

**UPA BOARD OF DIRECTORS MEETING JANUARY 15-17, 2005
MILLENNIUM HOTEL; BOULDER, CO**

Present:

Christian Schwoerke	Mid-Atlantic Rep, Secretary, Board of Directors
David Rafflo	National Open Director
DeAnna Ball	National Women's Director
Deidre Abrahamsson	At-Large Rep, Board of Directors
Elizabeth Murray	At-Large Rep, Vice-President, Board of Directors
George Cooke	National Mixed Director
Jeff Dunbar	Southwest Rep, Board of Directors
Joshua Greenough	National College Director
Kate Bergeron	At-Large Rep, President, Board of Directors
Kitt Hodsdon	UPA IS Programmer (contract)
Kristen Dailey	Northwest Rep, Board of Directors
Kyle Weisbrod	UPA Director of Youth Development (HQ staff)
Melanie Byrd	UPA Director of Membership & Outreach (HQ staff)
Michael Degnan	UPA Director of Communications & Media (HQ staff)
Mike Payne	At-Large Rep, Board of Directors
Paige Anderson	At-Large Rep, Board of Directors
Peri Kurshan	Northeast Rep, Board of Directors
Phil Quatrochi	UPA Attorney (contract)
Sandie Hammerly	UPA Executive Director (HQ staff)
Tim Doran	UPA Program Assistant (HQ staff)
Todd Demetriades	South Rep, Board of Directors
Tommy Proulx	At-Large Rep, Treasurer (by conference), Bd. of Directors
Will Deaver	UPA Director of Championships (HQ staff)

Absent:

Eric "Zaz" Zaslow	Central Rep, Board of Directors
Pete Giusti	National Master's Director

Proxies Presented:

Eric Zaslow. Proxy given to Todd Demetriades for entire meeting.
Todd Demetriades to Elizabeth Murray January 17, 2005 only.

SATURDAY, JANUARY 15, 2005

Kate Bergeron calls meeting to order 8:30 am; Welcome & Introductions followed

CLARIFICATION OF EXPECTATIONS

Kate Bergeron stated rules of order for meeting, review of today's agenda.

NEW ORDER OF BUSINESS

Kate: review of mission, vision and value statements. Listen up throughout the meeting to how this would impact revision of our mission, vision and value statements on Monday.

CONSENT AGENDA

1. Last year's meeting minutes and committee reports from 2004 discussed and approved unanimously
2. Summer meeting discussed. Boulder approved as location, July 9-10 set as tentative date

HQ REPORTS

Membership Report (Women's Program and Sanctioning Program) – Melanie Byrd

Q & A: alumni and subscription membership, online waivers, leveraging outstanding women's college teams for women's outreach, and tracking of players through youth, college, league, and club participation

Media Report – Mike Degnan

Q & A: paying writers a stipend and/or increasing number of writers, Wham-O and Discraft ads, e-news (frequency and Board access), surveys

Break 10:45 a.m. – 11:00 a.m.

Youth Development – Kyle Weisbrod

Q & A: relationship of state youth coordinator with high school PE teachers

Championship Series – Will Deaver

Q & A: paying sectional coordinators, ways to abate conduct issues (dissuasion versus persuasion), whether or not there are more conduct issues (misconduct versus bad rostering), at-risk sections (are wildcards helpful?)

Executive Director's Report – Sandie Hammerly

Q & A, including: Wham-O versus Discraft (sponsorship, player usage, getting more disc vendors), clothing vendors (Gaia, VC Ultimate, and Patagonia), other potential sponsors (e.g., Toyota), how branding will influence sponsorship, defining the actual number of Ultimate players that can appeal to a sponsor (is it 20,000 or 150,000?).

Lunch 1:30 p.m. – 2:30 p.m.

WFDF ANTI-DOPING REGULATIONS – Todd Demetriades

Due to the short amount of time the Anti-Doping committee had to prepare and submit for approval WFDF's anti-doping regulations, it was decided not to implement WFDF's anti-doping rules at the WUGC 2004 in Turku. Still, the tournament was to be used as a test run. Only the UPA was able, however, to establish its own Therapeutic Use Exemption Committee, processing three requests for waivers from U.S. players. Two were approved one was rejected due to a need for further information. The test run highlighted some of the organizational and financial problems some member organizations will have implementing the anti-doping rules. Testing will be expensive. Not every federation will be able to establish a therapeutic use exemption committee to review requests. The procedures are complicated and require a level of organization that is lacking in many federations. There is a possibility of inconsistent outcomes from the various federations' TUE committees. In addition, certain countries such as the U.S. may have privacy laws that prevent inadvertent disclosure of medical treatment information. Each federation as well as WFDF must insure that these laws are not violated when processing TUE applications.

Todd noted that it seemed as if most of the other sports at the World Games would also not be able to comply with the code given the expense and layers of organizational complexity required by the WADA Anti-Doping Code.

Various national ultimate federations have raised concerns about whether drug testing goes against the culture of the sport of ultimate, although, it should be noted that drug testing is required in some countries as a result of receiving government support.

There will be drug testing at the World Games as there was at the previous World Games Event. All teams attending should be made aware of this fact.

To the extent that the WFDF aggressively pursues drug testing and strict compliance with WADA's anti-doping code and WFDF's own doping code remains to be seen. Given that the WADA Anti-Doping Code seems designed for sports with more money (i.e. track and field or other Olympic events), strict adherence may not be required and it could be simple enough to adopt the code but not conduct any drug testing. This is the course of action recommended by Todd pending further clarification from WADA.

In addition, the inclusion of certain substances in the prohibited list was felt unnecessary by certain federations.

It was decided at the Congress that Todd Demetriades would inquire further with WADA about to what extent WFDF must adhere to the code and whether WFDF could remove certain substances from the prohibited list.

Q & A: Reserved for later

WEB TECH REPORT – Elizabeth Murray & Kitt Hodsdon

Elizabeth reported that in the past one of the biggest issues for the UPA data management systems resulted from the fact that the organization was totally dependent on volunteers to write code/programs and correct problems. Much of what occurred happened on a piecemeal basis as volunteers were able to get to them. The Board's approval of funding to hire a part-time programmer has enabled the UPA to address issues as they arise, and to make changes to the system in order to better provide services to our members, and ultimately local organizers. While we were somewhat delayed in hiring, Kitt Hodsdon is now on Board and providing significant hours working on the UPA web site and data management systems. One of her first tasks was the rollover to the new UPA web site design and the installation of a content management system. The system is now based on permissions; access can be provided to anyone who creates an online account (some content is restricted) associated with the UPA (longer term this means that we will be able to create a members only section of the web site!). Kitt demonstrated the online rostering process currently under development. She is also in the process of setting up a group of development servers which will be used by skilled volunteer programmers to work on new functionalities offline before publishing to the live server. Servers have been purchased but not set up.

