

Minutes

January 19th at 7:15pm. Zoom

7:15pm: Call to order by President Ranjit Aiyagari

In attendance: Ranjit Aiyagari, Warwick Anderson, Erin Donovan, Craig Forsyth, Carmen Fox, Mary Johanson, Karen Meints, Matt Oonk, Helena Schotland, Karla Stoermer-Grossman, Camille Ziolek.

Apologies: Anjali Bhandari.

Also in attendance: Ann Dougherty, Bonnie Shay.

Minutes and Agenda Approval

Motion: Approval of minutes from December 15th, 2020: unanimous approval.

Motion: Approval of agenda: unanimous approval.

Committee Reports:

Finance committee: Warwick Anderson, Craig Forsyth

Warwick sent out two reports to the committee. The club is not making much money due to the Covid restrictions. The finances need to be very carefully managed going forward. However now that the club is open and there are ice sessions, the finances should improve.

Hockettes Erin Donovan

The Hockettes teams are filming their entries for Synchro Illinois over the next few days. Since they are not allowed to do connective moves on ice at the moment, they are just practicing their no-holds elements.

The next and last event is Synchro Tri-States which AAFSC is "hosting". Ann D followed up suggestions to contact Tri-States about letting us host again in person next year, but have received an inconclusive response. Their executive board will discuss it later and may put it in front of the annual meeting in June.

Registration opened on January 12 and 40 teams have already signed up. Registration closes on February 9th. Registration fees are set by the USFS Synchro Series committee: \$200 per team program and \$50 per element entry. Teams from Australia, Finland, France and the Netherlands have entered. There will be pins and sweatshirts to sell which need to be advertised. There is still some advertising space to sell too. Erin will discuss the advertising with Carmen. Erin is organizing a virtual party before the event to market the event further.

Learn to Skate: Mary Johanson

Learn to Skate groups started up again this week. There are different limits on the number of skaters for different sessions depending on type of session and other activities going on in the Ice Cube. The Learn to Skate sessions are pretty full and there are lots of new skaters.

Competitions: Ann Dougherty.

Springtime invitational, May 20-23 are the dates. Springtime is moving forward. It will be socially distanced and the organizers are still working out where the officials will be situated in the rink and how the traffic flow will work. Meanwhile, Ann is working with Pine Kopka-Ross the chief referee, and Jim Achtenberg on the announcement. New this year: The Basic Skills competition will take place on the last day of Springtime, but will be its own competition with a separate registration, referee, accountant – using Sk8stuff – per the usual Michigan Basic Skills series protocols.

The Ann Arbor Springtime Invitational is to be renamed the Margaret Faulkner Springtime Invitational in honor of our original one and only chief referee for the first 35 years.

Office Report: Craig Forsyth

Membership: The Club membership currently stands at 461 which is 10 more December and 33 more than this time last year, January 2020.

Basic Skills: Has recruited 271 members since June 1st and 31 new members since last month.

Club Communication: The club has sent out 38 email blasts with an average 49% opening rate. The email with the highest opening rate (81%) was the week 1 – 2 one about learn-to-skate private lessons.

HR Update: Bonnie Shay

Motion: Approve Elizabeth Casey as a Junior Coach. Motion made by Mary, Helena seconded, unanimous approval.

Any Other Business:

Rink Reopening: The coaches are now able to coach on the Ice, but the club is still strictly following the Health and Safety Departments guidelines. The harness can now be used on all the sessions. The club is closely monitoring these changes.

Concern was raised over coaches coaching off-ice remotely via Zoom/FaceTime in the concession hallway. The Cube will not allow this due to insurance liability issues. This club concurs. If skaters are having a lesson on the ice at the Ice cube, the coach must be coaching in person, in the ice rink.

Melody on Ice: Camille Ziolek and Craig Forsyth

Nothing to report at this moment.

Fundraising: Carmen Fox

There is now a donation button on the Club Website.

Governing Council: Ann Dougherty

The USFS Governing Council is April 30-- May 1st in Colorado Springs—IF it's held in person. The club can send 6 delegates. The board agreed to send the delegates from last year, all of whom still have airline credits from last year's cancellation of the conference Jim Achtenberg, Ann Dougherty, Bonnie Shay, Helena Schotland, Craig Forsyth. Mary Johanson may go as part of

USFS committee chairs; Kim Davis will go as observer or delegate depending on Mary. That decision does not need to be made yet.

DEI (Diversity, Equality, Inclusion) Ideas: Erin Donovan

The US Figure Skating Association just announced the membership of a DEI committee. Erin has just attended a University of Michigan webinar hosted by Dr Jessica Garcia PhD (DEI Manager,) about inclusion and how to achieve it. Erin is going to meet with her and talk about how to make our organizations more inclusive. She is hoping to organize some seminars for the Hockettes' coaches. She would welcome ideas for ways to include the skaters. Suggestions were made to compile a reading and information list. Members should send the information to Matt Oonk who will coordinate the information.

Meeting adjourned at 8:21pm by Ranjit

Date of next meeting: Tuesday February 16th at 7:15pm. Zoom.

AAFSC Board Meeting Minutes

February 16th at 7:15pm. Zoom

7:15pm: Call to order by President Ranjit Aiyagari

In attendance: Ranjit Aiyagari, Warwick Anderson, Anjali Bhandari, Erin Donovan, Craig Forsyth, Carmen Fox, Mary Johanson, Karen Meints, Matt Oonk, Helena Schotland, Karla Stoermer-Grossman, Camille Ziolek.

Also in attendance: Ann Dougherty, Bonnie Shay, Ann Nicklas.

Minutes and Agenda Approval

Motion: Approval of minutes from January 19th, 2021: unanimous approval.

Motion: Approval of agenda: unanimous approval.

Committee Reports:

Finance committee: Warwick Anderson, Craig Forsyth

Warwick sent out two reports to the committee. The club is making just enough money to keep its head above water. The club has also been awarded a Michigan small business survival grant which will help with payroll.

Hockettes Erin Donovan

There is a lot going on right now. This week is the last week for on ice activities for teams this year. Teams are being filmed this week for the virtual competition. The Tri -States competition is Saturday and Sunday February 27 and 28th. It has had more entries than any other Synchro competition this season. There are entries from Turkey, Spain, Switzerland, Sweden, The Netherlands and Australia.

The competition is selling adverts and merchandise which is going fairly well.

Try outs for next year's Hockettes teams are planned for March.

The film "Life in Synchro" which features the Hockettes has been sold to PBS. People are encouraged to contact the local PBS station to ask that they be sure to show it in this area.

Learn to Skate: Mary Johanson

The Winter II session of LTS is filling up fast.

