



National Governing Body of DanceSport, Member Organization of the US Olympic Committee, and the World DanceSport Federation

| General Membership Meeting 4/29/17 | |
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| In Attendance | |
| Glenn Weiss | President |
| Ann Durocher | Senior VP |
| Daphna Locker | Secretary |
| Scott Coates | Treasurer |
| Giacomo Steccaglia | DanceSport-VP |
| Jim DiCecca | Social VP |
| Inna Brayer | DanceSport Delegate |
| Herb McGurk | Membership |
| Ruth Long | Development |
| Gary Stroick | Admin Support |
| Stan Andrews | Past DanceSport VP, Past Sr. VP & Past Sec |
| Esther Freeman | Past President, Current Ass't to the Treas. |
| Peter Pover | Past President |

1. Welcome – Glenn Weiss:

Jan 1, 2017 marked the beginning of a new administration and leadership of USA Dance. As the newly elected president I would like to say how excited and humbled I am to be given this responsibility. Some of you may not be familiar with me or my background in ballroom dance. So by way of a quick introduction, for many years I was an international standard competitor, competing all over the world and based in London. For the last 24 years, I have resided in Palos Verdes, Ca.

My focus as President is to have USA Dance generally recognized as the premier dance organization by growing our brand identity with the USA and the greater international community. The leadership team is developing a comprehensive strategic plan to achieve this objective. Working the US Olympic Committee we will endeavor to attract and support additional forms of dance within the USA Dance family. We will create a division for professional competitors. We have an excellent team now focused on supporting and growing social dance

He then went on to introduce the GC members in attendance and also introduces Giacomo Steccaglia the new DanceSport VP. (See chart above)

2. Peter Pover Lifetime Membership Award: Presented by Ann & Glenn

Peter Pover was honored as USA Dance's new Honorary Life Member. Peter became active in USABDA (USA Dance) in 1984. He served three terms as president of the organization and was the first US representative to be elected to the WDSF Presidium where he served as First Vice President. He played a role in our getting Olympic recognition, as well as USA Dance becoming the National Governing Body for Amateur DanceSport in the US. Peter has always been a visionary, desiring that America become a strong DanceSport country with a good administrative and fundraising structure.

3. Chapter and Volunteer of the Year: Presented by Jim DiCecca:

There were 150 chapters with over 1000 volunteers from which to narrow down the choices. The chapter and volunteer of the year are truly remarkable for the work and dedication to USA Dance.

- a. Volunteer of the Year – from the Heartland Board, 2016 – Dorit Tomandl
- b. Chapter of the Year – Southwest Fl Chapter #6049

4. Executive Financial Report Ann Durocher and Scott Coates (See attached slides for additional information)

Briefly discussed the open items from last year:

- i. IRS Status from filing the 2015 tax forms late
This remains in a holding pattern. We have filed the forms requesting a reduction/deletion of the fine and the IRS tells us that there is an 8-month to 1-year backlog and we should not expect to hear anything until 2018.
- ii. Insurance Claim of theft.
We have filed all of the papers with the insurance company. They have had a change in personnel and so this has also been delayed. We expect to hear back from them sometime in May of this year.
- iii. 2016 Budget
Has been completed in a timely manner and all departments are adherent with their budgets.
- iv. Audits for 2015 have been performed and the books are currently in good shape and up to date.
- v. We are on time with our IRS Filing for 2016

5. Strategic Growth Plan – Ruth: (See attached slide presentation)

- a. Introduced by Glenn
 - i. Formation of Strategic Team – Ann Durocher, Senior VP, Ruth Long, Director of Development, Gary Stroick, Director Administrative Services
 1. Vision
 2. Future
 3. Organization Integration
 4. Implementation

5. Reporting

6. **Changes in By Laws – Gary Stroick – Director of Administrative Services:** (see attached slide presentation)

Gary Stroick comments on the questions related to By-Law changes, thanking Ken for starting the process and explains that the By-Laws need to reflect the changing requirements and expansion of USA Dance, Inc. He comments that not all of the By-Laws were in compliance with USOC and were being reviewed for compliance with WDSF, USOC, and IOC. The Ethics Committee was established as a committee but was not yet staffed – N&E committee interviewing submitted “applicants.”

7. **Questions and Answers: Daphna Locker – Secretary**

There were over 50 questions submitted to the secretary prior to the General Meeting. These questions could be broken down into three major categories with subcategories within each major one. The three major categories were: DanceSport, Social, and National issues.

