

Minutes

Ann Arbor FSC Board of Directors
Tuesday, March 11, 2008 7:00pm

Officers Present: Alice Rolfes-Curl, Jim Achtenberg, Luci Hochrein, Karl Edelman, Dave Reilly, Ellen Keefe-Garner

Officers Absent: Brooke Sacks

Board Members Present: Ann Dougherty, John Toomasian, Myungwon Chang, Pam Pangle, Kathy Lorincz, Anne Maier, Robert Sacks, Jan Bertsch

Board Members Absent: none

Others present: Cindy Kauffman, Doug Haw, Bonnie Shay

Call to order at 7:00 pm by president

Agenda approved.

Board of Directors vacancy: Term ending June 2009 formerly held by Joan Carr. Bonnie Shay and Melanie Bolhuis nominated to fill balance of term. Tie vote of the Board, tie broken by past president to name Melanie Bolhuis to fill the term.

“Apprentice Coach of the Year” award presented by Doug Haw. Motion: Award approved as presented.

Minutes of January 8 meeting approved, and February 12 meeting as amended, approved.

Consent Calendar:

SECR1 – D&O Insurance policy from Wells Fargo approved via unanimous e-mail vote

SECR2 – Change Governing Council delegates – remove Karl Edelman (cannot attend), add Cynthia Kauffman

HR1 – Amendment to Bylaws: Part One; Article Seven; Prohibited Activities; 7.11/Addition Sexual Harassment Policy

The Ann Arbor Figure Skating Club prohibits sexual harassment by all coaches, skaters and employees, and by any other person associate with the Ann Arbor Figure Skating Club. Sexual harassment is a barrier to the educational and skating purposes of the Ann Arbor Figure Skating Club and is a violation of the law and AAFSC policy. The Ann Arbor Figure Skating Club affirms its commitment to maintain a learning and working environment that is fair, respectful, and free from sexual harassment.

Definition of Sexual Harassment: The determination of what constitutes sexual harassment will vary with the particular circumstances, but may be described generally as: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, which may create a hostile environment

These circumstances may exist when:

- Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of instruction, employment or participation in other AAFSC activities;
- Submission to or rejection of such conduct by an individual is used as a basis for evaluation in making skating or personal decisions affecting that individual;
- Such conduct has the purpose or effect of unreasonably interfering with an individual’s performance or creating an intimidating, hostile or offensive Ann Arbor Figure Skating Club environment.

Other Harassment

The Ann Arbor Figure Skating Club does not tolerate any behavior that is harassing or demeaning to persons with whom they interact in their work based on factors such as those persons’ age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language or socioeconomic status.

HR2 –Amendment to Bylaws: Part One; Article 7; Prohibited Activities 7.4/Revised Non-Discrimination Clause

The Ann Arbor Figure Skating Club does not discriminate on the basis of race, ethnicity, color, national origin,

gender, disability, language, sexual orientation, religion, socioeconomic status, veteran status or age in the administration of any of its employment, educational programs, club policies, scholarships, and recreational or competitive athletic programs.

Treasurer's report (Luci Hochrein): Financials for Club and Synchro distributed.

Competitions Committee (Ann Dougherty): Adult Sectionals is done! Veterans Arena staff was very accommodating. Small net profit is expected from Adult Sectionals. Entries are arriving for Springtime Invitational daily. Ann will investigate bidding on Adult Nationals 2009.

Human Resources (John Toomasian):

Coaches meeting (Feb 8) distinction between LTS and Pro staff contract revised

Ad Hoc HR meeting (Feb 20) to address specifics of the LTS contract

Current LTS and Pro contract DRAFT (08-09) available in club office

Update on Independent Contractor Credentialing & Privileging – Coaches will be credentialed based on areas of expertise and privileged to teach specific areas based on Club needs

Update on Program Coordinator RFP

New website (Cindy Kauffman): Progress is being made. WCC students are doing the new site at no charge to AAFSC. Alumni page to be included for a fee paid through PayPal. Paid advertisements will also be included to generate income.

MOI (Alice Rolfes-Curl): Sellers needed for 50/50 raffle tickets. Ticket sales need to be promoted. Help needed with spotlight operators – need commitment for all shows. Dave Reilly is still looking for ushers. The program has gone to the printer. Some information was missing due to the information not being sent to Ann Dougherty.

Annual Celebration Banquet (Alice Rolfes-Curl): April 19, 2008 at Old St. Patrick Church Hall on Whitmore Lake Road. Food will be potluck. Cost will be \$8/person.

Nominating Committee:

BOD terms ending: Robert Sacks, Pam Pangle, Anne Maier. Pam Pangle is the only one eligible to re-run.

Myungwon Chang will chair the Nominating Committee or find others to serve.

Isolated items from Consent Calendar:

Report from Scheduling Committee on Summer Ice (e-mail from Myungwon Chang 20080209).

Discussion on Stroking Class not being included. Myungwon says the coaches build stroking into their lesson plans, and is not needed in a separate group lesson class. Shooting Stars might need exclusive use of Wednesday 6:15pm session. **Motion:** Adopt proposed schedule with minor modifications from the Club Office. Passed 7-1 (Pangle voted no). **Motion:** No longer adopt ice schedules without Office Staff and Finance attending the scheduling meeting. Passed unanimously.

MOI 2009 – Cube suggests March 20-21. Date approved. (C. Kauffman)

Adjourn 9:48 pm

Next meeting: April 8, 2008 at 7 pm Banquet Room

Jim Achtenberg,
Secretary