The US Figure Skating Association adaptive skating committee is mapping out where all the Figure skating clubs membership levels are. This club has increased its regular membership levels by 10% from this time last year and is now the 8th largest club in the county, and the largest with only one facility under its umbrella.

Competitions: Ann Dougherty.

The Springtime Invitational committee had an in-person meeting at the Cube with Cube staff and long-time competition volunteers to go over logistics. It was productive and useful. Ann sent an email to about 100 coaches asking if they were ready/willing to attend the competition in person with health and safety protocols in place; there was an overwhelming response of yes. Announcements for registration will be up next week.

Ann has spoken to Margret Faulkner and has told her that the Springtime invitational will be renamed the Margaret Faulkner Springtime Invitational. She is very honored.

Office Report: Craig Forsyth

Membership: The Club membership currently stands at 472 which is 11 more than January 2021 and 44 more than this time last year in February 2020.

Basic Skills: Has recruited 271 members since June 1st and 31 new members since last month.

Club Communication: The club has sent out 21 email blasts with an average 45% opening rate. The email with the highest opening rate (65%) was the email sent out on February 9th about the covid 19 update

HR Update: Bonnie Shay

Permission has been given to start the apprentice coaching program back up again. Applicants will be able to start volunteering for the Winter II LTS session which begins on February 23rd.

Any Other Business:**Melody on Ice: Camille Ziolek and Craig Forsyth**

Nothing to report at this moment.

Fundraising: Carmen Fox

Nothing to report at the moment.

DEI (Diversity, Equality, Inclusion): Erin Donovan and Matt Oonk

Matt has sent a presentation out and shared it again in the meeting. He is going to revise the statement that is on the Club website.

A subcommittee is going to be formed of club members with interest. Ideally, they will have a wide range of experiences, identity and expertise. Members should send an email to Matt if they are interested in joining the group.

Erin would like to bring in Jessica Garcia from the UOM to do a seminar to the coaches and the Board members. This seminar will work on raising awareness, consciousness and get members thinking about how inclusive we are

Motion: That Erin moves forward with arranging the training with Jessica Garcia to run a 2-hour seminar for coaches and board members at the cost of \$1000.

Proposed: Erin. **Seconded:** Karla: unanimous approval.

Hockettes. Withdrawal from the Intermediate team: Craig Forsyth

Two skaters (2nd club members) withdrew from the Intermediate team in early February before the end of the practice season. Both families requested that the club waive their volunteer obligations and refund the remainder of their season's fees to Hockettes. This year's refund policy is different from previous years and was offered for Hockette members at the beginning of this season *only*, because we did not know what the season would look like due to Covid. The board agreed that their volunteer obligation need not be enforced. The finance committee is recommending that they be refunded the remaining 10% of their fees.

Motion: To refund both skaters' families that have withdrawn from the Intermediate team early the remaining 10% of their year's fees: Proposed: Carmen. Seconded Helena. 11 members in favor. 1 member opposed.

Summer club ice pricing plan: Craig Forsyth.

Craig has sent out a Summer ice pricing plan proposal to the Board members. Pass through ice will cost \$12 and Club ice will cost \$17. Credits will be given to club members for signing up for more than 25 Club ice sessions at the end of the season.

Motion: That the summer 2021 Ice pricing plan is adopted. Proposed: Ranjit. Seconded. Helena. All in favor.

Hockettes 2021/22 club funding plan: Craig Forsyth

Craig has sent all the board members a proposal for the 2021/22 Hockettes finances to make the membership fees for Hockette members affordable in the coming season. These measures are needed because the Porter competition did not make very much money this year due to it being virtual. Most of the income in previous years has come from ticket sales.

Motion: That 100% of the proceeds from the 2020 virtual Porter competition be transferred to the Hockettes account and that the Club loan the Hockettes a lump sum on May 31st which is to be paid back over the next 2 or 3 years. Proposed: Mary. Seconded: Carmen. All in favor.

Covid announcement policy: Karla Stoermer-Grossman.

The club and Hockettes have been doing a good job of handling and conveying the Covid protocols but some club members are still not following the guidelines. Karla is going to find a pictorial guide to the protocols that members should follow. She will send it to the medically qualified board members for approval first and then the club office will send it out to the members.

Jump/Spinner cabinet: Karla Stoermer Grossman.

Steven is still carrying the jump/spinner round from the locker room to its position at the other side of the rink because the cabinet is not in place. Funding for the cabinet has been approved and Steven should go ahead and purchase it and install it.

Ann Arbor Public Schools (AAPS) High School Figure Skating team: Camille Ziolek

The AAPS high school Figure Skating team had their competition last Sunday and the A team came first, and the B team came second in their groups. Both teams are through to the State finals in March.

Meeting adjourned at 9:03pm by Ranjit

Date of next meeting: Tuesday March 16th at 7:15pm. Zoom.

AAFSC Board Meeting Minutes

March 16th at 7:15pm. Zoom

7:17pm: Call to order by President Ranjit Aiyagari

In attendance: Ranjit Aiyagari, Warwick Anderson, Anjali Bhandari, Erin Donovan, Craig Forsyth, Carmen Fox, Mary Johanson, Karen Meints, Matt Oonk, Helena Schotland, Karla Stoermer-Grossman, Camille Ziolek.

Also in attendance: Ann Dougherty, Bonnie Shay, Steven Pottenger.

Minutes and Agenda Approval

Motion: Approval of minutes from February 16th, 2021: unanimous approval.

Motion: Approval of agenda: unanimous approval.

Committee Reports:

Finance committee: Warwick Anderson, Craig Forsyth

Last month has been stable and the club is making just enough money. The Michigan Small Business Survival grant has helped a lot.

Hockettes Erin Donovan

The Tri states competition had 26,000 views on the live web screen. Viewers were from South America, Korea, Japan, Australia, Austria, France and many other countries. The purchased web stream can be used for other club events and the club could also charge for viewing.

The competition did well financially, it had a similar profit to the Porter virtual competition. Erin has to meet with the Tri states officials to figure out how the profits are split between the club and the Tri-States organization.

Hockette tryouts are this weekend. 91 skaters have registered which is close to the usual 100 that normally register.

Learn to Skate (LTS): Mary Johanson

The winter 2 session is finishing up. The class limits for the spring session will be the same because of the shared lobby space. Mary is hopeful that the Summer sessions will be able to accommodate more skaters because there will be less hockey activity at the rink. There are currently about 400 LTS members. This is not as good as the 600 LTS skaters the club had a couple of years ago but 400 is a good number at the moment.

Mary wrote to Washtenaw County to request Covid vaccinations for all the coaching staff and they were sent a link and a number of coaches have been vaccinated.

Competitions: Ann Dougherty.