DANCESPORT – Within DanceSport questions, there were many subcategories, which were addressed by Giacomo Steccaglia

a. **East Coast vs. West Coast:**

- i. Holding more NQEs on the west coast:

There will be an NQE in CA for juniors in June and we are looking into making it easier to have partial NQEs in the future.

- ii. Holding a National Championship on the West Coast

This will be explored once our contract with the Baltimore site has ended in 2018

b. **Senior IV Events:**

- i. The Senior IV Competitors would like to be included in the National Championship and not have their championships held at another time or place.

This will be looked into once the contract with Mid-Atlantic has expired. We can expect that the 2019 National Championship will include the Senior IV events.

c. **DanceSport Model:** USA Dance appears to be making a significant change from an amateur competitive program to a Pro/Am and Am/Am model, similar to NDCA events.

- i. Questions expressed fear that the Amateurs would become a secondary concern to the professions.

Giacomo reassured everyone that the primary focus of the DSC would remain the amateurs but that he hoped that by bringing in a Professional Division there would be greater opportunity for our athletes to grow and to move up in the world of Ballroom Dance.

- ii. Competitors wanted to know what is being done to bring more smooth and rhythm judges and coaches into USA Dance.

Glenn stated that he is working on this and an announcement will be made shortly.

d. **Proficiency Points:**

- i. Will the results from this year's National competition be counted as part of the athletes' proficiency points/standings?

Yes – Proficiency points/standings will be starting after these Nationals.

e. **Novice:**

- i. Is there any consideration to eliminate the Novice category from the line up of dances and return it to an "open category" where anyone can compete regardless of their proficiency level?

Currently this is not under consideration, but if people feel strongly about this issue they should write to the DSC

f. **New Organizations/Dance Styles:**

- i. Will BBoys and BGirls join USA Dance as dues paying members since the WDSF/USA Dance will be paying to send athletes to the Youth Olympics in 2018?
- ii. How will we choose the BBoys & BGirls representatives to the Youth Olympics?
- iii. Will this take place during the 2018 National Championships?
- iv. How are we choosing the Salsa couple for the World Games?
- v. How much will a scholarship/travel stipend for this couple cost the members?

Overall all of these questions are still under consideration and a lot will depend on our budget and the budgets of the BBoys/BGirls organization or any other organization with whom we affiliate. The Salsa couple will be chosen via video submissions to the DSC.

g. **NQE's:**

- i. Why aren't there some guidelines for NQEs to follow regarding the distribution of events i.e. Not having all of the Senior II and Senior III athletes are dancing all of their smooth, rhythm and standard events in one day?

The DSC and the NO have left the organizers of the NQEs alone to determine their schedule as a matter of policy, the idea is for each individual organizer to determine what works best of their event and not have the DSC dictate what should and should not be done in terms of the schedule. If there is a problem with any specific NQE, one should let both the organizer and the DSC know what the problem entails.

- ii. What can the National Organization (NO) do to help support the NQEs?
- iii. How can NO help advertise and publicize the NQEs in exchange for the added burden of absorbing the Observer's Expenses?
- iv. Can the bylaws be changed to allow NQEs to charge an entry fee to all who use/enter the ballroom? - Currently USA Dance doesn't allow to NQEs to charge competitors to enter ballroom when they dance, this reduces the revenue stream, and can this be changed?

- v. Can a surcharge be added to the Membership Fees and that will pass to the NQEs?

Giacomo stated that these are all good questions and will be discussed during up coming DSC meetings and to please give him some time to get to these issues since he is currently on the job for a total of three days.

h. **DanceSport Council:**

- i. What positions were actually appointed prior to Bill's resignation and what will happen to those people now that he is no longer DS-VP?

The only positions that were included in Bill's organizational chart were the DanceSport Delegates, and they will continue to serve along with Giacomo.

- ii. Why were all of the voting rights on the DSC removed from those appointed?

It was decided that at least initially to keep the DSC lean so that items and issues could be addressed quickly.

- iii. How will the Junior/Youth Athletes be represented and protected?

We are exploring how other USOC organizations give representation to their junior athletes and will follow their example.

i. **Professional Dance Council:**

- i. What steps have been taken to begin the development of a Professional Division?

The GC has started to work on including the PDC in the bylaws, with the format similar to the DanceSport Council.

- ii. How will such a division impact the financial structure of USA Dance? In other words, will dues from Amateur Athletes and Social Dancers finance the competitions, prize money and international travel stipends of the Professional Competitors – or is there a plan to make a startup division self-funding?

