Approval and Adoption of Agenda
 - d. Disclosure of Conflicts Related to the Meeting Agenda
 - e. Acceptance of Minutes from the April 1, 2024 meeting

2. President's Report (Sam) 8:30am–8:40am
 - a. General

3. CEO's Report (Tracy) 8:40am – 9:00am
 - a. General
 - b. Marketing & Development

4. Treasurer's Report (Vicki / Eric) 9:00am – 9:45am
 - a. Review of Q3 Statement of Activity
 - b. Feedback/Discussion re., Townhall
 - c. Future improvements and plans

5. 2024 Governing Council Preparation 9:45am–10:30am
 - a. General structure, section meetings, engagement of Board, Q & A
 - b. Isolations
 - c. Referred item re. accountants
 - d. Exhibit C– Replacement language
 - e. Other

6. U.S. Figure Skating Championships 10:40am – 11:30am
 - a. Overview of the scope and placement of a U.S. Championships
 - b. Financial and logistics considerations
 - c. Referred item from April 1st meeting
 - d. Future events

7. ISU Congress and ISU Strategy 11:30am – Noon
 - a. Approval of 2025 U.S. Synchronized Skating Int'l Classic
Feb. 7-8, 2025, Norwood, Mass.
Hosts: Skating Club of Boston, Hayden Synchro, USFS

- Lunch Break***

8. Strategic Diversity Initiatives (SDI) Survey 1:00pm – 1:45pm
 - a. Executive Summary and Recommendations

9. Officials and Officials Innovation 1:50pm – 2:35pm
 - a. Accounting Subgroup update
 - b. Compensation of officials
 - c. Strategic direction for management, recognition of officials

10. Legal Considerations 2:40pm –3:45pm
 - a. Music Policy
 - b. Membership Policy
 - c. Executive Session

11. Committee Policies, BOD Policies, Governance 3:45pm – 4:30pm
 - a. Challenges and opportunities with committees
 - b. 2025 Committee Policy for approval
-Accompanying Event & Technology Review policy
 - c. Discussion of Group Coordinators' Role
 - d. BOD's leadership role with committees

12. Board Priorities and Alignment for the 2024-25 season 4:30pm – 5:00pm
 - a. Revenue, broadcast
 - b. Value proposition of Membership
 - c. Connection with members
 - d. Athletes (athlete pipeline, development, HP)
 - e. AAC
 - f. Coaches
 - g. Officials
 - h. Other
 - i. Summary / Alignment with Strategic Plan

13. Wrap-Up
 - a. 2024-25 Board of Directors meeting schedule
 - b. Leadership positions for 2024-25 season
 - c. New Business

14. Adjourn

U.S. Figure Skating Board of Directors
Via Video Conference
Thursday, April 25, 2024, 8:30 a.m. to 5 p.m. MT

Present – Voting Members

Samuel Auxier (President), Jennifer Hartley, Victoria Hildebrand* (Treasurer), Jenna Longo*, Tina Lundgren, Colin McManus*, Kimberley Moore* (Secretary), Heather Paige, Matthew Slatius; Kevin Rosenstein, Amanda Will (Vice President), Kym Worthy and Felicia Zhang

Present – Non-Voting Members

Todd Bromley, Anne Cammett* (Past President), Troy Goldstein, Pilar Helm, Tracy Marek (Chief Executive Officer), Lauren O’Toole and Elise Preston

Absent

Jackie Chang, Pooja Kalyan, Simon Shnapir (alternate USOPC AAC representative)

Guests

Jordan Alexander* (incoming Athlete Director), Kristin Arneson Cutler* (Strategic Planning Committee Chair), Tim Covington* (Coaches Council Chair), Timothy Goebel* (incoming Director), Rachael Naphtal* (incoming Technical & Officials Group Coordinator)

Staff

John Anderson, Justin Dillon, Kathy Drevs*, Bob Dunlop, Eric Fehr*, Tim Hazen, Shelbi Meyer, Juliet Newcomer, Kadari Taylor-Watson and Kelly Vogtner

*Attended via video conference.

I. Opening of the Board of Directors Meeting

- A. Auxier called the meeting to order and welcomed everyone.
- B. Moore confirmed attendance and a quorum.
- C. The agenda was adopted as amended.
- D. Auxier asked the members to disclose any conflicts based on today’s agenda. No conflicts were disclosed.
- E. The April 1 minutes were approved.

II. President’s Report

Auxier reviewed the challenges and successes from the past year and discussed next steps.

<Alexander and Naphtal joined the meeting.>

III. Chief Executive Officer’s Report

- A. Marek welcomed everyone and spoke to the financial challenges and decisions from the past year.
- B. Marek provided an update on ticket sales for the 2025 ISU World Figure Skating Championships in Boston and recent meetings for the 2025 Prevagen U.S. Figure Skating Championships.
- C. Marek informed the board of team member and organizational updates.

<Goebel joined the meeting.>

- D. Marek gave an update on #MORETHANMEDALS.
- E. Marek finished her report by reviewing organizational goals and key performance indicators.