Registration to the Margaret Faulkner Springtime Invitational opened on March 1st and 100 Skaters have signed up already. Ann is currently completing the risk assessment forms and Health and Safety Plans to be submitted to USFSA for the competition.

Office Report: Craig Forsyth

Membership: The Club membership currently stands at 476 which is 4 more than February 2021 and 48 more than this time last year in March 2020.

LTS: Has recruited 371 members since June 1st and 78 members in the last month.

Club Communication: The club has sent out 24 email blasts with an average 44% opening rate. The email with the highest opening rate (71%) was the email sent out on February 9th about the Covid 19 update

All Hockettes fees from the 2020-21 season have been paid

HR Update: Bonnie Shay

Motion: To approve Ava Heung as a Junior Coach. Motion made by Helena. Seconded by Carmen. Unanimous approval.

Motion: to approve Doug Haw as a pro staff member. Motion made by Karla. Seconded by Anjali. 10 members voted in favor. 1 abstention.

Any Other Business:**Melody on Ice (MOI): Camille Ziolek and Craig Forsyth**

The MOI committee has met recently and will meet again next week. They are planning on one live show for club members only. Audience capacity is 350 under current Covid restrictions but that may change before June. Skaters will sign up for a slot, exhibition style with no rehearsals. There will not be any large groups of skaters performing together. Skaters will supply their own costumes. The title will be Pandemic Playbook in 2021. Audience members will pay a fee which will include a full color program and access to a video.

Fundraising: Carmen Fox

Nothing to report at the moment.

Diversity, Equality, Inclusion (DEI): Erin Donovan and Matt Oonk

A seminar with Jessica Garcia has been scheduled for March 24th at 7pm. All coaching staff, Hockettes managers and board members have been sent an invite.

Matt is going to wait until after the seminar before forming a sub-committee in the club to develop this further. He is also still collecting information and will plan how to send it out to the club once the workshop and committee is formed.

Mat has sent out a DEI statement to Board members to put onto the website

Motion: The AAFSC will adopt the updated DEI statement. Motion made by Karla. Seconded by Camille. Unanimous approval.

Music system update: Erin Donovan and Steven Pottenger

Steven has sent out details of a music system. At the moment the coaches use their phones and dongles to play the music. It is not possible to socially distance and very difficult to determine who is next. The system that Steven is proposing is from Rinkmusic. It would list the order of play and the skater's name on a screen. It would work by a card key system that each skater would buy and load their music onto. They would then swipe their key when they get onto the rink. Skater's name would be announced before their music is played.

The board agreed that it is important to get the coaches buy-in before the Board put it to the vote. This item will be brought back to the board meeting next month for a vote once further discussions have taken place amongst the coaching staff.

Meeting adjourned at 9:02pm by Ranjit

Date of next meeting: Tuesday April 20th at 7:15pm. Zoom.

AAFSC Board Meeting Minutes

April 20th at 7:15pm. Zoom

7:17pm: Call to order by President Ranjit Aiyagari

In attendance: Ranjit Aiyagari, Warwick Anderson, Anjali Bhandari, Erin Donovan, Craig Forsyth, Carmen Fox, Mary Johanson, Karen Meints, Matt Oonk, Helena Schotland, Karla Stoermer-Grossman, Camille Ziolek.

Also in attendance: Ann Dougherty, Bonnie Shay, Ann Nicklas, Douglas Haw.

Minutes and Agenda Approval

Motion: Approval of minutes from March 16th, 2021: unanimous approval.

Motion: Approval of agenda: unanimous approval.

Meeting with Douglas Haw: Doug has now met with the coaches and staff last weekend and would like to start working at the AAFSC before springtime. He sees his role as supplementing the coaches' lessons and he may take a few adults or LTS students if they need another coach.

Committee Reports:

Finance committee: Warwick Anderson, Craig Forsyth

Warwick has sent out two reports to the committee. The club is still ahead and is not losing money.

Hockettes Erin Donovan

The Spring season practices started last week.

Learn to Skate (LTS): Mary Johanson

The LTS Group lessons for youth have been suspended for 2 weeks on the advice of the Michigan Department of Health because of rising Covid numbers. The LTS lessons will resume on April 28 after which there will be 4 more weeks of lessons before the end of the springtime session. The Adult LTS Group lessons and the LTS private lessons are still happening. Skaters have mostly been given credit as a refund for missed lessons, but some have been given refunds.

Competitions: Ann Dougherty.

Margaret Faulkner Springtime Invitational. May 20 to May 23.

550 skaters have now registered for this competition. The skaters are from all over the US. The organizers will send out clear instructions about safety and mask wearing rules. Some out of state competitors may not be familiar with the rules in Michigan for Covid precautions.

There will be a pre-event zoom meeting for all parents and skaters participating to outline the rules. The club medical team will help draft an email with instructions and resources for the skaters regarding Covid safety rules for competitors. A short on- page with bullet points was also suggested.

Suggestions from board members included, skaters putting their skates on in the car or outside and then wearing their skates into the rink and parents/ chaperones staying outside the rink and watching their skater on a live stream video link in the parking lot.

Basic Skills Competition. Skills and Showcase. May 23.

There will be further discussions and a meeting about the Skills and Showcase competition in the next week

Office Report: Craig Forsyth

All skaters now have to test every week or submit proof of a vaccine or proof of having had Covid in the last 3 months in order to skate. This will be reviewed at the end of April

Membership: The Club membership currently stands at 482 which is 6 more than March 2021 and 54 more than this time last year in April 2020.

LTS: Has 436 skaters. Usually, the number is over 600 but the number is not bad considering.

Club Communication: The club has sent out 36 email blasts with an average 49.5% opening rate. The email with the highest opening rate (81%) was the email sent out on April 14th about Covid testing.

Hockettes.

All Hockettes fees from the spring 2021 session have been paid.

Volunteer Hours.

Craig circulated a volunteer proposal with three options. The board prefers the option #1 where the volunteer hours for this year and next year are combined at a rate of 1.25. This means that Club #1 members volunteer obligation will be 50 hours for both years. Craig will send out an email to the club members.

HR Update: Bonnie Shay

Motion: To approve Selina Lin as a LTS Instructor. Motion made by Helena. Seconded by Camille. Unanimous approval.

Motion: To approve Cyndi Edelman as assistant off-ice dance instructor. Motion made by Mary. Seconded by Anjali. Unanimous approval.

Motion: To approve Ariana Gould-Tasoojyas as a junior coach. Motion made by Karla. Seconded by Matt. Unanimous approval.

Other Business:

Melody on Ice (MOI): Camille Ziolek and Craig Forsyth

Camille reported that 23 skaters have signed up so far. However, the ideal number of skaters is 40 if the club is to break even financially. The MOI committee is going to send out another email and extend the sign-up deadline to recruit more skaters.