Q & A: Readiness and testing -- it'll be ready for college series. Confirmation of registered players -- email confirmation sent out and player will confirm. Longer term hope to introduce capability of cell phone confirmation of properly registered players on the day of a tournament. Will still permit hard-copy registration for an indefinite period, so as not to lose all potential players. Servers will be sufficient to handle the load.

TREASURER'S REPORT – Tommy Proulx

Tommy provided a review of the UPA's financial situation as of the end of 2004.

Q & A: Before Audit Total Income for 2004 was \$1M. Kristen suggested that it might be worthwhile to similarly number travel and other sub-line items for easy reference.

LEAGUE CONFERENCE REPORT – Tommy Proulx

League conference was in November in Louisville, CO. Steering committee composed of Melanie Byrd, Tommy Proulx, Megan Fidell, Paul Dorsey, Darren Shultz, and Christian Schwoerke.

26 organizations attended, 16 non-sanctioned (62%), 10 sanctioned (38%).

Organizations attending:

Twin Cities Ultimate League – MN, Pittsburgh HS Ultimate League (PA), Philadelphia Area Disc Alliance (PA), Sacramento Ultimate Players Association (CA), Minnesota HS League (MN), Washington Area Frisbee Club (DC), Pittsburgh Summer League (PA), Ann Arbor Ultimate (MI), Madison Ultimate Frisbee Assoc (WI), Birmingham Ultimate Disc Assoc (AL), St Louis Summer League (MO), Boston Area Disc Alliance (MA), Denver Summer Ultimate League (CO), Columbia Ultimate League (MO), San Francisco Ultimate League (CA), Atlanta Junior Fall League (GA), Colorado Youth Ultimate League (CO), Grass Roots Ultimate (Boulder, CO), South Bay Ultimate League (CA), Mid-Peninsula Ultimate League (CA), Disc NW (Seattle, WA), Association de Ultimate de Montreal (CANADA), Ultimate Chicago (IL), Erie Pennsylvania Ultimate Frisbee Assoc (PA), Ottawa-Carleton Ultimate Association (CANADA).

Schedule

Organizational Structures - Small League Profile, Anthony David Adams, EPUFA; Large League Profile, Jon Francis, PADA; Incorporation and Non-Profit 501 (c)(3) status, Tommy Proulx, BUDA (Boston)

League Structures - Creating Balanced Teams, Elizabeth Murray, SFUL; SOTG, Elisabeth Bowman, GRU

Coed and Women's Ultimate - Retention & Improvement of women in coed leagues and club – Andrea Rossillon (BUDA – Birmingham); Women's Learning League – Bill Dill, BUDA (Boston)

Youth Ultimate – Youth League Profile PHUL-Darren Shultz; Youth League Profile in CO – Jeff Berget

Fields - Obtaining Fields for Ultimate – Chris Burke Disc NW; Ken Lange, Ottawa

UPA Programs - UPA Event Sanctioning, Melanie Byrd, UPA; Youth Programs, Kyle Weisbrod: UPA

UPA Championships & Local Organizations, Will Deaver, UPA

Group Brainstorm – What can the UPA do for you?

Registration - League Registration Profile, Elizabeth Murray, SFUL (SKIPPED); UPA Registration Concepts, Kitt Hodsdon, UPA

Website Communication - League Website Profile, Matthew Heyward, WAFC

Media - Press Release Example, Mike Degnan, UPA

Sponsorship - Joe Adams, Denver

Tournaments - League Tournament Profile, Shiellah Quintos, AUM; Club Tournament Profile, Anthony David Adams, EPUFA

Brainstorming – What can the UPA do?

Communication

- *Better communication with:
 - HQ, Board, Regional/Sectional Coordinators
 - Would like to meet their UPA Board Rep
- *Extend Regional/Sectional Coordinators to include leagues
- *Regional Offices
- *UPA Sectional League Representatives
- *Leagues to have official UPA liaison

Central Facilitator

- *_Publish information from this meeting
- *Gather & present local information
 - League ability to directly submit/edit their info
- *Setup listserv for local organizers
- *Host an online community
 - _Place to shared topics, manuals, documents
 - Forums to communicate, ask questions, etc.
 - Other: UPA monster.com, UPA match.com

Alternate Affiliations

- *League wants to be affiliated/partnered
- *Way to be affiliated
 - Not necessarily sanctioned
 - Contributing membership (scale)?
 - \$ seem to be the big issue

Streamline Sanctioning Process

Et al

Provide Tools & Materials

- *Tools/Templates/Services for league registrations
- *Marketing Tools
 - Sponsors
 - Media presentation help
 - Lobbying
- *Royalty free hi resolution images for league use
- *Produce video that leagues can use on local TV for promoting the sport.

Expand League Coverage

- *Expand coverage in UPA magazine
- *Expand coverage on UPA website
- *Include more recreational player material in UPA magazine

Discounts

- *Coordinate group discount on stuff
 - Not just league purchases, per league player discounts too
 - Rulebooks, etc
 - Shirts
 - Other products & services

Miscellaneous

- *Influence club players to help leagues
- *Financial Planner – Foundation
- *Team up with national boys & girls clubs, YMCA, etc.
- *Efforts to make sectionals and regionals more consistent
- *UPA Credit Card

Now What?

- *Regional Conferences (UPA sponsored?)
- *National Conference in 2006?
- *Expand League Conference?
- *Evaluate brainstorming ideas
- *Formulate action plan (2005 and beyond)
- *Funding for action in 2005 (proposal)

OUTREACH DISCUSSION – Kate Bergeron, Tommy Proulx & Melanie Byrd

What is the next step? How much money do we allocate? Tommy suggests that March 31 will be a target date for prioritization, perhaps even including hiring full-time staff person. Tommy believes regional conferences do not have to be UPA led. Pending is a proposal from an advisory committee to define what the terms “small regional and large local” developed at the summer meeting really mean; to develop goals for HQ and possible strategies for achieving those goals. Need to tap into leagues to grow ultimate and the UPA. Every league will have its own specific incentive to ally itself with the UPA. Important to count all league players even if not UPA members in order to establish true number of Ultimate players in U.S. Gap between championship series and leagues could be the altered version of the championship series or some sort of league series. Trying to define strategic goals: 1) expand UPA membership 2) expand UPA revenue and 3) help leagues grow Ultimate.

