

**USTA BOARD MEETING  
JANUARY 12 – 13, 2019  
KANSAS CITY, MISSOURI**

**President Karen Cammer** greeted everyone, and the meeting started at 8:30 Saturday, January 12.

**Board members present:** President, Karen Cammer, Vice President, John Chamberlain, Secretary, Thomas Breuckman and Board Members Sue Skaggs, Jackie Stewart, Jason Lee and Sheri Carter. In addition, Executive Director, Alison La Ferlita joined the board for the weekend meeting.

**Call to Order: All Board members were present for the meeting.**

Karen greeted members, reviewed the agenda, made opening comments and welcomed Alison to the meeting. The board moved to waive reading of minutes from our summer leadership meeting and approved the agenda as written.

**Motion # 1: Jackie Stewart moved to approve the agenda as written. Seconded by Sheri Carter. Passed unanimously**

**Motion # 2: Jason Lee moved to waive the reading of the minutes from the fall meeting. Seconded by Jackie Stewart.**

**Passed Unanimously**

**Reports:**

Alison LaFerlita shared her impressions and goals moving forward after her first 90 days as USTA's Executive Director. Alison identified the need for trust within our organization in order to move forward in a healthy manner.

Alison identified some key next steps for USTA:

- Enhance communication within USTA. One activity Alison would like to implement is a "Town Hall" opportunity for the entire membership
- She identified a key goal for the board: How do we increase membership and recreational activities?
- She believes strongly in the strength and talents of our membership and believes that we need to rely on them more as we address our needs as an organization.
- Alison noted that as we address the needs within USTA and increase transparency and communication, our culture will change rapidly.
- She brought the board up to speed with financial documents, tax preparation and financial documents
- Alison and the board discussed the new membership structure and how it has been received. Board members shared they had received favorable comments about it.
- As Alison is responsible to manage the hiring of staff. She shared with the board steps that she will take in the interview process to ensure clear communication and transparency in the hiring process.
- Alison and the board discussed the new team competition changes slotted for the 2020 season and identified the need for strong communication outreach to membership and professionals about these changes. It was recommended that we be provided with an info sheet and share that information with people at upcoming state and regional events, as well as direct communication with major clubs.
- USA Tour: Linda Boss is the Tour Coordinator and she reports that sign up for the tour is very strong and that there is tremendous work being done by her committee members.

### **Other Reports:**

Jackie Stewart reported on a recent IBTF/ Meeting regarding the IBTF Championships in 2020. One of the events included is the Majorette Event. Jackie noted the pressing need for all judges to be prepared to judge this event.

Decisions are still being made regarding the specific events that will comprise the next World Championships. Jackie reported that the 2021 Grand Prix will include solo, 2 and 3 Baton and Artistic Twirl and Artistic Pairs. In preparation for these upcoming changes, the board issued a directive to WBTF Judges Rep, Dale White to ensure that USTA judges are prepared to judge the majorette event.

**Directive A: To Dale White: Take all necessary steps to ensure that the USTA judges selected to adjudicate the 2019 International Cup and Grand Prix are prepared to judge the majorette events at that competition.**

Karen reported that she has made efforts to bring together an informal group of equal representation from USTA and NBTA to keep people keep thinking about and talking together as we move towards a common selection process for USA athletes' selection to World Teams. She reported that this is not a governing group in any way, but rather a discussion and collaboration-oriented group. Open discussion will help to build trust.

### **Old Business**

The BOD reviewed the directives from the fall meeting which began with a report from Jackie Stewart regarding the next iTwirl.

- ◇ **iTwirl19** will take place Columbus Day Weekend October 12-13, 2019 in White House, Tennessee (30 minutes from Nashville) The gym and facilities are superb Board members John Chamberlain and Jason Lee will co-direct this bi-annual convention, supported by board member Sheri Carter. The board discussed targeting specific coaches and specific geographical areas and reaching out to them with special encouragement to attend iTwirl19.
- ◇ Jason Lee, John Chamberlain and Thomas Breuckman discussed the status of **outreach programs** in Alaska, Illinois and Puerto Rico. Each situation is unique, but in each situation, there are efforts being made to support twirling and enhance participation in the sport and in USTA. Efforts will be made in each location to support coaches and athletes and to help them in their efforts to grow or revitalize programs in the area.
- ◇ Board member Sheri Carter was tasked at the fall meeting to identify **Community Service ~ Helping Hand** opportunities for USTA Athletes. She reported on research thus far and recommended we consider some ways to recognize athletes doing community service. She will continue to work on communications, timeline and the process athletes might go through to submit nominations for recognition.

### **Lunch Break @ 12:20pm meeting resumed at 1:10**

After lunch the BOD reviewed bank account changes and signatures to ensure appropriate changes have been made with Alison's transition to ED.