Diversity, Equality, Inclusion (DEI): Erin Donovan and Matt Oonk

The DEI Subcommittee has met. They are looking at another event in the summer which will be more skater focused.

They are discussing how to encourage more inclusive behavior and are gathering information on this. They are going to put the information into the club handbook.

Anika is the skater representative, and she has volunteered to put up a bulletin board in the Ice Cube with DEI information on it to raise awareness.

Music system update: Erin Donovan and Steven Pottenger

Erin reported that there has not been a lot of interest but that might be because the coaches are busy with Springtime. Erin suggested sending them a survey after the springtime competition to ascertain interest.

Ice condition: Karla

Karla and other Adult skaters have noticed that there is a lot of craters in the Lutz corner on the Olympic rink. In the past, skaters themselves filled in the craters with a bucket of sludge. Craig will discuss this with the Ice cube manager and will report back on a solution.

Board Elections in June:

4 members of the board's terms are up for reelection in June. Erin volunteered to send out a request for candidates and gather their BIOs. The Deadline for candidates to submit is May 18th and then the election results be announced at the board meeting on June 18th.

Meeting adjourned at 8:51pm by Ranjit

Date of next meeting: Tuesday May 18th at 7:15pm. Zoom.

AAFSC Board Meeting Minutes

May 18th at 7:15pm. Zoom

7:15pm: Call to order by President Ranjit Aiyagari

In attendance: Ranjit Aiyagari, Warwick Anderson, Anjali Bhandari, Erin Donovan, Craig Forsyth, Carmen Fox, Mary Johanson, Karen Meints, Matt Oonk, Helena Schotland, Karla Stoermer-Grossman, Camille Ziolek.

Also in attendance: Ann Dougherty, Bonnie Shay, Ann Nicklas.

Minutes and Agenda Approval

Motion: Approval of minutes from April 20th, 2021: unanimous approval.

Motion: Approval of agenda: unanimous approval.

Committee Reports:

Finance committee: Warwick Anderson, Craig Forsyth

Warwick has sent out two reports to the committee. The club is still ahead and is not losing money. There will be more income to come from Springtime Invitational and practice ice. We will know the exact amount once Springtime is over.

Hockettes: Erin Donovan

The Spring season practices are finishing this week. The Hockettes treasurer is working on a budget. Parents meetings are next week.

Learn to Skate (LTS): Mary Johanson

Spring season has now been completed. There is a break until the summer season starts in June. The teacher request letters have been sent out. LTS is going well.

Competitions: Ann Dougherty

Margaret Faulkner Springtime Invitational. May 19 to May 23.

The AAFSC Office staff will send out one last eblast tonight requesting volunteers. Everything is in place to run the competition this week.

Basic Skills Competition. Skills and Showcase. May 23.

The Basic skills competition is on Olympic rink the Sunday during the Margaret Faulkner Springtime Invitational. The same safety precautions and rules that apply to Springtime also apply to this competition. This competition also needs more volunteers and a request for volunteers will be part of the Springtime eblast.

Office Report: Craig Forsyth

There is a lot going on right now.

Coaches Contracts: These will be sent out next week.

Membership: The Club membership currently stands at 484. In May 2020 It was 431. That is a 12% increase in membership. LTS is down 24% from this time last year but we are still one of the largest LTS programs in the country.

Looking to the Future: The AAFSC has to change if it is to adapt to future challenges. The office staff currently take on a lot of responsibility and will need to take on more in the future. Craig requested that the club add another full-time position within the office structure.

Motion: Karla proposed that the club recruit one full-time person or part-time staff members whose hours together add up to a full-time position to work as assistant club manager/s in the AAFSC office in addition to the staff that already work there. Seconded by Camille. Unanimous approval.

HR Update: Bonnie Shay

Motion: Approve Leta Carlisle as a LTS Instructor. Motion made by Camille. Seconded by Matt. Unanimous approval.

Motion: Approve Sarah Tuzinowski as a LTS instructor. Motion made by Camille. Seconded by Carmen. Unanimous approval.

Motion: Approve Chloe Roslin as a Junior Coach. Motion made by Erin. Seconded by Karla. Unanimous approval.

Motion: Approve Jen Schneider as a Pro Staff. Motion made by Mary. Seconded by Camille. Unanimous approval.

Other Business:**Melody on Ice (MOI): Camille Ziolek and Craig Forsyth**

The organizers are figuring out the program issues. It will be more of an exhibition, but it will be a lot of fun. There will be a memory package for all the participants.

MOI 2022 will be back in its usual format.

Diversity, Equality, Inclusion (DEI): Erin Donovan and Matt Oonk

Anika has made some posters and has put them up around the rink. More will be made in the coming weeks.

Kim and Gina are pursuing a sponsor contact for the skaters' meeting in June and suggested sending them a survey after the springtime competition to ascertain interest.

Board Elections in June:

There are 5 candidates running for 4 board positions. Their Bios will be sent out after Springtime and the election will be in the week before the June Annual Meeting.

Meeting adjourned at 8:18 pm by Ranjit

Date of next meeting: Tuesday June 15th at 7:15pm. Zoom.

AAFSC Board Meeting Minutes

June 15th at 7:00pm. Zoom

7:15pm: Call to order by President Ranjit Aiyagari

In attendance: Ranjit Aiyagari, Warwick Anderson, Anjali Bhandari, Erin Donovan, Craig Forsyth, Carmen Fox, Mary Johanson, Karen Meints, Matt Oonk, Helena Schotland, Karla Stoermer-Grossman, Camille Ziolek.

Also in attendance: Ann Dougherty, Bonnie Shay, Ann Nicklas. Other club members on zoom.

Minutes and Agenda Approval

Motion: Approval of minutes from May 18th, 2021: unanimous approval.

Motion: Approval of agenda: unanimous approval.

Committee Reports:

Finance committee: Warwick Anderson, Craig Forsyth

Warwick has sent out three proposals to the Board concerning staff bonuses and pay increases. The Board members met prior to this meeting and have approved these Proposals.

Hockettes Erin Donovan

The Spring season practices have finished and summer training is starting next week. The Aspire team and the Unified team participated in the MOI and had a lot of fun. Erin and the Hockettes coaches are excited for the upcoming season

Learn to Skate (LTS): Mary Johanson

140 LTS skaters have signed up for the summer sessions. Mary is hoping that they can get back to 100 skaters on the ice for LTS sessions by the fall.

Competitions: Ann Dougherty.

Margaret Faulkner Springtime Invitational. May 19 to May 23.

Ann Reported that Springtime went very well. There was a larger turn out than in years past. Ann got a lot of helpful constructive feedback from attendees. She would like to thank all the volunteers for all their hard work. She is working on hotel contracts for next year.