Small Local Leagues Flip Chart (from summer)

The Customer Wants:

Organizer: *Giving participants chance to play
*Efficient administration
*Promotion
Player: *To Play (Regularly, with fun)
*Be a part of something/social structure
*Convenience

What the UPA Can Add:

To Organizer: *Admin Assistance/Expertise
*Web/Tech
*Insurance
*Promotion
To Player: *Media Coverage
*Link to something big, national sport

Kate suggests that we compare statements from flipchart with the results of the league conference. If not in sync, then have a committee determine what the real goals should be. Sandie imagines a regional model, which might have something like 8 separate regional offices working with UPA HQ. Advisory Committee to review different types of affiliations and come back to the Board in March. Todd says we should give leagues some immediate assistance based on the league conference, in particular online rostering.

Short Term – No Reservation Benefits

-Tourney/Score Tool
-Merchandise Discounts
-Royalty-Free Media

Short Term – More Risky “Benefits”

-Statistics
-PR on Behalf of the leagues
-Sponsorship Help
-Networking
-PR “Teaching to Fish”
-Insurance
-Rulebooks

Todd put a motion forward to make the above short term-no reservation benefits list available to leagues on a requested basis. Create advisory committee. Committee to come back on March 1 to give a more strategic overview on where to go.

Concern voiced by many that the Board is rushing to make proposals when the issues are not fully digested. Suggested by Kate that Melanie and Elizabeth consider over the next 24 hours the short-term and long-term goals for the advisory committee. Further discussion tabled till discussion of Tommy’s and Elizabeth’s proposal on Sunday.

Break 5:50 p.m. – 6:10 p.m.

MEMBERS MEETING

Kate calls to order the Annual Membership Meeting of the Ultimate Players Association. No members spoke. Meeting closed.

PROPOSALS

Proposal 2005-03 - To Provide Financial Support to the Coach of the 2005 US World Games Team, Submitted by Sandie Hammerly, UPA Executive Director, on behalf of the World Games Selection Committee

Proposal: *The UPA will provide up to \$5000 for support of the Coach of the 2005 US World Games team. Reimbursement will only be provided for expenses related to room, board and local travel on site at the World Games in Duisburg.*

Discussion: Sandie hopes that some Board member would step up to help team to fundraise. But that's another issue... Juniors team coaches for WUCC were subsidized. Supporting coach supports the team. Discussion of whether a trainer will be needed. Discussion of airfare. Motion has been made to amend proposal to say that if any additional money is available then that money will be used to pay trainer expenses.

A motion to amend the proposal was requested: *The UPA will provide up to \$5000 to reimburse expenses of the Coach of the 2005 US World Games team while in Germany for the event. Reimbursement will only be provided for expenses related to room, board and local travel on site at the World Games in Duisburg. If money from this funding pool remains after the Coach's expenses have been paid in full, it will be allocated to reimburse similar expenses for a team trainer on-site at the tournament.*

PROPOSAL 2005-03 PASSED AS AMENDED 12-0-0

Proposal 2005-10 - UPA Alcohol Policy, Submitted by Kyle Weisbrod, UPA Director of Youth Development

Proposal: *At UPA events where the event is providing alcohol, areas where alcohol is being served and consumed will be restricted to individuals that are of legal age to consume alcohol.*

Discussion: Make language more specific. UPA does not provide liquor liability for sanctioned events. Suggestion that it's a moral issue as well as a legal issue. Logistical issues about implementing policy. Insurance coverage issue discussed.

Discussion tabled 7:00 p.m.

Meeting Adjourned 7:00 p.m.

SUNDAY, JANUARY 16, 2005

CLOSED SESSION OF THE UPA BOARD OF DIRECTORS

8:25 Meeting Opened

2005 Officers

President – Elizabeth Murray
Vice-President – Mike Payne
Treasurer – Tommy Proulx
Secretary – Paige Anderson

2005 Standing Committees

Executive Committee (ExComm): Elizabeth Murray (chair), Mike Payne, Tommy Proulx, Paige Anderson, Todd Demetriades (ExComm expanded to five members, including an appointment of Secretary and Vice President to ExComm)
Nominating Committee (NomComm): Mike Payne (chair), Christian Schwoerke, Paige Anderson, Kristen Dailey
Finance Committee: Tommy Proulx (chair), Eric Zaslow, Dierdre Abrahamson

OPEN SESSION – Meeting opened to all present

Christian Schwoerke departs the meeting.

BOARD DEVELOPMENT DISCUSSION – Mike Payne

To Be Addressed:

- 1) Decisions for Today
- 2) NomComm's Board development activities for 2005
- 3) Brainstorm NomComm Assignment

Decisions for Today

We need to develop a triangular discussion, whereby the President acts as communicator between Board and Staff, a staff liaison communicates between Staff and Committees, and ExComm facilitates communication between Committees and the Board.

Brainstorm NomComm Assignment

Individual Development

- Self assessment
- Taking action to improve (take courses)

Committee Effectiveness

- Volunteer Database and/or advisory board
- More participation of non Board members on committees
- Staff Liaison
- Meeting frequency (UPA conference call capability)
- ExComm lead?
- Committee to BOD reporting plan (scorecard)?

Meeting Effectiveness

- How can we be more proactive versus reactive
- Timing of proposal deadlines and protocols for iteration
- Proposal filtering?
 - responsibilities
 - criteria
- Should proposals be public?
- Forum for proposal voting
- Consent Agenda and guidelines
- How do we get more effective in working towards long-term goals?

Board Composition

- Prescribed list of skills/Ultimate background/geography
- Marketing Board of Directors

Proposed to work with Sandie to create a staff liaison between committees. Sandie charged to come back on Monday with recommendations for liaisons for each committee.

PROPOSALS (continued from discussion January 15, 2005)

Proposal 2005-10 - UPA Alcohol Policy, Kyle Weisbrod, UPA Director of Youth Development

Proposal: *At UPA events where the event is providing alcohol, areas where alcohol is being served and consumed will be restricted to individuals that are of legal age to consume alcohol.*

A motion to amend the proposal as follows was requested:

“At UPA Championship events where alcohol is supplied using UPA funds or tournament fees and/or where the UPA provides liability insurance, areas where alcohol is being served and consumed will be restricted to individuals that are of legal age to consume alcohol. One or more visible signs within 15 feet of the serving location are required to state “Alcohol not served to persons under (insert legal drinking age for jurisdiction in which event is held) years of age,” or if a bartender is present they will be required to exercise reasonable care as required by law.”

Discussion resumed: Designated area versus the entire event, Todd warns of specificity of language, application of proposal applies to entire championship series (club & college), language in reworded proposal is considered too specific, suggestion that UPA official be responsible, discussion over policy - is it meant to follow law or meant to cover our actions, liability and legal complications discussed, non-delegable responsibilities considered, possibility of restricting UPA fund or fees to not purchase alcohol, continue discussion on original verbiage, discussion of the UPA official responsible at a given event (for example, sectional or regional coordinators).

