

Annual General Meeting - 2019



**RECOGNIZED
SPORT
ORGANIZATION**



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AGM Structure - 2019

- Meeting Order
3 – 5 Min
- Presidents Presentation
18 Min
- Social VP Report
15 Min
- Senior Vice President Report
15 Min
- Summary – Treasurer
7 Min

Members Voice Questions – Previously Submitted Questions
Questions from the Meeting (provided time)



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Year in Review

- Organizational Improvements
 - Progress in Member Integration
 - Flash Mob Popularity Increasing
 - Athlete Performances in Chapters
 - Direct Communication with Local Leadership
 - Stemmed the Tide in Chapter Decline
 - Revival of National Collegiate Championships
 - Addition of Competitions including NQE's
 - Introduction of Safe Sport



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Year in Review

- But we are facing significant Challenges
 - Social and DanceSport membership decline
 - At risk Chapters
 - Small Size implies High Risk
 - Financial Risks
 - Reduced Revenue and Increasing Costs
 - Limited communication between national and local levels
 - Lack of community within and across membership

Need Member Commitment and Support



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Year Ahead

- Mitigation Activities

- Growth

- Integration of Collegiate Championships
 - K-12 Program
 - Satellite Chapter Program

- Community Development

- Social Link Rollout in Progress
 - New Nationals and Chapter Web Sites
 - Continue direct communication with member groups



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Strategic Vision

- Rebuild our community by integrating members
- Community and program driven growth
 - Collegiate Programs
 - K-12 Programs
- Inorganic growth via scope expansion
 - Other dance forms (e.g. Breaking, ...)
- Direct communication across organization



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DanceSport Division

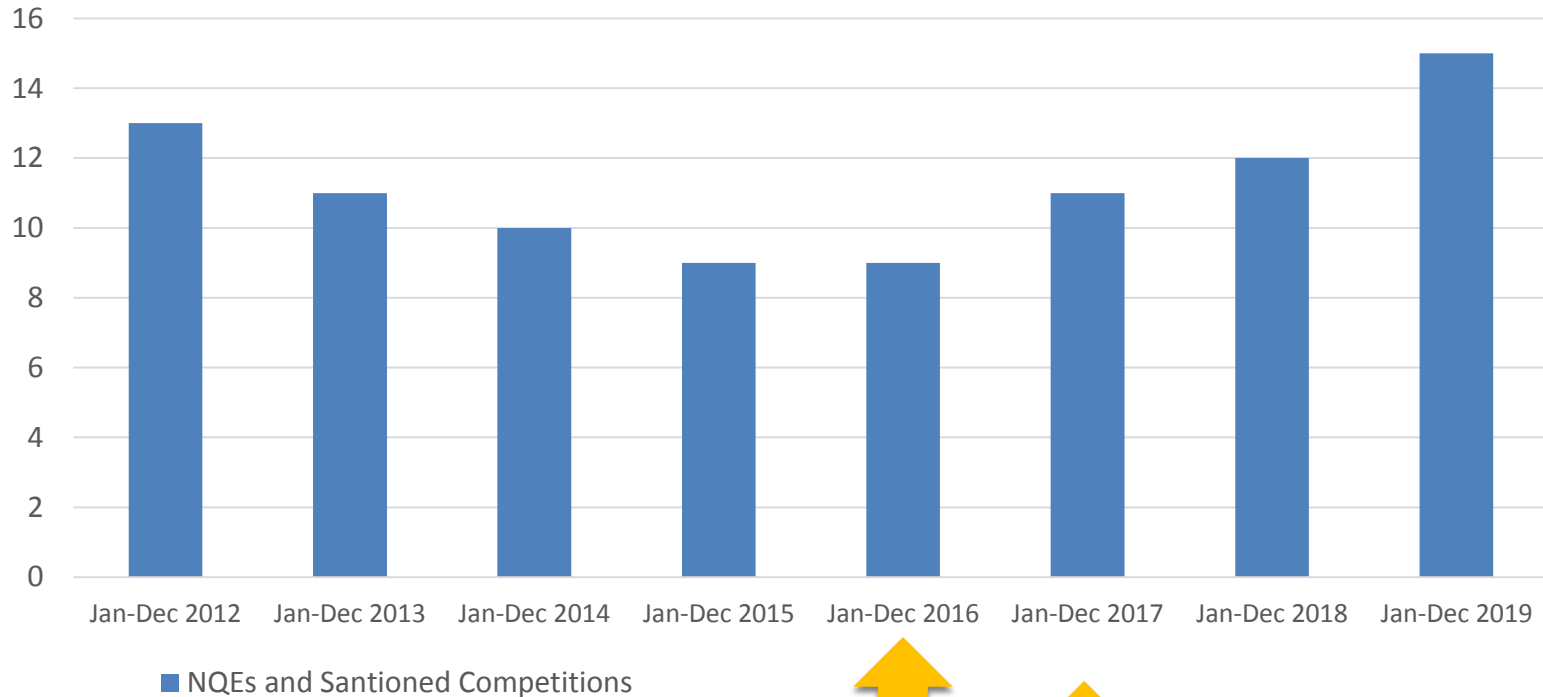
- Athlete Development
 - Promoting Interaction Between Athletes and the Community
 - Reintroduced National Collegiate DanceSport Championships
 - Introduced National Team Training Camp Program
 - Introduced Championship Ranking System
 - Expand Competitor Membership Base
- Competition Development
 - Added NQEs and Sanctioned Competitions
 - Consolidated all National Championship Events
 - Work with Chapters to create additional Events
 - Automate Ranking Points System