Office Report: Craig Forsyth

There is a lot of things going on right now.

Membership: The office is dealing with membership renewals and changing membership levels etc. Synchro Invoices have also just been sent out and the office is busy answering questions about those invoices.

The Club membership currently stands at 484 In June 2020 It was 434. That is a 12% increase in membership. That has made us one of the top 10 largest clubs in the Nation. We are the largest

club that operates out of one facility. We also have a large adult membership. There are 100 Adult nonparent members. This is partly because of the 4-year college membership offer which comes with a volunteer hour obligation. The parents or the college student who are already familiar with what it entails to be a volunteer have to volunteer and this makes running the events easier. The LTS program is the largest LTS program run by a club and not a rink. We are growing at club level and at LTS level.

HR Update: Bonnie Shay

The Coaches contracts are due on Monday. The HR committee is processing the candidates for the assistant office manager position. There has been a good number of interested candidates. The interviews are today, Thursday and early next week. The interview committee consists of Ann Nicklas, Bonnie Shay and Craig Forsyth.

New Business:

Safe Sport: Carmen Fox

Carmen asked that all board members double check their status and make sure that the training and background check is done. She asked for members to let her know if there is a lag before the next meeting. She suggested sending her a screen shot.

Melody on Ice (MOI): Camille Ziolek and Craig Forsyth

The MOI exhibition was a great success! The skaters had fun and the Audience was great. It ran smoothly and very fast, the timing worked well. Kim Davis reported that she had just seen the photographs and they looked great.

Diversity, Equality, Inclusion (DEI): Erin Donovan and Matt Oonk

Erin is following up with the Principal of the Ypsilanti Schools outreach program. They are suggesting a field trip and math classes about angles and water freezing into ice.

Board Elections:

There are 5 candidates running for 4, 3-year term board positions. The candidates elected are,
Jennifer Nguyen
Camille Ziolek
Bonnie Shay
Jenny Land

The Total # of electors is 274 and the total electors voting was 103.
Last August 2020 there were 227 electors and 103 voted.

Ranjit Aiyagari, closing remarks as outgoing President.

Adjourn. 7:31pm

The Newly elected board members and the existing board members stayed on to discuss some housekeeping business.

Check Signing: There are 5 current check signers. No additional check signers are needed at the moment.

AAFSC Board President:

Warwick proposed that Carmen Fox serve as president of the AAFSC. Erin Seconded.
Unanimous approval.

AAFSC Vice President:

Erin proposed that Camille Ziolek serve as vice president of the AAFSC. Anjali Seconded.
Unanimous approval.

AAFSC Secretary:

Camille proposed that Karen Meints serve as Secretary of the AAFSC. Matt Seconded.
Unanimous approval.

AAFSC Treasurer:

Camille proposed that Warwick Anderson serve as Treasurer of the AAFSC. Anjali Seconded.
Unanimous approval

Craig reminded all board members that the current year finishes on June 30th and all Board members need to have their membership renewed by that date. This includes their safe sport and background checks if they are due to be renewed this year.
Craig will be sending out a conflict-of-interest form to all board members in the next few weeks.

The board members agreed to hold the monthly meeting on the Third Tuesday of every month. They will remain as zoom meetings at the moment with maybe 2 or three a year in person meetings.

The reopening committee consists of Ann Nicklas, Mary Johanson, Erin Donovan, Craig Forsyth and Ranjit Aiyagari. Carmen Fox will also join this committee.

Ann Nicklas is the Club legal advisor.

Camille proposed that Ann Nicklas continue to be the AAFSC legal advisor. Erin Seconded.
Unanimous approval.

Committees:

Human resources: Members, Bonnie Shay, Ann Nicklas, Mary Johanson, Erin Donovan.

Finance Committee: Ann Dougherty, Brooke Sacks, Brian Edelman, Warwick Anderson, Craig Forsyth, Linh Nyugen.

The meeting adjourned at 8:15pm

Date of next meeting:

Tuesday July 20th at 7:15pm. Zoom

AAFSC Board Meeting Minutes

July 20th at 7:15pm. Zoom

7:15pm: Call to order by President Carmen Fox

In attendance: Warwick Anderson, Anjali Bhandari, Erin Donovan, Craig Forsyth, Carmen Fox, Mary Johanson, Jenny Land, Karen Meints, Jennifer Nguyen, Matt Oonk, Camille Ziolek.

Apologies: Ann Dougherty, Ann Nicklas, Bonnie Shay.

Minutes and Agenda Approval

Motion: Approval of minutes from June 15th 2021: unanimous approval.

Motion: Approval of agenda: unanimous approval.

Committee Reports:

Finance committee: Warwick Anderson, Craig Forsyth

The club is still making money and is doing well. The compensation committee is looking for 1 or 2 more members from the board. Contact Warwick if interested in joining this committee.

Budget approval. 2021 - 2022.

Craig has sent out the proposed budget for the next financial year to all the board members. He can send out a more detailed proposal to anyone who requests it.

Motion:

Camille proposed, Jennifer Nguyen seconded, that the club adopt the proposed Budget for the 2021-22 financial year. Unanimous approval.

Hockettes: Erin Donovan

The Hockettes are in the middle of Porter camp this week and are preparing for the upcoming competition season which is going well. There have been some questions about mask wearing. The Hockettes are following the current Health department guidelines along with the AAFSC and the Ice Cube.

A virtual element event is being planned for the Dr Porter competition in December.

Learn to Skate (LTS): Mary Johanson

The Summer 1 season is just finishing, and Summer 2 season starts next week. There are lots of new sign ups. Over 200 skaters have signed up for Summer 2.

Mary thanked the board for the LTS staff bonuses that were approved last month.

Competitions:

Craig reported that Kim Davis has obtained approval from the USFS Adult figure skating committee for the club to host an Adult Open competition on October 2nd. All judging will be

6.0. An Adult competition club will be starting in the LTS summer session 2 to prepare Adults for this competition.

Motion:

Jenny Land proposed that the AAFSC hosts an Adult Open Figure skating competition on October 2nd. Camille seconded. Unanimous approval.

Office Report: Craig Forsyth

Craig thanked the board for the bonuses that were approved for the office staff last month.

Membership:

LTS currently has 200 members. The club has 413 members and has grown steadily since 2014 when it had 189 members.

Summer Ice: The club is making a small profit on summer ice. Ice will be sold in the fall on a monthly or 2 monthly basis with discounts for frequent skaters on the \$17 ice sessions. All the ice will be operated by AAFSC.

Synchro fees: 63% of the Hockettes families have chosen to pay their synchro fees annually rather than monthly. This has reduced office work by a lot.