A motion to amend the proposal as follows was requested:

“At UPA Championship Series events where UPA is providing alcohol, such alcohol served by the UPA shall be served only to and consumed by individuals who are of legal age and only in restricted areas.”

Motion amended with a vote of 12-0-0

Moved to amend the amended motion to the following proposal:

At UPA Championship Series events where UPA is providing alcohol, such alcohol served by the UPA shall be served only to and consumed by individuals who are of legal age and only in restricted areas. Only persons of legal age to consume alcohol shall be allowed in such restricted areas.

Motion amended with a vote of 12-0-0

Motion set forward to accept the amended proposal
PROPOSAL 2005-10 PASSED AS AMENDED. 8-4-0

Proposal 2005-8 -- Designation of a Portion of 2004 Year End Assets for Use in 2005. Submitted by UPA Finance Committee (and Executive Director)

Proposal: *The Board of Directors hereby designates \$33,000 from the unrestricted net assets of 2004 to be used in 2005 for the following purposes:*

- 1) *\$25,000 to be used for Information Systems programming contract services including online rostering, membership management, and web site improvements to enhance services to members, leagues, tournaments and the ultimate community at large.*
- 2) *\$8000 to hire a firm to research, evaluate and prepare a report related to the UPA brand to be presented at the summer 2005 Board of Directors meeting.*

PROPOSAL 2005-08. PASSED 12-0-0

Proposal 2005-2 - Level II Coaching Clinics, Submitted by Kyle Weisbrod, UPA Director of Youth Development

Proposal: Wording not submitted with proposal.

Discussion: Kyle begins discussion, item is already in budget, clarification of items in proposal, proposal requests UPA Board to create a Level II coaching clinic but proposal incomplete as presented.

A motion to amend the document as follows was requested:

The UPA Administrative Staff will develop and implement a Level II Coaching Clinic program, with the intention to undertake program development during 2005, and begin staging of clinics in 2006. Funds supporting these activities in the amount of \$3,150 will be included in the 2005 UPA budget.

Motion to amend proposal passed with a vote of 12-0-0

PROPOSAL 2005-02 PASSED AS AMENDED. 12-0-0

Proposal 2005-04 - Proposal to Participate in the 2005 NIRSA National Collegiate Sports Club Symposium

Submitted by Sandie Hammerly, UPA Executive Director

Proposal: *The UPA will participate in the 2005 NIRSA College Sports Symposium in order to provide information about our current programs, and to begin to collect information from those responsible for implementing college recreational programs as to the best ways for us to improve services to college club and intramural players and the college recreation departments responsible for organizing and governing these programs. Two UPA staff will participate: Will Deaver as Director of UPA Championships will provide information regarding current College Championship Series, opportunities for improvement and seek future hosts for the event. Sandie Hammerly will also participate to provide policy/programmatic overview, information on media relationships (CSTV) and to collect information regarding future directions.*

Discussion: Sandie provides the background for the proposal. Opportunity to expand contact with college sports administrators, reviewed former relationship with NIRSA, intramural provides an untapped resources for college, suggestion made that a report be made after symposium.

A motion to amend the proposal as follows:

- (1) Replace specific names with job titles.
- (2) Add: "Within one month of attending the symposium, the staff will provide a report to the Board."

Revised proposal to read: *The UPA will participate in the 2005 NIRSA College Sports Symposium in order to provide information about our current programs, and to begin to collect information from those responsible for implementing college recreational programs as to the best ways for us to improve services to college club and intramural players and the college recreation departments responsible for organizing and governing these programs. Two UPA staff will participate: UPA Director Championships will provide information regarding current College Championship Series, opportunities for improvement and seek future hosts for the event. UPA Executive Director will also participate to provide policy/programmatic overview, information on media relationships (CSTV) and to collect information regarding future directions. Within one month of attending the*

Symposium, staff will provide a report to the Board.

Motion to amend proposal passed with a vote of 12-0-0

PROPOSAL 2005-04 PASSED AS AMENDED. 12-0-0

Proposal 2005-1 Proposal to Change the UPA Lifetime Dues Structure, Submitted by Sandie Hammerly, UPA Executive Director
This proposal has five components: (SEE BELOW FOR PROPOSAL SECTIONS AS ACTED UPON)

Discussion: Sandie suggests to increase lifetime dues and if not to treat that revenue differently. Board must address the question – if we keep lifetime members, how do we account for them? Do not have data on average playing life span of UPA members, have no provision of buying back lifetime membership, concern over restricting the number of lifetime membership.

Questions specifically addressed in discussion:

If we keep lifetime members, how do we account for them?

Continue offering lifetime membership?

What is the goal of lifetime membership?

- Fundraising tool

What is the motivation of the members that are buying it (don't want to pay each year, 20 year players, alumni that still want to contribute)

How are lifetime memberships used?

- Potential sources of funds for endowment

- Create a separate fund for lifetime membership dues

What will be offered to current lifetime members (77) that have already enrolled?

- Lifetime membership is a service provided to members

- Lifetime membership is a great way to grow revenue

Suggested modifications to lifetime membership structure?

- Limit number of lifetime membership sold each year

- Raising the price of lifetime membership is a "slam dunk"

- Don't complicate the system too much by offering 5, 10, etc. membership

- 5 year membership is a good timeframe (gets people coming back to renew) but creates issues with University payments coming in to the UPA in bulk (e.g. university pays for 10 students all at one time)

Discussion tabled for break.

Break 12:35 pm to 12:45 pm

COMMITTEE SELECTION

Conduct: Jeff Dunbar (chair), Kate Bergeron, Eric Zaslow

Bylaws: Todd Demetriades, Eric Zaslow, Peri Kurshan

League Outreach: Kristin Dailey (chair), Tommy Proulx, Elizabeth Murray

Youth liaison: Peri Kurshan

Disc Standards: Mark Licata (chair), Kate Bergeron, Henry Thorne (to confirm)

World Games Fundraising: Kate Bergeron (chair), Kristin Dailey, Jeff Dunbar

Rules: Peri Kurshan

Observers: Peri Kurshan

Branding Committee eliminated: Sandie recommends we work with consultant and have consultant submit report to Board then make a decision.

International Committee eliminated: Continued need to address Canada and Mexico and the future relationship with UPA and the rest of the world. If needed will create after discussion of proposal concerning Canada, Mexico and the UPA.

Risk management task force recommended by Mike. Discussion on need for risk management and corporate relations committees in relationship to role and responsibility of ExComm.

Determined eligibility and formats is an administrative responsibility, committees no longer exist.

Discussion of League Outreach committee: What is its role and goal? Discussion postponed until proposal.

Discussion of role of non-Board members on committees and potential advisory Board. Recommended that Sandie provide a list of skills. Discussion of future database of volunteers. Hand-picking volunteers versus blanket marketing for need. Committees that request community member participation: League Outreach, Fundraising, and NomComm.