**Directive B: From Board of Directors to Alison La Ferlita: Work with Pam Salvas to identify the individuals who currently have access to USTA's bank account and other financial accounts.**

John Chamberlain reported on the **Creative Challenge** opportunity which gave members an opportunity to apply for funding for a special project involving twirling. He noted the many fine submissions and the board selected two applicants for funding: **Congratulations to Grace Wennerberg of Indiana and Elaine Jones from Illinois, this years' recipients:**

**Motion # 3: Jackie Stewart moved, and Sheri Carter seconded: I move that we select Grace Wennerberg and Elaine Jones as the 2019 Creative Challenge Recipients with a budget of up to \$2,500 each.**

**Passed Unanimously**

Jason Lee reported on the '**Battle of the Budget**' award made available to USTA departments for application. The board awarded Monica Lee funding to pursue live streaming for Nationals 2019.

**Motion # 4: I move that we award Monica Lee a \$5,000 grant in department funding for the purposes of providing a livestream for the 2019 National Championships. Moved by Jason Lee, seconded by Sue Skaggs**

**Passed Unanimously**

The Board also issued

**Directive C: To Monica Lee from BOD: Coordinate and collaborate with the Executive Director of USTA in exploring and developing different options for live streaming the 2019 National Championships.**

Due to the expense in providing live streaming for our National Competition, the board has also requested that Monica establish a Go Fund Me page to raise money for the live streaming.

As we refine our practices to reflect whatever the best practice in our industry are, Alison recommended that we seek the assistance of a pro bono legal group that helps nonprofits with utilizing correct policies and practices in their work. She will follow up with a pro bono legal group of which she is aware. She also mentioned the need for current best practices regarding liability, education and risk management. She will continue to research this and inform the board.

Alison is also developing a **communications calendar** for all major events

**Recreational Program – Karen Cammer:** Karen is still seeking a discussion with Starline in order to revitalize and renew a recreational program within USTA.

**USTA Website:** The board and Alison are interested in refreshing the USTA website. It is a complex process and Alison will research and investigate this project in order to identify the scope of change that is possible given time and financial ramifications.

The BOD held a brief discussion regarding **mentoring/induction for new coaches**. Thomas Breuckman mentioned some specific ideas regarding the need for new coaches and the need for recruitment, mentoring and development of new coaches.

**Directive D: From BOD to Thomas Breuckman: Draft a proposal for the Board for an in-depth coaching mentorship program to help provide individuals who might be interested in coaching, an opportunity to get hands-on, in-person experience on how to establish and maintain a baton coaching program.**

At approximately 6:15, the meeting recessed for the day.

**The BOD resumed their meeting on Sunday, January 13. The meeting began at 8:37**

**Unfinished Business:**

The WBTF has engaged with a sports organization with the intention of moving towards Olympic involvement for the sport of baton twirling.

Jackie Stewart reported that a specialist hired by the WBTF had visited the recent world championships and had commented that the organizational paperwork of the WBTF to the GAISF is strong. He indicated some areas for improvement and/or clarification and mentioned the judging process currently utilized may need some refinement. Jackie discussed some of the models/changes under consideration.

John Chamberlain mentioned an opportunity for USTA to sponsor the opening dinner for TwirlMania this year. The Board agreed this would be a great opportunity.

**Motion # 6: Moved by Sheri, seconded by Jackie. I move that USTA sponsor the 2019 Twirl Mania welcome party, providing funding up to \$2,500, with the stipulation of having the right of first refusal to host next year's 2020 Twirl Mania Welcome Party.**

**In favor: 5 (John Chamberlain, Sue Skaggs, Jackie Stewart, Sheri Carter, Thomas Breuckman)**

**Opposed: 0**

**Abstained: 1 (Jason Lee)**

**Motion passed.**

Next, the board discussed the 2019 National Championships to be held in Fairfield, Ohio July 10 – 13. The board had an open-ended discussion regarding FOF and National events taking place in two different gyms. The board asked Alison to check in with the judges' department regarding their transition to a new selection process for Nationals' Judges this year.

The Board expressed confidence in and support for all staff working on this event collaboratively. Look for ongoing communication as we approach Nationals 2019.

The BOD discussed issues and questions from state councils. Alison will follow up with the appropriate departments.

Alison mentioned her recommendation for the formation of an athlete's commission within USTA. The BOD agreed:

**Motion # 7: Moved by Jackie Stewart, seconded by Jason Lee: I move that we create an Athlete's Commission per Alison La Ferlita's direction.**

**Passed Unanimously.**

**Future Meeting Schedule**

The BOD will not meet as a group during nationals, however, Karen asked members to stay over till the 14<sup>th</sup> for a potential meeting the day after nationals.

The BOD will have a spring meeting – either conference call or in person March 30 is a possibility.

September board meeting: September 6, 7 & 8, plan to come in early Friday

**Motion # 8: Sue Skaggs moved to adjourn the meeting. Jackie seconded.  
Passed Unanimously**

**Meeting adjourned 12:21**

**Respectfully Submitted,**

**Thomas Breuckman  
Secretary, USTA**