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HR Update: Mary Johanson filling in for Bonnie Shay

Motion: Via email vote on June 25th 2021.

Camille proposed that the AAFSC Board approve the hiring of Jeanette Maitz as AAFSC assistant club manager. Jennifer Nguyen seconded. Unanimous approval. She will start work on August 2nd and will start meeting people next week

The HR committee recommends Heath Monsma as coach for the hockey class that is starting in the Summer 2 session.

Motion:

Mary proposed appointing Heath Monsma, Camille Seconded. Unanimous approval.

Other Business:

Diversity, Equality, Inclusion (DEI): Erin Donovan and Matt Oonk

A meeting is being planned for next month and then there will be an update.

Music system update: Erin Donovan and Steven Pottinger

The coaches do not want to pursue the Rinkmusic option at the moment. Mary suggested getting a white board to queue the music.

Safe Sport: Carmen Fox

Jennifer Nguyen will take over as the safe sport coordinator for the club.

Old Documents/ club information: Erin Donovan

Erin had to go through the Hockettes dressing room following the moisture problem from the Ice cube roof. She found a lot of old documents including videos, newspaper articles and old club minutes. She suggested that some volunteers work on converting the videos to the latest format and scan the articles so they are not lost. Carmen volunteered to work on it with volunteers. The club will send out an eblast looking for more volunteers to join Carmen.

Gracie Gold seminar: Carmen Fox

Carmen has received information about a seminar that Gracie Gold runs at skating clubs. It is a 5 hour workshop with skaters. Carmen will get more information and will then report back to the club.

The meeting adjourned at 8:09pm

Date of next meeting:

Tuesday August 17th at 7:15pm. Zoom

AAFSC Board Meeting Minutes

August 17th at 7:15pm. Zoom

7:23pm: Call to order by President Carmen Fox

In attendance: Warwick Anderson, Anjali Bhandari, Erin Donovan, Ann Dougherty, Craig Forsyth, Carmen Fox, Mary Johanson, Jenny Land, Karen Meints, Jennifer Nguyen, Ann Nicklas, Matt Oonk, Bonnie Shay, Camille Ziolek,

Appologies:

Minutes and Agenda Approval

Motion: Approval of minutes from July20th 2021: unanimous approval.

Motion: Approval of agenda: unanimous approval.

Committee Reports:

Finance committee: Warwick Anderson, Craig Forsyth

Warwick has sent out a summary and report to the board members. There were no questions from board members. A lot of Hockette families are paying the fees annually this year.

Hockettes Erin Donovan

The summer practices are finishing up. Adam Blake who is a choreographer for Disney on ice and the Haydenettes has spent the last week working with the Juvenile, Novice and Junior teams last week. The Junior team will compete in Ohio and California in the fall. This is their chance to qualify to compete internationally this season.

Learn to Skate (LTS): Mary Johanson

The fall schedule came out 2 hours ago. Shooting Stars will be renamed "Aspire to be a Shooting Star". The Competition club members will get to compete in actual competitions again.

Competitions: Ann Dougherty.

Ann has been setting up Hotels for next year's springtime Invitational. She will also meet with Kim regarding the Adult open on October 2nd, 2021. The Adult open has a sanction for it and invitations are going out to all adult club members to compete.

Office Report: Craig Forsyth

The Ice cube has asked the club to handle the early morning ice. There will be 4 half hour sessions at 6:15am, 6:45am, 7:15am and 7:45am. Each session will cost \$6.

Membership: As of August 17, the club has 425 members. LTS currently has 237 members compared with 178 in 2019.

Valerie Cook who applied for the Assistant Club Manager position will be working on Saturdays and Sundays with a view to transitioning into other roles.

HR Update: Bonnie Shay

1. HR recommends Joseph Breeden for Junior Coach Position.
Motion. Camille proposed that the AAFSC appoint Joseph Breeden as Junior coach. Erin Seconded. Unanimous approval.
2. HR recommends Annie Wang for Junior Coach Position
Motion. Camille proposed that the AAFSC appoint Annie Wang as Junior coach. Matt Seconded. Unanimous approval
3. HR recommends Audrey Weizer as a LTS Instructor.
Motion. Camille proposed that the AAFSC appoint Audrey Weizer as LTS Instructor. Warwick Seconded. Unanimous approval
4. HR recommends Hiring Rayna Ketchum to assist with the Instrumentation of an AAFSC DEI program.

If the DEI program is to have meaning it should have continuity. Raynor is experienced in this work and can help with continuity and with outreach. She will work 5 hours a week on specific tasks over a 5-month period. This will cost \$5,000. The club could also look at external funding her work needs to continue beyond 5 months.

Motion: Camille proposed going back to Rayner Ketchum and offering her a contract to work with the AAFSC on the DEI program for 5 hours a week at \$50 per hour. The budget for this will be \$5,000. Erin Donovan seconded and unanimous approval.

Motion. Jenny Land proposed that the club appoint Rayner Ketchum as DEI program coordinator for 5 hours a week at \$50 per hour
. The total payments for her services should not exceed \$5,000 without further AAFSC board approval. Jennifer Nguyen seconded and Unanimous approval.

Any Other Business:

Melody on Ice (MOI): Camille Ziolek and Craig Forsyth

The MOI show will be back to mid-March again next year. Auditions for soloists will be in Mid-October. An email will be sent out to club members to ask for volunteers for a director. Camille and Craig volunteered to produce the show.

The meeting adjourned at 8:37pm

Date of next meeting:

Tuesday September 21st at 7:15pm. Zoom? In person?

**AAFSC Board Meeting
Minutes
September 21st at 7:15pm. Zoom**

7:18pm: Call to order by President Carmen Fox

In attendance: Warwick Anderson, Erin Donovan, Ann Dougherty, Craig Forsyth, Carmen Fox, Mary Johanson, Jenny Land, Karen Meints, Ann Nicklas, Matt Oonk, Bonnie Shay,

Apologies: Anjali Bhandari, Jennifer Nguyen, Camille Ziolek.

Minutes and Agenda Approval

Motion: Approval of minutes from August 17th, 2021: unanimous approval.

Motion: Approval of agenda: unanimous approval.

Committee Reports:

Finance committee: Warwick Anderson, Craig Forsyth

Warwick has sent out a summary and report to the board members. No questions from the board members. All appears normal and healthy.

Hockettes: Erin Donovan

Registration for the in-person competitions is in progress. The teams are busy finishing their programs in preparation. Some competitions require that all attendees are vaccinated. All require masks and temperature checks.

The annual Making Strides Walk on October 16 will be shared with the club in case anyone who is not a Hockette wants to join in.

Learn to Skate (LTS): Mary Johanson

The Fall 1 schedule finishes on October 24th and the Fall 2 schedule starts the following week. Current LTS numbers are as follows.