Discussion concerning communication between Board and RSD. Need designated representative to keep eyes and ears on discussions.

PROPOSALS (continued from pre-break discussion)

Proposal 2005-1 - Proposal to Change the UPA Lifetime Dues Structure (continued)

#1) That effective immediately all Lifetime membership revenue be removed from the UPA Annual Operating Budget and placed in a restricted fund with a percentage to be allocated each year to the operating budget based on a formula to be recommended by the Finance Committee and approved by the Board of Directors.

Moved to vote on subsection #1

PROPOSAL 2005-1 (SUBSECTION # 1) PASSED 11-0-0

Discussion on subsection #2:

#2) That the UPA Board consider what its policy is regarding the “goal” of lifetime memberships. If the goal is simply to make it easier for members to pay on a multi-year basis (and not have to sign a waiver every year), then the Board should seriously consider the number of years that they anticipate a Life member will remain affiliated with the sport and set the fee accordingly.

Cost benefit discussion on lifetime membership dues. Pay up front to have self sustaining program that will last for 15-20 years. Question to give financial incentive to purchase lifetime membership at the recommend increase price. Suggestion to present to membership as a “locking in your rate” or as a donation to the UPA. Financial and marketing differences between a 5 year and 10 year membership. Need data on motivation to purchase lifetime memberships and average years of play/retirement age.

Moved to table subsection # 2

PROPOSAL 2005-01 (SUBSECTION # 2) TABLED. 10-0-1

Moved to vote on subsection #3

#3) That the Board establish a minimum age at which players become eligible to pay Lifetime membership fees.

PROPOSAL 2005-01 (SUBSECTION #3) FAILS. 0-11-0

Discussion on subsection #5:

#5) That the Board immediately establish a policy stating that Lifetime dues, once paid, are non-refundable. Although this is currently an Administrative Policy, to the best of our knowledge, it has not been endorsed by the Board of Directors.

In theory, memberships are not refundable; however, lifetime memberships are a different situation. Discussion between distinction between membership refund and membership buy back. Todd discussed the legal implications of membership buy back.

Moved to vote on subsection #5

PROPOSAL 2005-01 (SUBSECTION # 5) PASSED. 10-1-0

Discussion on subsection #4:

#4) That the level of Lifetime member dues be increased immediately to more accurately reflect those fees charged by other sport governing bodies (please note that Field Hockey is the only team sport which offers a lifetime membership and it is age restricted). The Administration recommends no less than \$750, with the allowance that it may be paid over three years.

Discussion of value to member and future value and cost to UPA, payment plan, the cost of providing service to members over time, inflation, and future value of money. Benefit of lifetime membership: UPA maintains relationship with player post-retirement. Consider member perception of doubling fees and constant changing of fee; need to stabilize membership dues. Sandie and Melanie will consider numbers and give a report to ExComm.

Moved to table Proposal 2005-1 subsection #4

PROPOSAL 2005-01 (SUBSECTION # 4) TABLED. 11-0-0

Proposal 2005-09 - Proposal to change the election method for members of the UPA Board of Directors, Submitted by Mike Payne, current Board Member

Proposal: It is proposed that the UPA Board election structure be amended to reflect the following changes:

- **On an ongoing basis, three-quarters of the Board will be composed of directors elected by the general membership of**

the UPA according to the UPA bylaws (Article III, Section 2), while one-quarter will be composed of directors chosen by a popular vote of the Board. The proportions described above will be achieved by calendar year 2008 by the following process:

- *In the elections for 2006, 2007, and 2008, three directors will be elected by the general membership (as per the UPA bylaws, Article III, Section 2), including two regional representatives and one at-large representative to take office on January 1st.*
- *Following each of these elections, but not after December 1st of the year the election is held, the current Board will elect a single new at-large director to take office on January 1st.*
- *The Board election process will include the following attributes:*
 - *Process administrated by the Nominating Committee*
 - *Nominations may only be made by Board members and the Executive Director*
 - *Voting will take place either by phone or email, and will use a voting method TBD by the Nominating Committee*
- *Changes to the bylaws (Article III, section 2) necessitated by this proposal are contained in the edited (changes tracked) version of Article III, section 2 shown below:*

*2. Election and Term of Directors. The Directors shall be elected annually either by written ballot available to all members of the Corporation or by online voting in a manner approved by the Board or by a combination thereof. Three-quarters of the directors elected each year will be elected by a general vote of the membership (hereafter 'membership election'), either by written ballot available to all members of the Corporation or by online voting in a manner approved by the Board or a combination thereof. One-quarter of the directors elected each year will be elected by a vote of the current Board (hereafter 'Board election') to be conducted after the conclusion of the membership election, either by phone voting, email voting or a combination thereof. . There shall be no less than one (1) director from each region of the United States, as such regions are designated from time to time by the Board. **Directors representing United States regions may only be elected by the membership, not by the Board.** Directors shall serve for a term of three (3) years; approximately one-third of the directors shall be elected each year. No director may serve more than two (2) consecutive three-year terms. A person who has served as a director for two (2) consecutive three-year terms shall become eligible to serve on the Board again after one (1) year has expired since the end of such director's last term. Each director shall hold office until the next annual meeting of Board and until his or her successor shall have been elected and qualified. Candidates for director positions **to be elected in the membership election** shall be solicited and approved by a standing Nominating Committee, or by petition signed by no less than seventy-five (75) members in good standing. All such petitions shall be submitted to the Secretary of the Corporation no less than thirty (30) days prior to either the date the ballot is scheduled to be available or when the online voting is scheduled to begin (whichever is earlier). The date the ballot is to be available and/or the date online voting is scheduled to begin shall be posted on the Corporation's website and, if practicable, printed in advance in the Newsletter. ~~Candidates must be at least 18 years of age.~~ **Candidates for director positions to be elected in the Board election may only be submitted by current Board members or the Executive Director of the Corporation, and must be received by the Secretary of the Corporation no less than thirty (30) days prior to either the date the general-membership ballot is scheduled to be available or when the online voting in the general membership election is scheduled to begin (whichever is earlier). Candidates for director positions are allowed to be considered for both the general membership election and the Board election. All candidates for director positions must be at least 18 years of age.***

Mike presents background information for proposal. Concern expressed over Draconian nature of proposal. Preference to add people if skills set needed, rather than requiring addition of such Board members. Need to be cognizant of membership reaction to change in Board elections/designations. Suggest adding 2 Board members rather than changing current Board structure, or hiring consultants on as-needed basis. Suggest more active NomComm. Proposal could potentially disincentivize NomComm to aggressively recruit appropriately skilled Board members. Board members needed for skill set, and equally for regional representativeness. Distinction made between skills sets needed on the Board and voting responsibilities needed on the Board.