Currently there is no plan for providing any financial incentive in terms of travel, prize money, or competitions. When there is a new budget developed for 2018 this will be looked at again and a budget will be formalized.

- iii. How will the PDC-VP be chosen?

We will be following the procedure laid out in the by-laws. An announcement will be sent to all of our members asking them to send in their CV's and position statements. The President will then send his choice to the GC for ratification.

j. **Training:**

- i. What specific plans do you have for the training of senior athletes since they require a different training from the Juniors/Youth?

The DSC is currently looking into training opportunities and wants to make sure that these opportunities are spread throughout the country and not concentration in only one region.

SOCIAL – Jim DiCecca responded to these questions.

- i. The local chapters give a 50% discount (in Houston, at least) to members who attend their monthly dances and other events. They lose significant revenue as a result. Why does National not share a portion of the membership dues with the local chapters?

We will be revisiting the refund program with the SDC in the near future and will then present our recommendations to the GC for further discussion and vote.

- ii. What is the benefit to casual social dancers of paying dues to National, when the entire focus of the organization seems to be on promoting benefits to serious/competition dancers and professionals only?

Glenn stepped in here to respond and stated that there are plans to start working with various health and wellness organizations to promote the benefits of dance, including social dance. There have been a number of articles describing both the physical and cognitive benefits of ballroom dance and as part of our mission we are tasked to promote those benefits.

- iii. When will USA Dance have their next Ballroom Dance Cruise?

Jim – The SDC will be looking into both Cruises and other forms of dance experiences.

- iv. The Social Dance membership fee is too high, can there be a discounted social membership fee for couples of \$50 dollar?

This is something that the SDC will explore in terms of how best to meet the needs of our members and also the organization.

- v. What is being done to improve the NO website to highlight social dancing opportunities around the country?

There will be a member on the SDC who will be in charge of social media, including making sure that our website is up to date on activities around the country. However, this can only be done with each chapter's help. They need to send in their events to the SDC.

NATIONAL – Glenn, Ruth, and Gary responded to most of these questions.

- i. What is the NO doing to obtain State sales tax exemption?

Gary is working on completing the various forms and applications needed to claim tax exemption in each state. This is a long process and will be on-going over the next couple of months.

- ii. How our membership dues are spent? What amounts are spent on?

Membership dues are spent on:

Insurance that covers all events run/organized by a chapter. It covers the medical expenses for injuries that occur at chapter socials, it covers liability insurance for both chapter dances and competitions.

- iii. What is the cost for the right to use the music we play at our local social dances?

This depends on how many events the chapters hold – both social and competitive and this is why it is so important for the chapters to send in their quarterly reports since the music companies look at the various postings on social media to make sure that we are reporting accurately.

iv. How often are the financials being reviewed by the President and reported to the members?

The president and the GC review the financials at least quarterly.

v. Will there be 3rd party audit of USA Dance Finances for 2017 and report?

We have a third party audit all of the finances and 2017 will be done at the beginning of 2018. We are currently in the process of getting the finances from all of the chapters and the report will be going to the auditors in a few weeks. We are on track for the 2016 audit.

Glenn closed the meeting at 4:00 PM



USA Dance Annual General Meeting

Glenn Weiss, President
April 1, 2017

Welcome.