Tuesday. Adults - 21 skaters.

Wednesday Tots class- 4 skaters

Wednesday evening - 42 skaters

Thursday evening -91 skaters

Saturday morning - 7 adaptive skaters and 46 LTS skaters.

Sunday skaters, Shooting stars-23 skaters and competition club-10 skaters.

Competitions: Ann Dougherty.

Ann has set up Hotels for next year's Springtime Invitational May 19-22. The IJS equipment will need to be reserved now so that another club does not book it. Ann will be sending out invitations to officials next month. The videographer we have used for over 20 years has retired; Ann will explore other options.

Office Report: Craig Forsyth

Membership: LTS currently has 330 skaters registered; this compares to 388 skaters in Fall 2019. Club membership has increased by 30 members in the last month bringing the current membership total to 455.

Ice: The club is making a little money on ice sales this year which is better than last year when the club was not making any money.

Staff: The office is developing roles for its staff for the various aspects of the club. One aim is to produce a club handbook by the end of the year.

Staff are also meeting with companies who offer online bookkeeping and payment systems.

HR Update: Bonnie Shay

HR recommends Salsabeel Hodge as a LTS Instructor.

Motion. Matt proposed that the AAFSC contract Salsabeel Hodge as LTS Instructor. Mary Seconded. Unanimous approval.

Any Other Business:

DEI Progress: Erin Donovan and Matt Oonk

Matt Oonk and Erin Donovan have met with Raynor Ketchum. She plans to look through documents and survey the members to establish the areas we need to work on.

Bonnie has sent her contract to Raynor.

Melody on Ice (MOI): Camille Ziolek and Craig Forsyth

The directors will be Emily Buckeridge and Meredith Longoria. Dates are March 18th and 19, 2022 with 2 shows on Saturday. Registration will be from mid to late October. Costumes and pictures will be in mid-January. The theme will be "Mix it up, Remix, Let's do it again".

2021 Club Awards.

Craig Forsyth pointed out that the club had not given out any of its annual awards for the last year. It was decided that the club would give out awards from March 2020 to March 2021 and that the respective coaches and staff would gather nominations and consider recipients over the next two weeks.

The meeting adjourned at 8:19pm

Date of next meeting:

Tuesday October 19th at 7:15pm. Zoom

**AAFSC Board Meeting
Minutes
October 19th at 7:15pm. Zoom**

7:16pm: Call to order by Vice President Camille Ziolek

In attendance: Warwick Anderson, Anjali Bhandari, Craig Forsyth, Mary Johanson, Jenny Land, Karen Meints, Ann Nicklas, Jennifer Nguyen, Matt Oonk, Bonnie Shay, Camille Ziolek.

Apologies: Carmen Fox, Erin Donovan, Ann Dougherty.

Minutes and Agenda Approval

Motion: Approval of minutes from September 21st, 2021: unanimous approval.

Motion: Approval of agenda: unanimous approval.

Committee Reports:

Finance committee: Warwick Anderson, Craig Forsyth

Warwick has sent out a summary and report to the board members. No questions from the board members. Craig reported that the club finances are almost back to the 2019, “pre covid” levels again.

Hockettes: Erin Donovan

Erin submitted a report via email to the board which is attached to these minutes.

Learn to Skate (LTS): Mary Johanson

This is the last week of the Fall 1 session. Skaters are signing up for Fall 2 which starts the following week.

Competitions: Ann Dougherty,

Ann was unable to attend the meeting. She sent an update via email which is attached.

Office Report: Craig Forsyth

Valerie Cook resigned 2 weeks ago, and Saturday October 23rd is her last day. Kim Davis Resigned for a career move and this is her last week also. HR is in the process of recruiting replacements and are meeting to discuss. In view of the very competitive job market, Craig asked the board to consider the following proposals.

Proposal 1. To approve the hourly rate for the assistant club manager, position up to a set rate approved by the board depending on the individual applicant's experience. The hours per week will be 35 to 40 per week.

Camille Proposed that the club approve the hourly rate for the assistant club manager position up to a set rate approved by the board depending on the individual applicant's experience. Warwick Seconded and Unanimous approval.

Proposal 2. To raise the second assistant club manager's salary to a rate approved by the board from November 1st. The salary will be revisited when the other assistant club manager is recruited.

Camille proposed that the second assistant club manager's hourly rate is increased to a rate approved by the board from November 1st. Warwick seconded and Unanimous approval.

Membership:

Club membership is now 473 which is an increase of 18 members from last month and a 20% increase from this time last year.

One skater pulled out of the PJ Hockettes team in October. The financial obligations were resolved with the parents on October 5th.

The website recently stopped taking payments. This was because there was a glitch on the website that was coded 8 years ago. When there was an attempt to reduce the clubs credit card fees which are substantial. The website stopped working and could not be changed back. Hopefully the website will be up and running again by the weekend.

The office staff have done a superb job processing payments for Ice time and LTS during this time even though it has taken a lot more time.

HR Update: Bonnie Shay

HR recommends Samantha lang as a LTS Instructor.

Motion. Camille proposed that the AAFSC contract Samantha Lang as LTS Instructor. Jenny Land Seconded. Unanimous approval.

Any Other Business:

DEI Progress: Erin Donovan and Matt Oonk

Raynor Ketchum has met with the committee. She plans to send out an introductory email to all the staff. She also plans to meet with HR and policies and language used. She will also look at more diverse Music selections. Anika

Nayegandhi has been putting up posters around the rink. Mary asked that the LTS photos on the website be updated to reflect its diversity.

Melody on Ice (MOI): Camille Ziolek and Craig Forsyth

The club sign up will be sent to members soon. The core committee is in place and preparations are on time. The only pressing item is to update the logo.

Safe Sport: Jennifer Nguyen

Jennifer took over in August. The club is not doing very well with Safe sport now. Many club members are not compliant. There are different levels of compliance needed which may be confusing. Coaches and LTS instructors over 18 need to complete an extra module to be compliant. Jennifer will talk to Mary regarding what is needed for LTS. Jennifer is going to work with Mary, Erin, and the office staff to ensure coaches complete the training to be compliant. Bonnie will review the HR checklist to make the contract renewal process easier for next year.

2021 Club Awards.

The nominations for the various awards are being compiled. Once they have been put together, Carmen will inform each recipient of their award and will schedule a time to get a picture. Email blasts will then be sent out to the club members announcing the awards. The aim is to complete this in the next 3 weeks.

The meeting adjourned at 8:26pm

Date of next meeting:

Tuesday November 16th at 7:15pm. Zoom

Attachment

Hockettes Report from Erin Donovan

The Hockettes competed in a virtual elements event last week and have entered "round 2" this week. Although they did not have any competitors, the junior team scored higher on each of their initial elements than they did last season at Tri-States classic so it shows they are continuing to build on success of last season. The Pre-Juvenile team is in 3rd place and the Novice team is currently winning their event!