Todd moves to do a straw poll

Straw poll of Proposal 2005-9 shows that 11 opposed to proposal as is

Motion to consider amending proposal fails 3-7-1

PROPOSAL 2005-09 TABLED. 11-0-0

Mike Payne will resubmit the proposal at the June 2005 Board of Directors meeting.

NUA/COMPETITION – Todd Demetriades, Will Deaver, Mike Payne

Will requests that the Board address the following questions: 1) do we have a position on the NUA tournament, 2) what is our position, 3) how do we communicate our position.

Sandie noted that we have received a request to post the NUA event on our tournament listing page.

Discussion regarding whether it is necessary to make a public comment on the NUA event. A draft statement is discussed. It is noted that the statement should take into consideration the following: current UPA policy on observers and referees; possibly the potential issue of college players receiving prize money; the fact that UPA does not have a history of publicly responding to competition in the past; that we should distinguish that NUA is not a part of UPA and do not want to acknowledge or imply endorsement of NUA brand of ultimate (issue of advertising non-UPA ultimate on the upa.org Tournament webpage) but that we are always open to new ideas and the needs of our membership....

Three separate motions brought forward:

1) UPA responds in writing on RSD to the NUA announcement
Motion does not carry 4-7-0

2) UPA responds in writing in UPA media to the NUA announcement
Motion carries 6-4-1

3) UPA publishes NUA tournament information on the UPA site.
Motion does not carry 0-10-1

Break 3:45 p.m. – 4: 25 p.m.

REPRIORITIZATION OF PROPOSALS – Elizabeth Murray, Mike Payne

Reprioritization of proposals to streamline proposal discussion in the remaining time allotted by the Agenda. No discussion has been held regarding whether these proposals are consent agenda.

Motion to hold straw poll on the following three proposals:

1) Proposal 2005.14 - Rules Change Modification

Straw poll showed 10-0-0

2) Proposal 2005.05 - Observer Program Proposal

Straw poll showed 9-1-0

3) Proposal 2005.06 - Series Restructure Study Proposal

Straw poll showed 10-0-0

Proposal 2005.14 - Rule Modification Proposal submitted by Will Deaver, UPA Director of Championships

Proposal: *In 2005, the UPA Board supports the administration's use of the same rules set that was used in last year's college championships series, the 10th Edition with the supplementary enforcement provisions including: mandatory use of Observer's to track time limits, offsides, and deal with conduct issues at Regional semis, finals, back door game(s) and all games at the College Championships; plus the Team Misconduct Foul System and penalties for offsides violations and time violations.*

PROPOSAL 2005-14 PASSED. 11-0-0

Proposal 2005.06 - Series Restructures Study Proposal, submitted by Will Deaver, UPA Director of Championships

Proposal: *In order to expand opportunities to play Ultimate within the UPA competition structure, and in order to improve the quality of the experience of playing in the UPA Championship Series, the UPA authorizes the Championship Director to form a committee to study the possible restructuring of the Championship Program. The committee will look primarily at the Club Division competition structures, but will also incorporate other aspects of the program and the organization including college, youth, leagues, staffing, and membership and will involve staff and members affiliated with those areas in any relevant discussions. As part of the study, members of the committee will meet in person during the summer of 2005.*

PROPOSAL 2005-06 PASSED. 11-0-0

Board prioritizes the following proposals for discussion in this order:

- (1) Proposal 2005.05 Observer Program
- (2) Proposal 2005.13 League Outreach
- (3) Proposal 2005.07 Ultimate Hall of Fame: Operational Proposal
- (4) Proposal 2005.12 National Champion Proposal
- (5) Proposal 2005.11 Non-US Participation in Champ Series

PROPOSALS (continued)

Proposal 2005-05 -- Observer Program Proposal, Submitted by Will Deaver

Proposal: *In order to facilitate the recruitment and training of Observers, in order to better serve the players and the sport, the Board of Directors supports restructuring and expanding the Observer Program, as outlined in the Observer Program proposal (see Appendix) submitted by the Observers Committee.*

Primary discussion topics involve the financing of the Observer Program, how this particular program serves our general membership, and what this proposal means about the UPA's commitment to observers.

Finance of program: Observer program provides revenue generation, could fund observer participation on as-needed basis, need to consider this proposal as a significant commitment of finance by the UPA.

Serving the membership: does Observer Program exclusively serve our elite members or does it reach outside that niche, observers need formal support from UPA, UPA needs to have control of sport, how it is played, how it is officiated.

Commitment of UPA to observers: Support in a similar fashion as coaches, need to support them to do a job much-needed by the UPA and requested/expected by our membership when they are not compensated and often receive excessive flack from players.

PROPOSAL 2005-06 PASSED AS WORDED. 11-1-0

Proposal 2005-13 - League Development Proposal, Submitted by The League Conference Committee

Proposal: *The Board authorizes that an additional \$20,000 be spent on League Outreach in 2005. Subject to the Board identifying the long-term strategic goals of developing relationships with "large regional" and "small local leagues", the Board instructs HQ to determine the deliverables of this expenditure by 3/31/05. These deliverables will need ExComm approval to retain the \$20,000 investment.*

Background discussion of proposal by Elizabeth and Todd. Proposal has 3 parts: committee established, committee mission items, authorization of Board to approve/reject Committee recommendations. Discussion of \$20,000: what will it be used for, how is it set, is it an accurate amount? \$20,000 an arbitrary number, however those involved (Todd, Tommy, Elizabeth, Kristen, Sandie) anticipate \$20,000 not being enough. But we need to start small to see if that much is truly needed. ExComm will approve the money used.

Elizabeth moved to close the discussion

Motion passed 11-0-0

Elizabeth motions to amend proposal with the following verbiage change:

"The Board hereby establishes the League Outreach Committee which shall be comprised of a minimum of 3 Board members and 4 non-Board members."

Elizabeth moves to adopt amended proposal

PROPOSAL 2005-13 PASSED AS AMENDED. 11-0-0

Proposal 2005-07 - Ultimate Hall of Fame: Operational Proposal, Submitted by Robert "Nob" Rauch

Proposal Wording:

1. Mission Statement: The mission of the Ultimate Hall of Fame is to honor the men and women, past and present, who by their deeds as Ultimate players and/or contributors, and by the example of their lives, merit acknowledgement by all individuals involved in the sport of Ultimate. By establishing the Ultimate Hall of Fame, we seek to celebrate the history, honor the heroes, inspire the youth, and preserve the legacy of the game of Ultimate and the "Spirit of the Game."

