

LSA Board of Directors, February Meeting Minutes
Thursday, February 25, 2021

Via Zoom, 7:30pm

Called to order by LSA President, Hilary Pohn at 7:35pm. The meeting was held virtually, via Zoom.

Attendance: Stephanie Peters, John Hofmann, Jennifer Battat, Sheri Carey, Steve Sizemore, Jeanette Thomson, Jon Becker, Hilary Pohn, Lauren Irving, A quorum was met.

Jessica Mills-Kincade (LSA Skating Director, advisor to the board)

Absent: Kirsten Clark, Jeramie Cabanban, Terry Giltner

Presentation: Sandy Merritt, facilitator of the Strategic Planning Process, presented the Summary Report in two formats:

1. Team Goals submitted by the 4 teams representing the primary themes that rose from the in depth interviewing of a broad cross section of the membership also including coaches- Marketing, Programming, Culture, and Membership.
2. Topics which were reoccurring in several Teams- Parent/New member education, Skater Recognition, Community, Communication, Volunteers, Skate equipment and apparel, Programming

It is now the board's responsibility to form teams to work through each topic, prioritizing and setting completion dates for actions. Due to COVID, several of these actions need to be put on hold temporarily. The board should refer to this list periodically to be sure all actions are eventually completed or determined to have been resolved.

Consent Agenda reports including the January Minutes, President's Report, V.P.'s Report, Secretary's Report, Governance Report, and the Skating Director's Report were sent to board members by Terry Giltner prior to the meeting for their review. After announcing a few corrections, a motion to accept the consent agenda was made by Jennifer Battat and seconded by Stephanie Peters. Vote to accept Consent Agenda Reports was unanimously approved.

Treasurer's Report: Jonathan Becker gave a brief report stating that we will beat our revised COVID budget and therefore not lose as much as anticipated. Jon reported that he cashed out the expired CD and moved that into the cash account. Jon also moved to discuss the option of applying for another PPP. Steve seconded. There was discussion followed by a vote to move to pursue another PPP. The vote was unanimously approved.

Announcement: President Hilary announced that in the interest of time there was an agenda revision of requesting that each board member complete the Checklist for Success form, which was sent out prior to the meeting, on their own time and return it to Sheri Carey, governance chair, by Thursday, March 4th. This exercise had been scheduled to be conducted as a group during the meeting.

New Business:

Substitute coach: Jessie shared that during Catherine Thacker's upcoming absence of about 6 months while joining her husband for spring training, Dana Tang will be serving as a substitute coach. Dana is a former LSA skater and a current coach in Evansville, IN. She is PSA rated in MIF, Dance, and Free Skate. Dana is a gold medalist in MIF, Dance, and adult Free Dance, she holds a bachelor's degree in computer science and an MBA from USI, and is coach compliant with USFS. Dana will be traveling to LSA a couple of days a week April through October.

Virtual Test Fees- Test Chair, Jennifer Battat, explained that in an effort to better facilitate struggling clubs during COVID, U.S. Figure Skating has approved Virtual Test sessions through June 30, 2021. Jennifer feels these test sessions likely will continue beyond June 30th. Since the Club does not incur the cost of physically bringing in judges thereby reducing overhead, should the cost for virtual tests be lower? There was discussion. Jennifer moved to charge the same LSA test fees as published minus the hospitality fee for an LSA hosted virtual test. Hilary seconded. The vote was unanimous to accept.

New Board Member/ New Officer Selection Meeting- It was decided that the meeting at which the 2021-22 BODs will submit signed Board Agreements and appoint their officers for the coming year will take place just prior to the scheduled final meeting of the 2020-21 BOD on March 24th, at 7:30pm. New board members are welcome to sit in on the second meeting if they wish.

Old Business:

Annual Review of Employees

Hilary announced that the impressive reports submitted by the Skating Director and the LTS, and Artistic Director were sent out to all board members. Members of the EC interviewed both Sarah and Jessie and are recommending their contracts be renewed. There was discussion about the fact that LSA did not have NOI in 2020 and there is some question as to whether it will be possible in 2021 due to COVID. Steve moved that we retain Sarah for LTS but hold off for a couple of months on the Artistic Director position in hopes that we have a better idea of what is possible. Stephanie seconded the motion. The vote was unanimous in favor of the motion. John moved and Jennifer seconded to renew Jessie's contract. The vote was unanimous in favor of the motion. Jon Becker moved to provide a bonus for Jessie's exceptional work the past year. There was discussion followed by a vote, 2 yes, 2 abstained and 4 no. The motion did not pass. LSA's financial status during this year of COVID weighed in significantly.

RHP Award

Jeanette reported that she has received one nomination for the Rebecca Hatch-Purnell. Jeanette will send out an email reminder to membership and get a tab on the LSA website to access the nomination form. She will also compile a list of members eligible for nomination based on age and membership status.

Adjourn: Motion to adjourn at 9:05pm made by Jennifer Battat and seconded by Stephanie Peters.

Next Meeting:

March 23rd EC- 7:00pm

March 24th BOD- 7:30pm

1st meeting- The enrollment of the 2021-22 board and selection of officers

2nd meeting- immediately following, will be the final BOD mtg. of the fiscal year.

Respectfully submitted by, Sheri Carey for Terry Giltner, Secretary