<Anderson joined the meeting during the Chief Executive Officer’s Report.>

<Meyer joined the meeting at the end of the Chief Executive Officer’s Report.>

IV. Treasurer’s Report

The board debriefed the April 24 Finance Town Hall.

<Cammett and Covington left the meeting during the Treasurer’s Report.>

<Dunlop and Drevs joined the meeting following the Treasurer’s Report.>

V. Governing Council Preparation

- A. Dreves gave an overview of the Governing Council structure, and the plans for the sectional meetings.

<Cammett re-joined the meeting.>

- B. The board discussed the isolations.

<Dillon joined the meeting during the discussion regarding the isolations.>

<Dreves left the meeting following the discussion regarding the isolations.>

- C. The board reconsidered Item 309 and stressed the importance of keeping the names of the accounting appointments consistent with the names of the appointments for other officials as the name/term “regional” is phased out. (i.e. nonqualifying, qualifying, sectional, national). Bromley then made the following motion:

<Request for Action> to amend Item 309 from the 2024 Governing Council Meeting Book to change the current regional accountant appointment to a qualifying accountant, and to leave the sectional accountant appointment as a sectional accountant. **SECONDED. APPROVED.**

- D. Newcomer notified the board of a recommendation to change one word in Exhibit C. The change does not change the meaning of the item, so the change will be communicated through the script for Governing Council. There were no objections to making the change.

- E. Newcomer, Meyer and Anderson presented a concern that was received regarding Exhibit A. In reviewing the concern and the intent of the proposal, it was identified that some language was missed. Newcomer reviewed recommended amendments, and Anderson and Meyer answered questions. Rosenstein recommended an additional amendment and made the following motion:

<Request for Action> to approve the amendments to Exhibit C for presentation to the Governing Council. Please see the 2024 Interim Report of Action for the detailed amendments. **SECONDED. APPROVED.**

<Meyer left the meeting.>

VI. U.S. Figure Skating Championships

- A. Dunlop provided information about the 2025 U.S. Figure Skating Championships and the bid process and timeline for choosing the host and location for the 2026 U.S. Figure Skating Championships.

<Cammett left the meeting.>

- B. The board discussed the structure of the U.S. Figure Skating Championships and the pros, cons and costs of different options. Dillon spoke about the athlete developmental pipeline.
- C. The board discussed Item 305. Lundgren then made the following motion:

<Request for Action> to not approve Item 305 from the 2024 Governing Council Meeting Book. **SECONDED. APPROVED.**

<Dunlop, Dillon and Rosenstein left the meeting.>

VII. ISU Congress and ISU Strategy

- A. Auxier provided information on the 2024 ISU Congress.
- B. Auxier moved to approve the following sanction:

MOTION: to approve the sanction for the 2025 U.S. Synchronized Skating International Classic, Feb. 7-8, 2025, in Norwood, Mass., hosted by The Skating Club of Boston, Hayden Synchro, and U.S. Figure Skating.

<Cammett re-joined the meeting.>

VIII. National Appointments

Bromley reviewed the recommendations for national appointments and honorary national appointments, and also updated the board on national resignations/retirements and vacated national appointments within the past year. Bromley then made the following motions:

MOTION: to approve the candidates who were recommended by the Domestic Officials Recruitment and Management Committee for national appointments. **SECONDED. APPROVED.**

MOTION: to approve the candidates who were recommended by the Domestic Officials Recruitment and Management Committee for honorary national appointments. **SECONDED. APPROVED.**

The list of names related to these appointments and retirements can be found at the end of these minutes.

<Taylor-Watson joined the meeting.>

IX. Strategic Diversity Initiatives (SDI) Survey

- A. Taylor-Watson provided background information on diversity, equity and inclusion.
- B. Taylor-Watson then presented key findings from the SDI survey and recommendations from the DEI Task Force.

<Anderson left the meeting, Rosenstein re-joined the meeting, and Zhang joined the meeting.>

- C. The board discussed the findings from the survey and recommendations, and how to move the work forward.
- D. The board reaffirmed its commitment to diversity, equity and inclusion in service of the mission and vision of U.S. Figure Skating. As part of this, the board committed to completing the eLearning course “Breaking the Ice: Introduction to Diversity, Equity, and Inclusion”. The board discussed and recommended that committee chairs and committee members take the training as well.

<Taylor-Watson left the meeting, and Anderson and Meyer rejoined the meeting.>

X. Officials and Officials Innovation

- A. The board agreed to postpone the updates from the Accounting Subgroup.
- B. Rosenstein asked and the board discussed whether to move forward with compensation of officials. Officials Innovation was directed to engage a larger a group of constituents to communicate this and determine how to move it forward.
- C. Rosenstein notified the board that the third group of Officials Innovation that was focused on recruitment and appointments is going to be sunset, and that work is going to be passed back to the Domestic Officials Recruitment and Management (DORM) Committee.