01 Overview

Welcome

Managing
Questions

Meeting Flow

Life Time Award

02 Address

Vision
Statement

USA Dance
Officers

03 Finances

Current
Financials

2016 Open
Items

Audit Status

04 ByLaws

Guiding
Principles

High Level
Changes

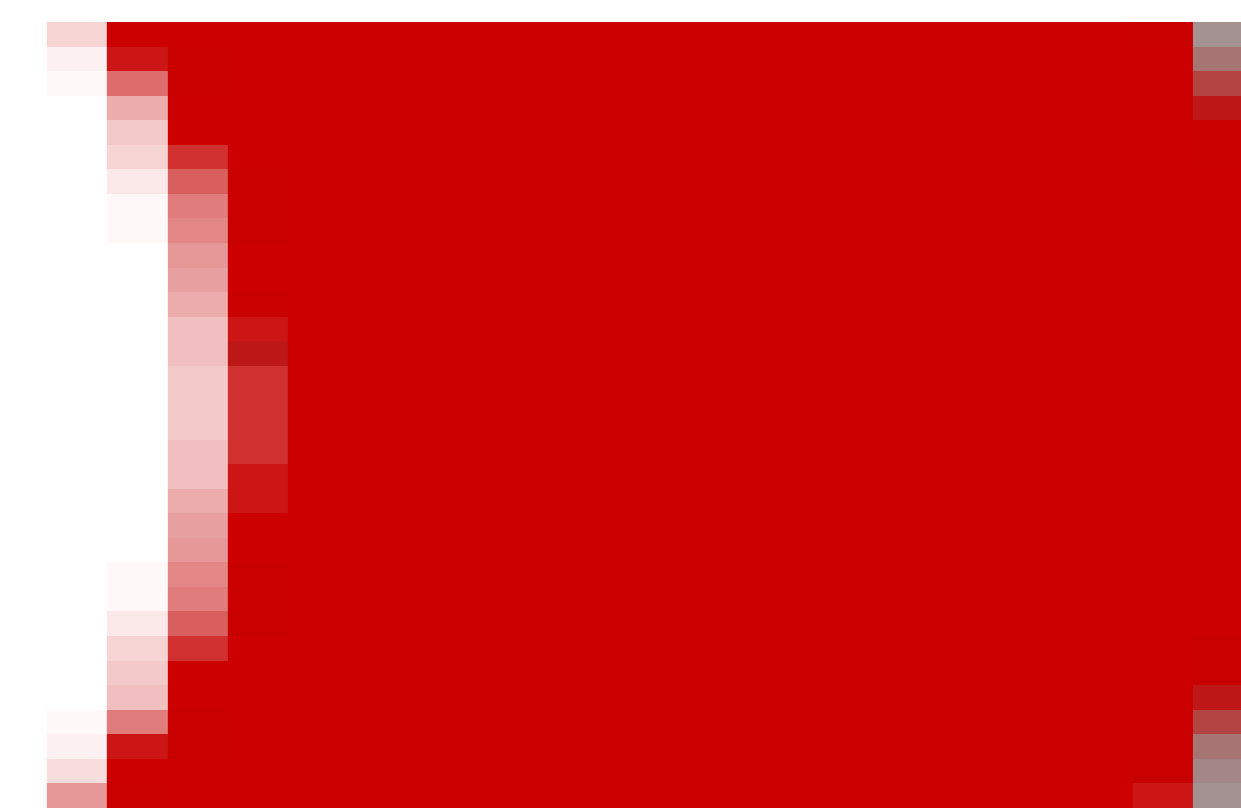
05 Strategy

Vision to Strategy

Teamwork

High-Level Review

Where we go
from here





LifeTime Achievement Award.

ANN DUROCHER—SR. VICE PRESIDENT

GLENN WEISS—PRESIDENT

Awards.

USA Dance appreciates true dedication and support in its chapters and membership.

Chapter of the Year
Member of the Year



President's Address.

GLENN WEISS—PRESIDENT

USA Dance Vision.

To grow USA Dance, through expanding dance forms, dance access, the lifecycle of the dance member, the organizational structure to facilitate the incorporation of USA Dance, Inc as the globally recognized and premier dance organization in the United States, by providing dance services to promote a healthy and athletically focused population.



USADance Leadership.

EXECUTIVE COUNCIL

President—Glenn Weiss
Senior VP—Ann Durocher
Treasurer—Scott Coates
Secretary—Daphna Locker
Social VP—Jim DiCecca
DanceSport VP—Giacomo
Steccaglia