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DanceSport Division

NQEs and Sanctioned Competitions



Glenn Weiss announces candidacy for President (Jun)



Giacomo Steccaglia becomes DanceSport VP (Mar)
Melissa Dexter becomes Professional VP (Apr)
Hannah Cole supported with Collegiate Committee (Apr)

National Collegiate DanceSport
Championships Reintroduced (Mar)

2019 USA Dance Annual General Meeting



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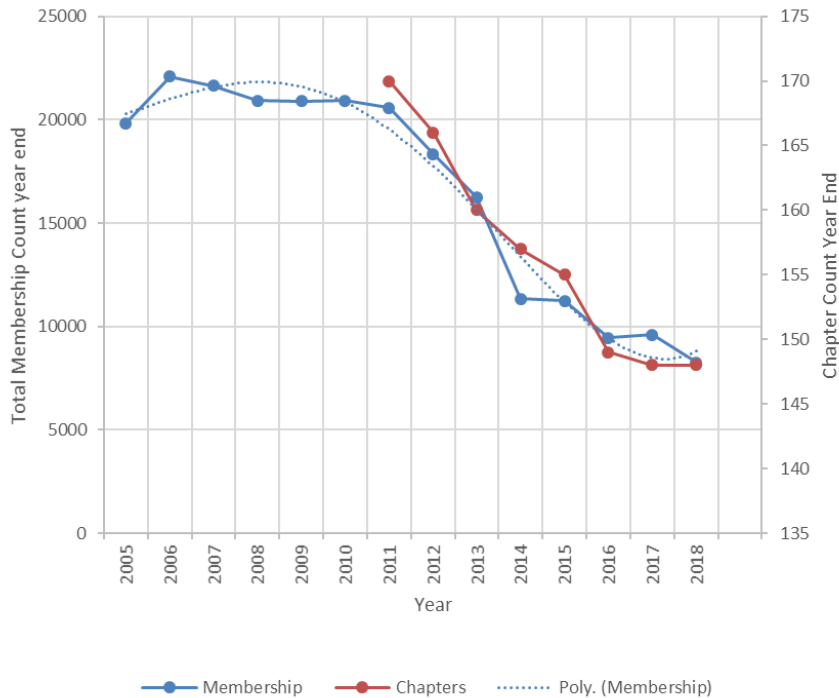
Professional Division

- WDSF
 - Added 4 WDSF Chairs
 - Added 1 new WDSF Adjudicator
 - Upgraded 5 WDSF Adjudicator Licenses
- USA Dance
 - Added 2 Chairs, 2 Adjudicators, and 2 Scrutineers
 - Developed Adjudicator Exam
 - Developed Chair Exam and Application
 - Clearly Defined National Judge



Social Division

- From 2011 to 2016, the number of chapters and members had steadily declined;
- In 2017 and 2018 the number of chapters held relatively steady and the membership now appears to be leveling out



Many Face-to-Face interactions between GC members, District Directors and Chapter Leaders

Several District Director teleconferences with the Executive Committee and many Chapter Presidents

Encouraged Satellite Events program to grow the number of chapters nationwide

- There are several new and developing chapters underway

National Ballroom Dance Week was a success in 2018.