We will be having a pep rally on Sunday for our family members to watch the programs. Our in- person competition season begins on November 5/6 with the

Diamond Classic in Mentor, OH. The following weekend, the junior team will go to Irvine, CA for the second competition in the ISP Challenger Series. The next weekend we will take all the other teams to the Kalamazoo Kick Off Classic.

The teams are doing several fundraisers including selling Sees candy, mums, and scrip/flipgive gift cards. If anyone is interested in any of these- please shoot me an email and we can get you set up.

The junior team will be skating during intermission of the Red Wings game on Tuesday December 14th. Tickets are on sale for \$39 in the upper bowl and I will have the office send out an eblast with detailed information during the beginning of November. This could be a fun club activity for our members to go to a game together.

Dr. Porter LOC has been working hard and has created a schedule, volunteer positions, and plans for spectators. It will be a different experience but should go well and give teams opportunity to compete at the highest level.

Please let me know if you have any questions!

Erin Donovan Thomas
Sent from my iPhone

Attachment

Competition report: from Ann Dougherty.

I'm working on the invitation to officials for Springtime. Communicating with the chief referee about what to say as to how things will run next Spring. Updating and conferring with him about which officials are on the invitation list. We are excited to get our Canadian judges back!

That's it. I know some of you have expressed interest in being involved in the planning. I haven't forgotten. But I wait until AFTER PORTER to ask for help. Everyone has enough on their plate until then. And it's still way early for Springtime.

I was on the finance committee zoom call last week and asked lots of questions of Craig so I feel pretty current about what's going on.

Ann Dougherty
AAFSC, Competition Chair

**AAFSC Board Meeting
Minutes
November 16th at 7:15pm. Zoom**

7:18pm: Call to order by President Carmen Fox

In attendance: Warwick Anderson, Anjali Bhandari, Erin Donovan, Ann Dougherty, Craig Forsyth, Carmen Fox, Mary Johanson, Jenny Land, Karen Meints, Ann Nicklas, Jennifer Nguyen, Matt Oonk, Bonnie Shay, Camille Ziolek.

Apologies:

Minutes and Agenda Approval

Motion: Approval of minutes from October 19th, 2021: unanimous approval with the following correction

Office report, proposal 2. To raise the salary for **Jenette Maitz** who is the assistant club manager to an hourly rate approved by the board starting November 1st. The salary will be revisited when the other assistant club manager is recruited.

Motion: Approval of agenda: unanimous approval.

Committee Reports:

Finance committee: Warwick Anderson, Craig Forsyth

Warwick has sent out a summary and report to the board members. The club is still making money. Ticket sales for Porter will be down but pre-sales of pins and programs are looking good. The profit will be about 50% of what it was 2 years ago. Craig reported that the fall ice sales have been much better than last year, the new ice sale system is more profitable for the club.

Hockettes: Erin Donovan

The Hockettes have finished 2 competitions and they went well. All the safety protocols were followed. The junior team earned enough points to be selected for an international assignment. The assignments are still to be announced. The teams are preparing for the Kalamazoo competition and then for the Porter competition. All the Hockette teams will be in the Winter exhibition and the Juniors will be skating at the Red Wings game on December 14th.

Learn to Skate (LTS): Mary Johanson

This is the last week of the Fall 1 session. Skaters are signing up for Fall 2 which starts the following week.

Competitions: Ann Dougherty.

Margaret Faulkner Springtime invitational. Ann has had a meeting with the referee and invitations to the officials have been sent out. Most have said yes. Things should run much more smoothly next year if the health and safety measures do not have to be applied. The committee meeting is scheduled for 2 weeks after the Porter Classic competition.

Dr Porter classic. Recruiting volunteers is still a struggle especially in the roles that require Safe Sport training. Any club member who takes the Safe sport training will be rewarded with volunteer hours and the cost of the background check will also be refunded if they submit an expense report. The club will send out another email blast appealing for volunteers.

Office Report: Craig Forsyth

Club membership: as of this morning the club has 485 members. This is an increase of 37 members since this time last year. Membership has increased by 12 since last month. Adult membership continues to increase.

The Annual Holiday Exhibition is on Sunday December 12th

Over 300 resumes have been submitted for the assistant club manager posts and two candidates have been selected for approval by the board.

HR Update: Bonnie Shay

HR recommends Abigail Mock for the position of Communications/Media manager.

Motion: Mary proposed the appointment of Abigail Mock for the position of Communications/ Media manager. Anjali seconded and unanimous approval.

HR recommends Mollie Kennedy for the position of Assistant Communications/Media manager.

Motion: Anjali proposed the appointment of Mollie Kennedy for the position of Assistant Communications/Media manager. Matt seconded and unanimous approval.

HR recommends Claire Moran as a LTS Instructor.

Motion: Erin proposed the appointment of Claire Moran as a LTS Instructor. Camille seconded and Unanimous approval.

HR recommends John Stevenson as a LTS Instructor.

Motion: Warwick proposed the appointment of John Stevenson as a LTS Instructor. Jenny seconded and unanimous approval.

HR email vote on 10/29/2021. HR recommends Sara Neivert as a LTS Instructor.
Motion: Camille proposed the appointment of Sara Neivert as a LTS instructor.
Camille proposed, Karen Seconded and unanimous approval.

Any Other Business:

DEI Progress: Erin Donovan and Matt Oonk

Anika Nayegandhi has made more posters to put around the cube. The coaches have discussed the things that they would like to see around the rink in different languages. The TV screen could be used to show information on another country and a skater from that country too. The aim is to create a feeling of openness in the club.

Melody on Ice (MOI): Camille Ziolek and Craig Forsyth

registration was sent out today and so far, there have been 2 sign ups. The organizers need to find a new company to do the video because A28 studios are retiring. Picture night is the second week of February. Nest media are doing the photographs for that night. LTS sign up for Melody on Ice will be sent out with registration. Craig announced that he is regrettably not going to be producing the show this year because of family commitments. Craig was thanked for his hard work in previous years.

Safe Sport: Jennifer Nguyen, Jenny Land.

Not much to report this month. Jennifer and Jenny are still learning the ropes with Safe sport training and compliance. They are figuring out the process and how to manage it and how to put the processes and procedures into one place.

Any other Business.

Mary reported that there is a need for some parameters for the coaches so that it is clearer who should do what. A survey will be sent out to all the coaches and then a meeting will be called to discuss and find a resolution to these issues.

The meeting adjourned at 8:56pm

Date of next meeting: Tuesday December 21st 2021