2. Composition of Selection Committee: The Permanent Hall of Fame Committee should be comprised of the following members:

the UPA Alumni Director (as Chair), three at-large Hall of Fame Committee members, one member of the UPA board, and all current Player and Contributor members of the Hall of Fame. We propose that the UPA Alumni Director be appointed by the Board for a five year term, to coincide with the Induction Ceremony/Alumni reunion (see below). The next Alumni Director will need to be selected at the January 2005 Board meeting. For the at-large Hall of Fame Committee members, we suggest the following multi-step process: At the January 2005 board meeting, the UPA Board would appoint three candidates for the Committee, one of whom would have a one year term, the second of whom would have a two year term, the third of whom would have a three year term. As each Committee member's term expired, at-large Committee members would be selected for a full three year term by the Board.

For 2005, we propose that Steve Mooney be re-appointed as Alumni Director and that the following three candidates be appointed a at-large members: Andy Borinstein (1-year), Steve Courlang (2 years), and Jim Parinella (3 years). The UPA board member should be appointed by the board as part of the normal committee assignment process.

3. Eligibility Criteria:

a. Player Category Eligibility Criteria

- *Former players with a distinguished record of competitive achievement at the highest national and/or international levels, with additional consideration given to integrity, sportsmanship and character.*
- *To be eligible, players must have been retired from the division of play in which they distinguished themselves for Hall of Fame performance for at least five years prior to consideration; for example, a player being noted for play in the Open or Women's Divisions would qualify even if they were still playing at the Masters or Mixed Divisions, whereas a player being noted for play in the Mixed Division would need to have met the five year retirement requirement for Mixed play.*

b. Contributor Category Eligibility Criteria

- *Individuals who have made exceptional contributions that have furthered the growth, reputation and character of the sport, in categories such as development, administration, media, and coaching.*
- *Contributor candidates do not need to be retired from their activities related to the sport.*

c. Special Mention Category Eligibility Criteria

- *Special Mention category will accommodate all other potential candidates not included in the first two categories, whether teams, equipment, groups, or whatever, that defined the nature of the sport, of the competitive spirit, or contributed to make Ultimate special, in the context of their day.*
- *Because of the nature of the category, no more than one special mention inductee would be permitted each year, with no requirement for a special mention inductee in every year.*

4. Selection Process: *There would be a three-step selection process. First, in the spring of each year, applications for proposed candidates would be solicited from the general UPA membership and alumni population, with a deadline of June 30 each year. Once a full application was submitted, each candidate would be kept in the pool for consideration for five years before their application would need to be refreshed. Second, the Alumni Director, the three at-large Committee members, and the UPA board member would constitute the Hall of Fame Vetting Subcommittee to put forward eight possible candidates for the final vote each year. Candidates would be identified, applications prepared, and then presented to the entire Committee no later than August 31 of each year. Third, there would be a vote of the whole Committee (comprised of the Vetting Subcommittee and the current Player and Contributor members -- not Special Mention category members -- of the Hall of Fame) to be completed by September 30 of each year. Each Committee member would vote for five candidates, with the five top vote-getters being selected, as long as they received support from no less than 60% of the Committee members. If a candidate received one of the five top vote totals but less than 60% of votes from Committee members, they would not be selected; this is to ensure that all inductees receive reasonably broad support. The number of proposed candidates and number to be elected would be reduced as deemed appropriate (likely to no more than two) after the tenth year of the program. After the selection of the new class of inductees each year, the Committee will prepare a write-up for each inductee which will be added to the web site and published in the UPA magazine. A plaque will be made up and sent to each inductee, and they will thereafter be a part of the Committee going forward. Every five years, a formal induction ceremony (the next one to be held in 2009) with a dinner and program will be held for the five years of inductees during the weekend and in the vicinity of the UPA Club National Championship.*

5. Transition: *The goal of any Hall of Fame is to ensure that the criteria for membership are stringent enough so that only those truly deserving are elected. However, the consideration of candidates is also a very subjective decision, as the qualities that make a candidate "special" must be seen in the context of their day. Accordingly, the members of the first Vetting Subcommittee will be charged with developing, by April 15, for approval by the ExComm and/or board, a working guideline for applying subjective selection criteria so that there is a consistency over time as the composition of the committee changes. They will also review the Selection process described in Section 4 above to determine if any further revisions should be proposed. The Vetting Subcommittee will be assisted in this process by several other individuals on an informal e-mail basis, including: Larry Schindel, Suzanne Fields, Dan Roddick, Kevin Walsh, Cindy Fisher, Joe Seidler, Finlay Waugh, Sholom (Eric) Simon, and Nob Rauch.*

Kate presents background information on proposal. Explanation of composition of selection committee and how that affects the

standing committee and Board. Review of email comments by Zaz. Discussion of specific wording of proposal.

Elizabeth moved to table proposal until tomorrow

PROPOSAL 2005-07 TABLED. 10-1-0

Proposal 2005-11 - Non-US Participation in the Championship Series, Submitted by UPA Competition Committee (Championship Director and National Division Directors)

Proposal: *Teams from countries that share a border with the United States are permitted to compete in the UPA Championship Series under the same guidelines as teams from the United States. The participation status of teams from these countries will be reviewed at least every two years by the UPA Board of Directors. UPA sectional and regional boundaries will be adjusted by the Administration to incorporate Mexico.*

Background discussion of proposal by Will. Discussion of relationship between Mexico Flying Disc Association and the UPA. Discussion on the rules and how we address the Mexican players in the Championship series. Considering relationship with international neighbors and international committee in general. As the policy currently stands it treats Canada and Mexico differently, such arbitrarily different treatment is not acceptable. Mexico/Canada participation status in the UPA should be on a regular basis – suggested every 2 years.

Mike moved to adopt the proposal

PROPOSAL 2005-11 PASSED. 11-0-0

CONDUCT COMMITTEE – Eric Zaslow

Zaz requests \$500 for the Conduct Committee. Approved – \$500 line item added to budget 2005.

PROPOSALS (continued)

Proposal 2005-12, National Champion Proposal, Submitted by Joe Seidler

Proposal: *The UPA requires that during the years that US teams will be chosen for WUGC or WUCC, all teams in the UPA Championship Series must be based in an American city.*

Straw poll determined 0-11-0 in favor of proposal as presented.

Discussion: Distinction between WUCC and WUGC selection process. We need to consider how building the international game potentially compromises our national game. Discussion on membership implications. What will our own National Championships be – long term potential of 5 out of 6 regions sending all non-US teams to the National Championships. Discussion of current proposal (Proposal 2005.12) tied into previous passing of Proposal 2005.11. Also associated with this proposal is the series restructuring activity. Proposal affects every division including college and youth. Is it our responsibility to determine the best teams from within our membership, which includes Canadian and Mexican members, or the best teams from within only the US?

Suggested amendment to proposal: strike WUCC from the proposal and only keep WUGC. Need to consider how membership and players will react.