- Three times the number of Chapters participated in the 2018 Flash Mob as did in the 2017 Flash Mob.
- Chapters nationwide celebrated many NBDW activities.

Chapter and Volunteer of the Year 2018 Awards

- Enhancement to the programs have been implemented
- Volunteer Award – 3 times the participation 2018 to 2017
- Chapter Award – 3 times the participation 2018 to 2017
- All District Volunteer and Chapter winners have received or will be receiving an Award plaque

Stronger bonds are being formed between DanceSport members and Chapters, e.g., travel stipends are tied to Chapter demos or similar activity.



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Social Division Plans

- Strongly encourage Chapters to get non-member participants to join USA Dance
- Strongly encourage Satellite Events program to grow the number of chapters nationwide
- Continue with series of District Director teleconferences with the Executive Committee and many Chapter Presidents
- Document Library: Update and make it more user-friendly – underway
 - Continue Special Focus on Best Practices and Lessons Learned
- Encourage more participation in National Ballroom Dance week, Volunteer of the Year Award and Chapter of the Year Award
- 2019 Salsa Flash Mob well underway. The filming has been completed and published.
- Volunteer Award: encourage each District to identify a 2019 winner
- Chapter Award: encourage each District to identify a 2019 winner
- Identify and implement a pilot of cost effective training options to increase the quality of social dancing nationwide.
- Encourage organizers to hold a social dance at all USA Dance Competitions
- Develop long-term plan to reinstate National Chapter Leader's Face-to-face conference ASAP
- Long-term plan to reinstate USA Dance Cruises – Still seeking volunteer Champion



Social Division

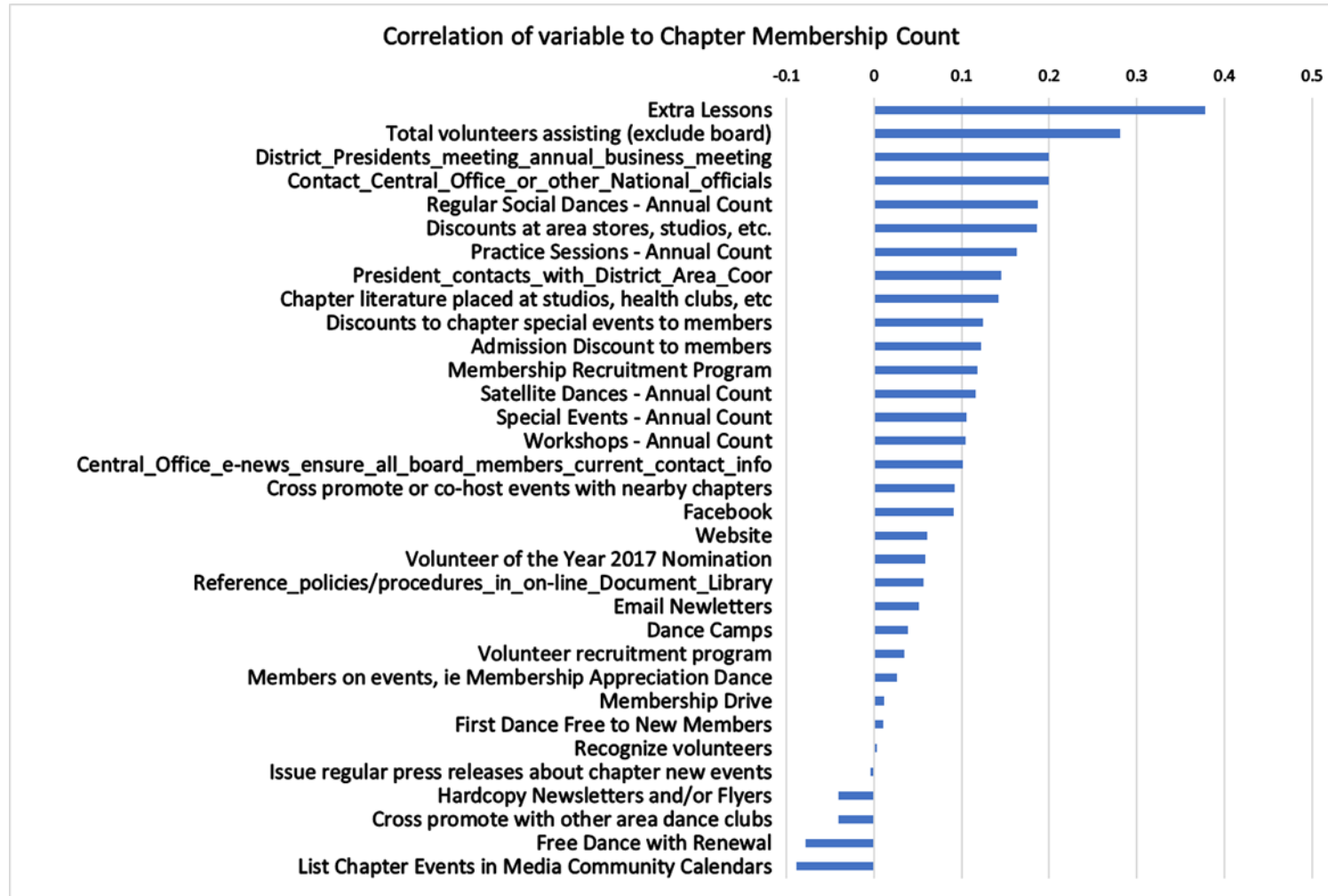
- What do the larger chapters do that the smaller chapters do not do?
- Correlation Analysis of 2017 Chapter Annual Report data implies
 - The larger chapters are likely to hold more extra lessons
 - The larger chapters are less likely to offer a free dance with renewal