XI. Legal Considerations

- A. Anderson and Meyer addressed a proposed Music Announcement and Non-Streaming Policy, and addressed questions. Worthy then made the following motion:

MOTION: to approve the Policy on Use of Music at U.S. Figure Skating Events, including the Non-Streaming Policy. **SECONDED. APPROVED.**

- B. Anderson, Hazen and Meyer reviewed a policy to give the board the authority to terminate a member who poses a risk to the association. Auxier then made the following motion:

MOTION: To approve the Membership Admission and Termination Policy. **SECONDED. APPROVED.**

<Will moved to go into executive session.>

- C. Executive Session
Worthy made the following motion:

MOTION: to terminate the applicable member from membership in U.S. Figure Skating pursuant to the board-approved Membership Admission and Termination Policy and Colorado law. **SECONDED. APPROVED.**

<Meyer left the meeting.>

<Rosenstein moved to come out of executive session.>

<Cutler joined the meeting.>

XII. Committee Policies, BOD Policies, Governance

A. Cutler and Vogtner reviewed the proposed Committee Policy

<Anderson left the meeting.>

B. Vogtner reviewed the Competition Host Selection Policy.

C. Rosenstein made the following motion:

MOTION: to approve the Committee Policy as presented and the Competition Host Selection Policy as amended. **SECONDED. APPROVED.**

<Cutler left the meeting.>

XIII. Wrap-Up

Auxier recognized outgoing board members Todd Bromley, Kym Worthy and Jenna Longo, and thanked them for their service.

XIV. Adjournment

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

The next regularly scheduled business meeting of the board is to be determined.

Meeting concluded at 5:23 p.m. MT

Submitted,

A handwritten signature in black ink that reads "Kimberley C. Moore". The signature is written in a cursive style and is positioned above the typed name of the signatory.

Kimberley Moore, Secretary

1. The Board of Directors approved the following national promotions:

- National Accountant
 - Megan Brown, Burlington, Vt.
 - Amy Fairchild, Lake Placid, N.Y.
- National Singles/Pairs Judge
 - Shelbi Gill, Acton, Mass.
 - Joy Jin, San Francisco, Calif.
 - Cassy Papajohn, Monument, Colo.
 - Elliot Schwartz, East Boothbay, Maine
- National Synchronized Judge
 - Scheherezade Cleveland, Oak Park, Mich.
- National Singles/Pairs Referee
 - Allison Duarte, Cumberland, R.I.
 - Lee Gardner, Kansas City, Mo.
 - Gerald Miele, Greenville, R.I.
- National Singles Technical Specialist
 - Scott Cudmore, Boca Raton, Fla.

2. The Board of Directors was notified of the following national resignations:

- Louise Dever, Colorado Springs, Colo. – National Accountant – Resigned 6/15/23
- Beth Graham, Denver, Colo. – National Singles/Pairs Judge – Resigned 4/15/24
- Reed Hastings, Kansas City, Mo. – National Data Operator – Resigned 4/17/24
- Michael McGuire, Irvine, Calif. – National Announcer – Resigned 4/3/23
- Jerry Shipley, Cincinnati, Ohio – National Dance Judge, National Singles/Pairs Judge and National Synchronized Judge – Resigned 11/21/23

3. The Board of Directors was notified of the following vacated national appointments:

- Kristin Abbott, Park Ridge, Ill. – National Synchronized Technical Specialist, National Data Operator – Passed away 1/21/24
- William Beharrell, Bristol, N.H. – National Synchronized Judge, National Synchronized Referee and National Singles/Pairs Referee – Passed away 8/22/23
- Byron Chan, Rancho Pallas Verdes, Calif. – National Accountant – Removed due to non-compliance 6/30/23
- Elizabeth Clark, Ottawa, Ontario, Canada – National Showcase Judge – Removed due to non-compliance 6/30/23
- Patricia Lynch, Glen Ridge, N.J. – National Theatre On Ice Judge – Removed due to non-compliance 6/30/23
- Leon Packman, Key West, Fla. – National Accountant – Passed away 1/1/24
- Michael Stafford, Nebo, N.C. – National Announcer – Removed due to non-compliance 6/30/23
- Bill Whalen, Carrollton, Texas – National Accountant – Retired 2/6/24
- Lydia Wolanchuk, Eastpointe, Mich. – National Synchronized Judge – Passed away 10/2/23

4. The Board of Directors approved the following honorary national appointments:

- Kristin Abbott, Park Ridge, Ill. – Honorary National Technical Specialist
- William Beharrell, Bristol, N.H. – Honorary National Judge and Honorary National Referee
- Louise Dever, Colorado Springs, Colo. – Honorary National Accountant
- Beth Graham, Denver, Colo. – Honorary National Judge
- Michael McGuire, Irvine, Calif. – Honorary National Announcer
- Jerry Shipley, Cincinnati, Ohio – Honorary National Judge
- Bill Whalen, Carrollton, Texas – Honorary National Accountant
- Lydia Wolanchuk, Eastpointe, Mich. – Honorary National Judge