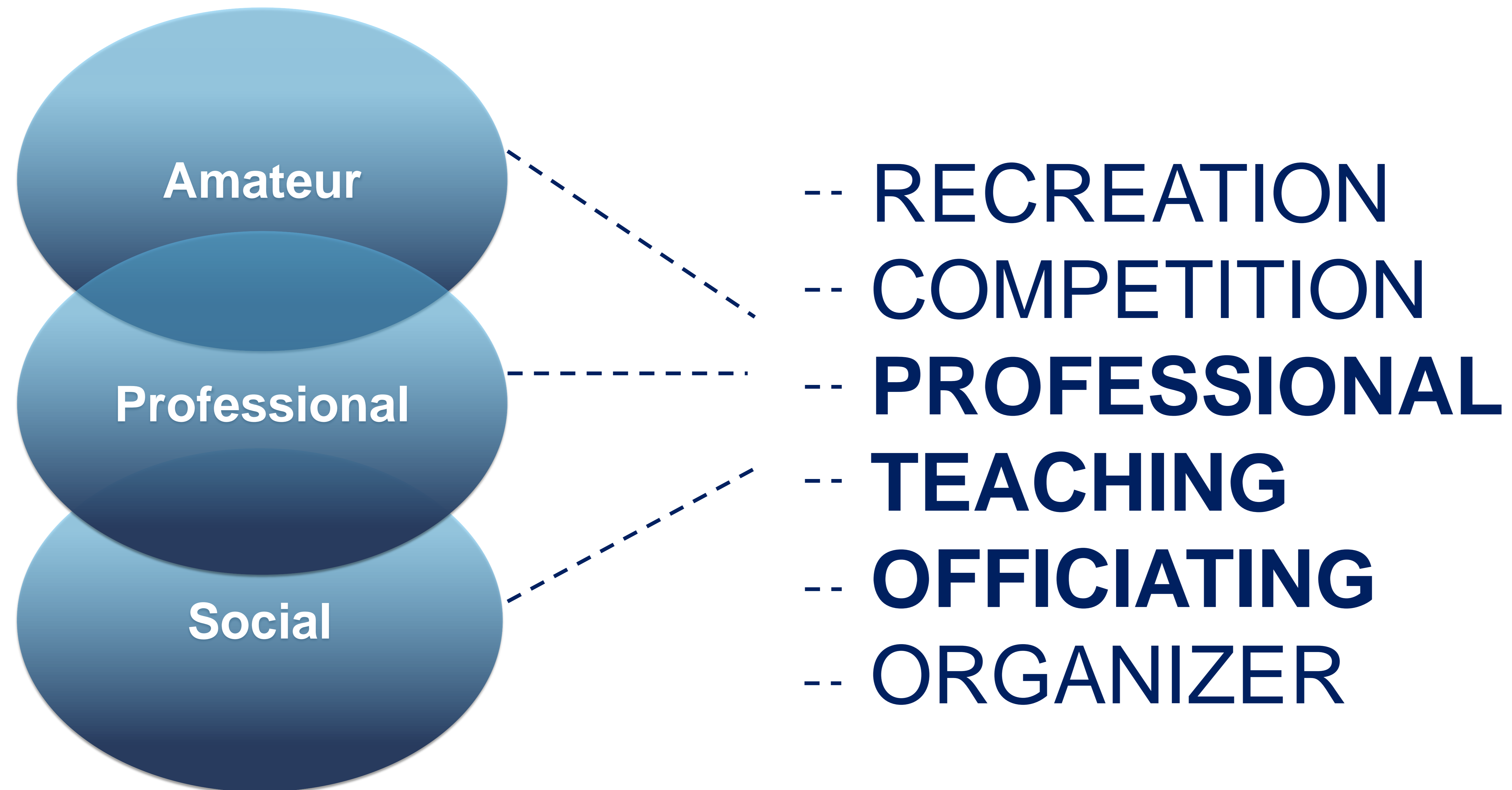
GOVERNING COUNCIL DIRECTORS

Membership—Herb McGurk
Development—Ruth Long
K-12 Programs—Kym Zion
Administration—Gary Stroick
College Networks—Hannah Cole
Chapter Relations—Leland
Whitney
Marketing—Open
Education—Open

DANCESPORT DELEGATES

Carole Barber
Irina Feingold
Inna Brayer
Roger Greenawalt

Paths for USADance Members.



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USA Dance Executive Financial Report.

SCOTT COATES, TREASURER

Current Financials.

- **General Increase in Bank Balance from one year ago**
 - \$502,436 as of 02/28/2017
 - \$493,140 as of same time period 2016
- **December 2016, 2017 budget approved based on:**
 - \$735,680 income
 - \$727,568 planned expenses
 - \$37,000 IRS penalty
 - Anticipated -\$10,888 loss for fiscal year

- **Internal Audit of Chapter Finances underway**
 - Requires review and consolidation of all chapter finances
 - Anticipated completion August 15th for IRS 990 filing

Open Financial Items From 2016.

- **IRS Status**
- **Accounting Books Current**
- **Audits Performed**
- **On-Time IRS Filing**
Expected for 2016
- **Insurance Claim Status**

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USA Dance Strategic Growth Plan.

RUTH LONG, DIRECTOR, DEVELOPMENT & FUNDING

Envisioning Growth.

Growth happens when **vision drives strategy, strategy pushes implementation**, and the team gets behind it and makes progress.