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Social Division

Special Focus on Best Practices and Lessons Learned



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USA Dance Policy on SafeSport and Harassment

- Keeping Our Participants and Members Safe
- April 2019
- Annual General Meeting



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SafeSport

Why This Policy

- Replaces USA Dance Abuse and Harassment Guidelines
- To keep our members and athletes safe
- Required by law
- An Expectation as a Recognized Sport Organization under the USOC Multisport Organizations



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Public Law No: 115-126

- Effective 02/14/2018
- Amends two federal statutes:
 - The Victims of Child Abuse Act of 1990
 - The Amateur Sports Act of 1978 (Ted Stevens Act)



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Amateur Sports Act of 1978

- This policy does not replace:
 - The Ted Stevens Olympic and Amateur Act
 - USA Dance’s employment practices or policies; or
 - Applicable federal or state law



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USA Dance

Policy on SafeSport and Harassment



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USA Dance Policy

1. It is the policy of USA Dance that a Covered Individual (as defined in the policy), any USA Dance member, an associate or an affiliate USA Dance member organization must not engage in Prohibited Conduct, including:

- Sexual Misconduct,
- Physical Misconduct,
- Bullying,
- Hazing,
- Harassment, or
- Emotional/Verbal Misconduct

as defined in this policy and the SafeSport Code.



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USA Dance Policy, cont

2. The following behaviors by a Covered Individual, any USA Dance member, an associate or affiliate USA Dance member organization, may be considered misconduct as defined in this policy and the SafeSport Code:

- Abuse of Process,
- Failure to Report,
- Intentionally Making a False Report or
- Retaliation.

These behaviors are a violation of this policy and/or the SafeSport Code.



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USA Dance Policy, cont

6. The Governing Council may initiate actions against an individual accused of violating this policy, including restricting the individual from participating in USA Dance activities, **prior to the completion of an investigation**. These actions are intended to protect USA Dance members and the accused.



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USA Dance Policy, cont

- 7. The USA Dance Ethics Committee will conduct investigations of alleged policy violations. Due to the potential sensitivity of these investigations, findings may initially be reported to the Executive Committee before discussions and disposition at the Governing Council.



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USA Dance Policy, cont

8. Individuals found in violation of this policy will be sanctioned. This may include loss of all membership privileges within USA Dance, suspension of USA Dance membership for a determined period of time or other sanctions that are appropriate to the policy violation.

These decisions will be made at the Governing Council and are final.