Wording change suggested: replace “an American City” with “in the United States” because not all teams associate with a specific city and because the term “American” is ambiguous – could refer to North American or otherwise.

Staff expresses they do not want to get the responsibility of rewording the proposal.

Elizabeth moved to close the discussion

Motion passed 10-1-0

Todd moved to vote on proposal

PROPOSAL 2005-12 FAILED. 0-10-1

GENERAL DISCUSSION

Suggestions on proposal process and annual meeting structure: encourage evidence based proposals, receive staff approval or non-approval on submitted proposals prior to Board review, include action items in HQ staff reports.

Meeting Adjourned 6:59 p.m.

MONDAY, JANUARY 17, 2005

Todd Demetriades leaves meeting. Proxy presented to Elizabeth Murray.

8:25 am Meeting Opened by Elizabeth Murray

PROPOSALS (continued from January 16 discussion)

Proposal 2005-07, Ultimate Hall of Fame: Operational Proposal, Submitted by Robert "Nob" Rauch

Kate moved to consider Proposal 2005.07 in spirit and Zaz will edit offline.
Motion Passed. 9-0-0

Mike moved to vote on PROPOSAL 2005.07 IN SPIRIT. PASSED. 9-0-0

BUDGET REVIEW – Tommy Proulx

Attachment A – 2005 Proposed Budget (rev 01/06/05)

Tommy acknowledged the outstanding work of finance committee members Mike Payne and Eric Zaslow who carefully and thoroughly examined the documents being presented today. Finance Committee estimates roughly \$350,000 of reserves at the end of 2004. Tommy wants everyone to assume for 2005 that our goal is not to drastically increase our reserves, but rather to have a closely balanced budget.

Line item by line item discussion led by Tommy. Highlights noted below

MEMBERSHIP DUES

Line 4020: College dues: 7% incr.

Line 4005, 4010: Youth: Est. 37% incr. based on two new national tournaments, 5 state tournaments. Estimating 3,000 members. Intro memberships based on past trend.

Line 4045: Lifetime: move \$4000 out until finance committee decides how much to allocate for 2005.

SALES

Line 4440: Youth Kits: 36 kits left so we should not anticipate sales here to continue. Sales commission from 4th q. will go into 2005. Mike points out that in 2001 merchandise and sales revenue was 9% of budget. This year it is 6% - membership incr. faster than sales and merchandise. Sandie pointed out that in reality net revenue is actually increasing because we are no longer buying merchandise and selling it – we are only collecting commissions on sales by licensees/event merchandisers. Actually making more revenue from merchandise than before (see model). Discussion on whether or not sales and merchandise is/should be a core business of the UPA.

CONTRIBUTIONS

No comments

ADVERTISING

Line 4600: A couple companies reneged on payments to the UPA. Mike plans to selling advertising more aggressively than Stephanie did.

NATIONAL TEAM. Expense and revenue in 2004 related to Juniors teams attending WUGC which were managed by UPA staff (and was primarily a wash). Although there will be a National team this year, their expenses will not be managed by the UPA.

COST OF GOODS SOLD

Line 5035: Need to determine whether we want to spend \$7000-\$8000 to produce another 100 youth kits. Youth kit sales have stayed constant over past 2 years – approximately 3-11 sales per month with an average of 5-6 kits. What is more appropriate for distributing for base level play – Wham-O kits or youth kits? Question: Do we need to make the \$ or not on the youth kits?

EXPENSES

Line 6105: HS Championships is \$0 because it is now split between Easterns Championship and Westerns Championship.

Line 6120.01: The insurance rate stayed constant; however, the expense is up because we have more members. Insurance rating has dropped to A-. Sandie will talk to insurance company and get back to ExComm regarding the impact, if any, this will have on our events.

MEMBER SERVICES

Line 6415: Suggested that Web Tech conduct a cost-benefit analysis for our relationship with PayPal to determine when we should cross over to our own credit card system. At the current time they recommend staying with Paypal.

MARKETING

Line 6515: \$2k and \$8k separate because of proposal. The \$8000 is to take action once research is completed. Total Proposed 05 is now 10k.

PR/COMMUNICATIONS

Line 6630: add \$1000 for Club Champ reporters for total = \$7000.

Line 6605.01: Currently our website is hosted by Gull Technology who gives a considerable discount on the service. The increase in expense line item will result when we are switch to another company. Anticipate spending less than noted on the line item.

FUNDRAISING

Line 6750: Did not spend fundraising funds allocated in 2004. Need a plan for 2005, which Fundraising Committee for World Games anticipates should not be a problem.

HEADQUARTERS

Line 6856: ExComm approved up to proposal for up \$6000 for Legal Services on November call.

Line 6830 and Line 6875: Money is budgeted for the HQ move, but the budget for rent and utilities is constant from 2004. We will probably spend more, but for now will leave the rent and utilities until we have a better sense of what rents will be going forward on a larger space.

BOARD OF DIRECTORS

Line 6905: Increase from 2004 to 2005 attributed to additional summer Board meeting and airfare for international Board members. Discussion on another meeting to specifically address strategic planning. This discussion will continue in future and address budget implications associated with that meeting.

Delta of 25k.

FIXED ASSETS

Line 1500: Effect of moving HQ considered in discussion. Determined that moving will most likely not affect this dollar amount since Sandie does not anticipate needing to buy furniture for new office.

Closed Board Discussion of Line Items 6805, 6815

Resumed Discussion on HQ

Line 6865: Added \$3k for staff training. Concerning staff training in executive presentations and other staff professional development, Sandie believes the staff is interested.

Line 6835: Board discussion with Sandie re: providing staff with UPA-paid cell phones and facilitation of accessing internet from the road. Currently only Will's cell phone is paid for by UPA.

Sandie informally requests that the Board be aware of the potential in the 4th quarter of her hiring a part-time Assistant to the Executive Director.

Mike moves to close discussion on budget.

Motion seconded and discussion closed.

KATE MOVES TO APPROVE 2005 BUDGET AS MODIFIED. PASSED. 10-0-0 (10:30 a.m.)

SUMMER (JULY) BOARD MEETING AND STRATEGIC PLANNING DISCUSSION – Elizabeth Murray

Organization of summer meeting and goals of that meeting discussed. Three primary things to address: long range strategic planning, board development, proposals. Emphasis placed on committing time and energy from the Board to strategic planning, with significant front-end work pre-meeting. Mike plans to work with Sandie to release a statement from UPA re: Strategic Planning initiative.

Importance of getting buy-in from staff and serious staff participation on strategic plan stressed by Kristen. Kate will act as liaison to streamline proposal process for July Board meeting.

CSTV PRESENTATION – Tim Perneti, CSTV Vice-President for Programming and Talent

Meeting adjourned by Elizabeth Murray 11:55 am