01

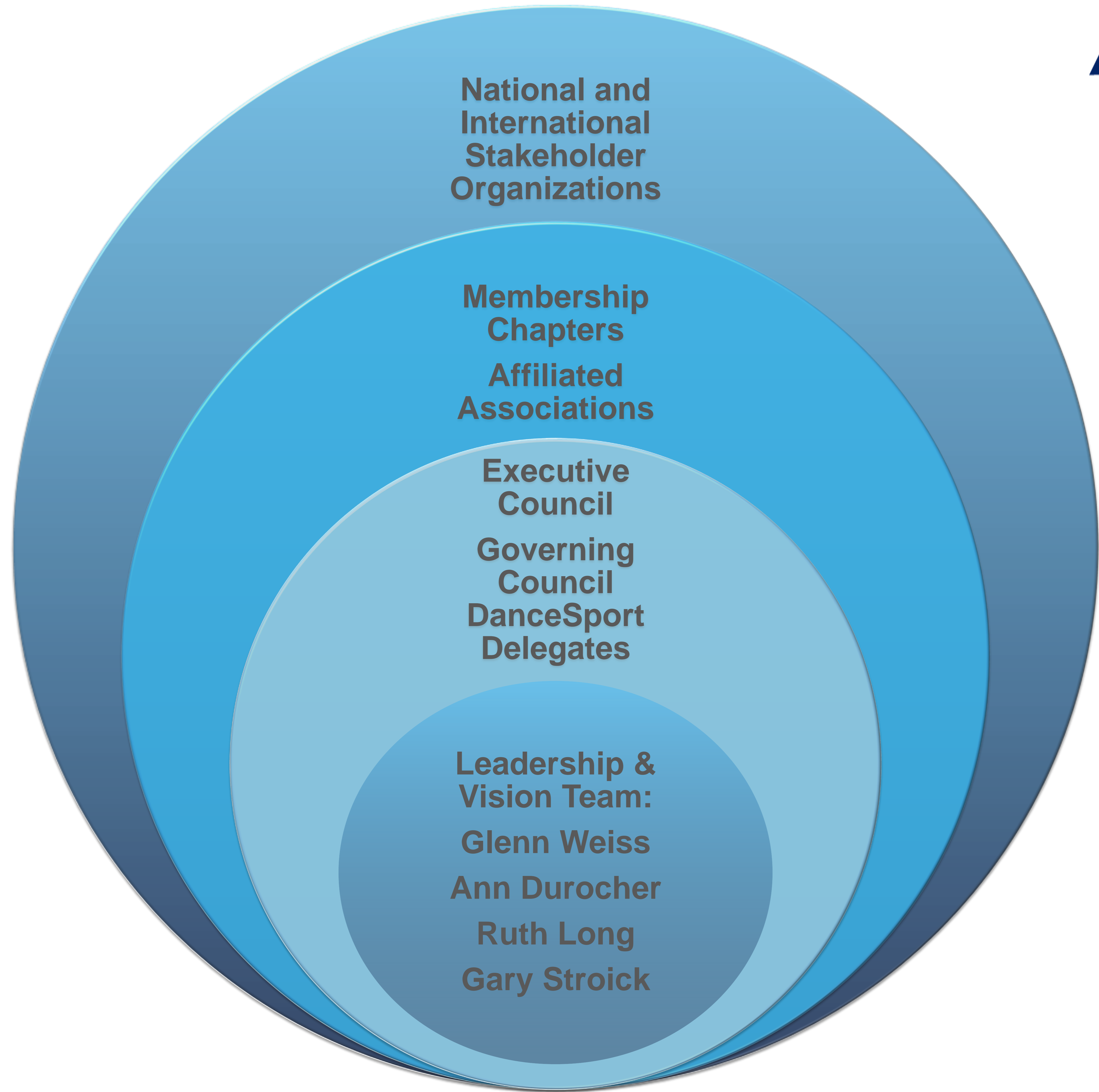
VISION

02

STRATEGY

03

IMPLEMENTATION



Team-Enabled Development.

Growth starts from within. As the vision of USA Dance is expanded, the capabilities of the team as well as their teamwork will propel the organization, its membership, and its standing in the country and across the globe, forward.

Strategy and Completion.

Vision For Growth.

DEFINED BY THE PRESIDENT
REVIEWED WITH STRATEGY TEAM
UNDERSTANDING USA DANCE, INC., AS A SERVICE ORGANIZATION

+ Meaningful Integration.