Documents relating to the violation report, investigation and conclusion will be retained permanently and posted on the USA Dance website. (This is consistent with USOC NGB practice)



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USA Dance SafeSport Hotline

Do's and Don'ts for Reporting



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Reporting

- USA Dance SafeSport Hotline – available 24/7
 - Domestic telephone number, toll free
 - **855-444-6011**
 - International telephone number for reporting
 - **646-291-8999**
- A report may be made to a woman or a man
- All calls are confidential to the extent confidentiality can be maintained.
 - Required investigations may necessitate disclosure of confidential information to appropriately investigate an allegation
- **If you have a reasonable suspicion or belief of child sexual abuse, law enforcement must also be contacted within 24 hours.**



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Reporting

- Report only what you have been told
- Ask individual only to be as specific as possible
 - Who was involved
 - When did the situation occur
 - What occurred
- Do not ask leading questions
- Your job is not to evaluate, judge, or investigate
- Job is **ONLY** to report



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Reporting

- If a minor shares with you, any of the following – REPORT
 - There has been texting or emailing of sexual photos or images
 - The minor has received the same
 - The minor feels inappropriate touching has occurred
 - The minor feels she or he is being or has been propositioned



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Face to Face Meeting

November 2-4, 2018



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USA Dance Bylaws

Article IV Governing Council - I

- **GOVERNING COUNCIL MEETINGS:** The GC must meet at least once during each calendar year in face-to-face session.
- Selecting different locations to provide local chapters option to attend Sunday Summary
- 2018 – Held in Houston, TX



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Purpose

- Each Officer and Director provides:
 - Summary of goals and accomplishments from previous year
 - Challenges or limitations
 - Operational plan for coming year
 - Budget in support of Operation Plan



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Sunday Summary

- Invitation to surrounding chapters
- Introduce Governing Council and guests
- Presentations of Operational Plans



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Review of Books and Records



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USA Dance Bylaw

ARTICLE XV - FINANCIAL ADMINISTRATION

- **BOOKS AND RECORDS:** Books and records of USA Dance shall be open to inspection by any voting member in good standing and to inspection by other such persons as may be approved by the EC or GC. Inspections of books and records by members may be at the Annual General Meeting or at the designated seat of record as set forth by the GC. Copies of USA Dance's rules and regulations shall be available to any interested party via free download from the USA Dance Document Library.



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Virginia Law

- USA Dance Incorporated in the State of Virginia
- § 13.1-932 - through § 13.1-934 Corporate records



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Books and Records – Defined

USA Dance Executive Interpretation and Virginia Law

- USA Dance Articles of Incorporation, all amendments to them currently in effect, and any notices to members. [On USA Dance Web Site](#)
- USA Dance bylaws or restated bylaws and all amendments to them currently in effect. [On USA Dance Web Site](#)
- USA Dance resolutions adopted by the USA Dance Governing Council creating one or more classes of members, and fixing their relative rights, preferences, and limitations. [Included in GC minutes](#)
- The minutes of all members' meetings, and records of all action taken by members without a meeting, for the past three years. [On USA Dance Web Site](#)
- All written communications to members generally within the past three years.
- A list of the names and business addresses of its current directors and officers.
- The most recent annual report. [On USA Dance Web Site](#)
- Minutes of the Governing Council. [On USA Dance Web Site](#)
- The record of members.
- The USA Dance accounting system which is a cloud-based QuickBooks system.



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§ 13.1-933. Inspection of records by members

- B. A member of a corporation is entitled to inspect and copy, during regular business hours at a reasonable location specified by the corporation, any of the following records of the corporation (see next slide) if the member meets the requirements of subsection C and gives the corporation written notice of his demand at least five business days before the date on which he wishes to inspect and copy:



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§ 13.1-933. Inspection of records by members

1. Excerpts from minutes of any meeting of the board of directors, records of any action of a committee of the board of directors while acting in place of the board of directors on behalf of the corporation, minutes of any meeting of the members, and records of action taken by the members or board of directors without a meeting, to the extent not subject to inspection under subsection A;
2. Accounting records of the corporation; and
3. The record of members.



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Review of Records

- Time set aside for review
- Limit to 2 hours
- All welcomed



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AGM Summary - 2019



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GROWTH

CHAPTER

- K12
- NCDC
- MEMBERSHIP
- CYCLES

ATHLETE

PROFESSIONAL

- DANCE STYLE
- INTEGRATION
- EDUCATION
- SERVICE



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MEMBERSVOICE

AGM SUBMISSIONS



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