INVOLVE EACH EC, DSC AND GC MEMBER TO ACHIEVE VISION
UNDERSTANDING THE COMPLEMENT OF RESPONSIBILITY
QUESTIONING THE VALIDITY OF THE PROCESS

+ Implementing Change.

DOCUMENTING THE PATH
SETTING SPECIFIC GOALS
MONITORING SUCCESS
AVOIDING UNPRODUCTIVE DISTRACTIONS

+ Reporting Progress...

USA DANCE CORE.

NOT-FOR-PROFIT

SERVICE ORGANIZATION 501c3

Core to any 501c3 organization is the service aspect of the community. In designing the vision of USADance and determining current priorities, taking a look at the 'owners', stakeholders, and services, is a good way to baseline and connect priorities to the future.

OWNERS

Social Members
Competitive Members
Chapters

STAKEHOLDERS

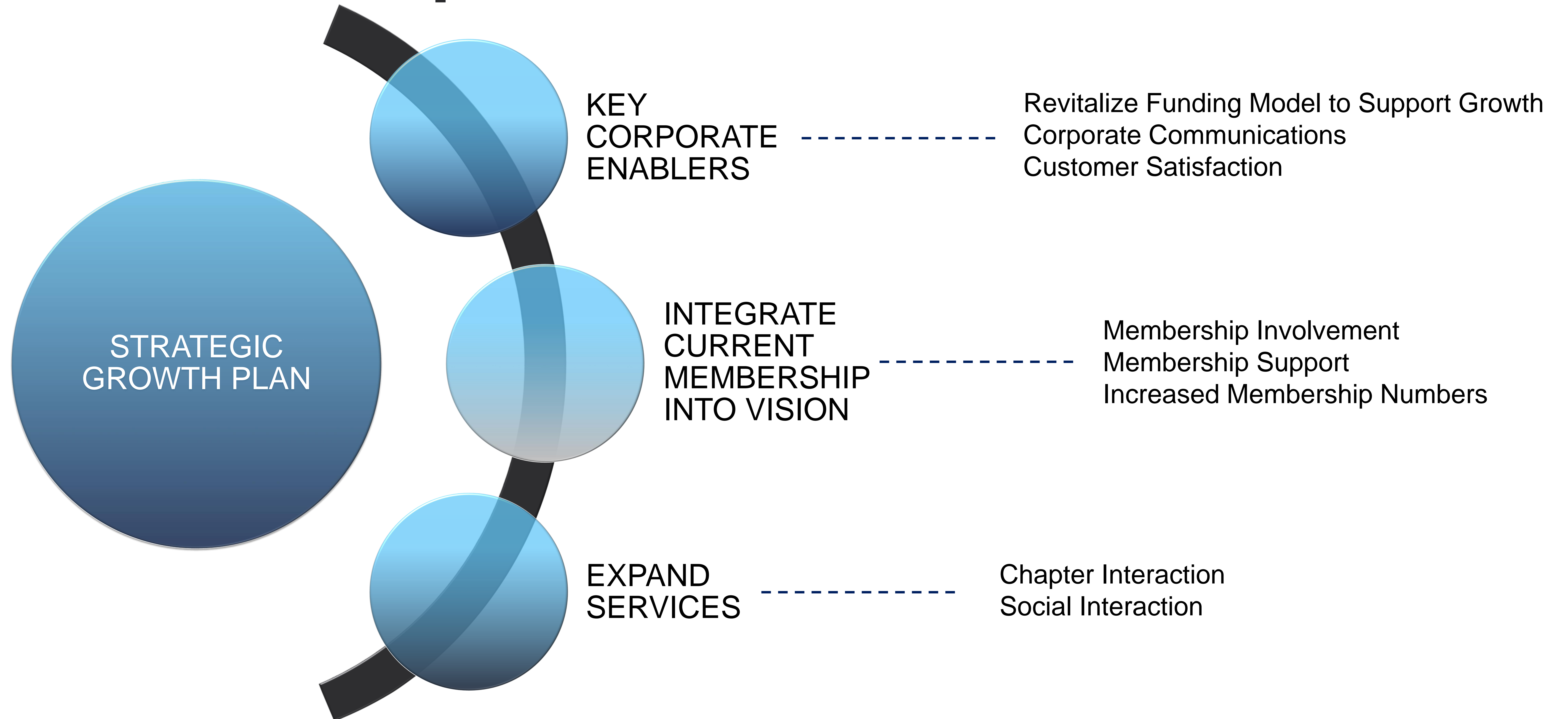
Members
Competitors
Chapters
Adjudicators
Coaches
Vendors
Outside Organizations

SERVICES

Social Dance
Instructional Events
Outreach
Competitive Events

Competitive Support
Organizer Competitions
National Competitions
Athlete Sponsorship
Workshops

Achieving Growth. Concrete Steps.





USA Dance Reviewing the ByLaws.

GARY STROICK—DIRECTOR, ADMINISTRATIVE SUPPORT



Current Review of ByLaws Aims to:

- Rectify Historical Oversights
 - Eliminate Redundancies
 - Correct Terminology
- Comply with US Olympic Committee Requirements
- Incorporate Organizational Vision

ByLaw Review

“ Rules or administrative provisions adopted by an association for its internal governance” ~ Black’s Law Dictionary

Ratified Changes

COMMITTEES

- Corporate Ethics Committee
- Information Technology
- Legal Affairs
- Social Media Committee

- Introduction of Professional Dance Council
- Relaxed GC Appointment Qualifications
 - Current USA Dance, Inc., Membership
- DanceSport Athlete Representative
 - Top 50% During Last Two Years
 - Elected by Athletes
- Property Ownership of Materials
- Address Inconsistent Definitions within Articles
- Redefined Public Relations Directorship
- Correct Grammar Issues Which Resulted in Confusing Interpretations

QUESTIONS.

Moderated by Daphna Locker—Secretary



Thank You!

This is a call for action – By Ken Bloom

By Laws were written for stable times and clearly have their limitations. The ability to change them now only requires 75% the current 16 voting members of the Governing Council. The voting members number of the DanceSport Council has been decrease to only 4 - 5 over the past three months. This organization has nearly 12000 members of which 3300 are DanceSport members and more than 1000 of these are junior members.

The filling of a resigned elected post only requires a majority of the individuals on the Governing Council to ratify without any designation of temporary status or plan on ratification of membership. We have in fact had turnover of at least 6 elected officers and replacement of most Directors on the Governing Council over the past 2-3 years.

The Bylaws have had significant changes throughout without including structural changes with only 75% of the Governing Council's approval required.

The supervising leadership of this organization is very small. This is too small to have the flexibility and impartial nature necessary to govern this organization. Each of us has an agenda whether it is social, protecting monetary interests from competition as a coach or competition judge or organizer, or as a competitor or parent of a competitor.

Those who are truly altruistic in nature have been frustrated to the point of quitting their posts. This is sad because we don't have a large number of people willing to draw from.

Examples of heated issues include:

- (1) Apparent attempts at padding the voting group with members from a specific geographic region with interests in preventing competitions in their area.
- (2) Unexplained differences in handling similar issues and requests for equitability.
- (3) Changes to the structure and Bylaws without ratification of membership or designated group of membership. This included the restructuring of the DanceSport Council with change of reduction of voting members.
- (4) Lack of voting representation of junior/parent advocates despite composition of 1/3 membership athlete numbers in DanceSport and monetary contribution in ticket and registration fees and being the 'future' of our sport.
- (5) Most recently, the permanent appointment of an elected officer position, without plans membership approval.
- (6) Lack of adjudicators at the National competition with personal experience in American Smooth and American Rhythm.

Issue:

- (1) Checks and balances seem inadequate.
- (2) Ethics committee while important will not address USA Dance issues of structure and bylaws.
- (3) Issues re: questions of adjudicator inequity.

Recommendations:

- (1) Appointment of a committee to look into possible restructuring of USA Dance
 - a. To create another level of supervision made up of elected or appointment district members.
 - b. To serve as a resource of checks and balances (i.e. judicial) when requested by the officers, board or a member.
 - c. To ratify bylaws and determine if any changes are needed to go to the membership.
 - d. To review the appropriate appeal structure and recommendations for Ethics Committee when issues are requested for review by members, elected, or appointed officials, competitors, or judges.
 - e. To consider options for monitoring and preventing adjudication issues, including the dropping of top and bottom judging scores in qualifying and national competitions.
 - f. Consideration of voting representation on behalf of junior DanceSport members on the DanceSport Council.
 - g. Consideration of a brainstorming retreat to discuss these issues.
- (2) Consideration of a yearly USA Dance Convention to meet goals of education/seminars, training, camps, business meetings and transition of officers.
- (3) Consideration of other USA Dance sponsored activities during the National competition such as workshop seminars.