

DRAFT

**UPA BOARD OF DIRECTORS MEETING JANUARY 14-16, 2006
COURTYARD BY MARRIOTT HOTEL; LOUISVILLE, CO**

Present:

Adam Goff	National Open Director
Christian Schwoerke	Mid-Atlantic Rep, Board of Directors
David Raflø	National Masters Director
DeAnna Ball	National Women's Director
Elizabeth Murray	At-Large Rep, President, Board of Directors
George Cooke	National Mixed Director
Henry Thorne	At-Large Rep, Board of Directors
Jeff Dunbar	Southwest Rep, Board of Directors
Joshua Greenough	National College Director
Kitt Hodsdon	UPA IS Programmer (contract)
Kyle Weisbrod	UPA Director of Youth Development (HQ staff)
Melanie Byrd	UPA Director of Membership & Outreach (HQ staff)
Mike Payne	At-Large Rep, Vice-President, Board of Directors
Paige Anderson	At-Large Rep, Secretary, Board of Directors
Peri Kurshan	Northeast Rep, Board of Directors
Ricky Eikstadt	Central Rep, Board of Directors
Ryan John	UPA Director of Communications & Media (HQ staff)
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:

Kate Bergeron	At-Large Rep, Board of Directors
Kristen Dailey	Northwest Rep, Board of Directors (present via conference call)

SATURDAY, JANUARY 14, 2006: INFORMATION, DISCUSSION & DECISIONS

Elizabeth Murray calls meeting to order 8:00 am; Welcome & Introductions follow

Elizabeth Murray clarifies expectations, states rules of order for meeting, reviews today's agenda, reads mission, vision, and value statements.

CONSENT AGENDA

Elizabeth Murray moves that those items which everyone has read, approved and which require no further discussion, including date of next annual meeting (MLK weekend 2007), be approved. Motion passes unanimously.

HEADQUARTERS REPORTS

Membership & Outreach Report – Melanie Byrd

2006 Membership Program: Maintain high standards for Membership (e.g. rapid response to emails). In the future need to develop ways of identifying and honoring lifetime members, brochures for non-members.

Women's Outreach: All current programs to continue, efforts to startup new teams and request for larger budget. Need to develop an official UPA clinic for women. Efforts underway to develop Women's Outreach Committee. Need to encourage women to play – number of women members is not growing as rapidly as men.

Innovation Grant Program: Change needed for 2007 because pool of applicants is small and not very competitive. We have not funded projects outside USA and Canada, but we might want to consider changing this in order to fund UPA members implementing projects outside the US.

Event Sanctioning Program: Continue to build program – want to provide good information, create a brochure, represent sanctioned programs by maintaining communication and develop relationships with organizers, maintaining and improving online rosters, will continue with rebate program.

Q: Could we recognize especially good organizers? How best to do this? Good that number of sanctioned events is increasing.

General Outreach: Goals for 2006 include: maintain updated league contact list and send to Board members, have royalty free images available online, publish the league organizers resource manual, work with league organizers to host another league organizers conference and determine if it should be a national conference or regional conference (organizers feedback: November best time of year to hold conference).

Q: Are online waivers OK? Discussion: These have never been challenged in a court of law, and it is uncertain how insurance companies will respond. Precedent has not been set by any other organization. Our culture lends itself to be a testing ground for online waivers. Legal constraint is that online waiver needs to be valid in all 50 states. Straw Vote: Do we want to investigate this question further? Unanimous "yes."

Media & Communications Report – Ryan John

Magazine: Ideas for 2006 (continual improvement of current product): Standing columns, Instructional info, Player and team profiles, Development of kit for advertisers, including demographics, income info, potential for event sponsorship Ultimate News has a lot of potential – as a functional magazine (and with Ultimate's demographics), we are positioned to attract greater advertising investment

Q: Do we want to begin to emphasize stars? Discussion: Concern expressed about overemphasizing the same individuals (i.e. "returning to the well"). Suggestion to highlight people at different levels (youth, club, local/regional organizers) People are what make sports, and this catches peoples interest and gets others involved. Suggestions: Improve events coverage so Ultimate News does not repeat real time coverage provided on upa.org because for those who are very involved, there is currently a sense of being told what they already know. Add a "human interest" aspect to events coverage, rather than a play-by-play perspective. More stats would be good, and would help justify subscribers keeping the magazine as archival reference.

Events: Ryan continuing to develop ideas for enhancing the market value of events to potential advertisers. Plan to develop a kit for prospective writers with info on format, guidelines, and deadlines. Also, plan to develop media kits with team logos, player fact sheets, etc.

Website: Needs more frequent updates, more images, more player info.

E-Newsletter: No major changes planned, but there will be more images in future publications. _

Archives: Needs to be established with background info on players, images, stats, so as to create a searchable database of archived photos.

Q: Do we want to let stars create themselves, or do we want to make an effort to create the stars? Discussion: This is a values thing and requires discussion. Stars almost have to create themselves, but UPA can choose who they profile. People do want to read about players. Probably start with the National teams, and then work down. Need 'backstory' on players, about their other accomplishments outside of Ultimate.

Q: Is there a need for a juniors edition of the magazine? In the past there was a juniors column, but it didn't get much interest or response.

Tech Report – Kitt Hodsdon

Need to improve sync between two types of database files, which don't communicate easily. In 2006 this process will be automated to speed up the process and make it more accurate. Once sync problem for database files is solved, we will have a bit more time to deal with other items, but we need to make sure that high priority items get done. Concerns about privacy of data need to be addressed. Web site is currently in CA, because that is where original volunteers were located. This will change, as the website matures, and it will eventually be located in Boulder, CO; this should happen within the next two years.

Q: Will IS programming become a permanent part of the UPA?

Recommendation that the IS position should be maintained as a permanent, paid position, since there is an ongoing need.

Youth Development – Kyle Weisbrod

Anticipated changes for 2006

Coaching Clinics: The detailed training techniques covered during the 2005 clinics will be discontinued. They were not found useful because tried to cover too much too quickly. A fitness overview and a sample practice will be included instead. We'll be adding an exit exam to the clinic, to assess what people have learned. We also need sponsors for level 2 programs.

Our certification for the course only says that participants attended and learned certain things, but doesn't vouch for the morals or history of the coach, therefore background checks on participating Coaches will no longer be conducted by the UPA. The UPA will encourage leagues to conduct background checks themselves. This is a legal issue that needs to be

addressed. What is the liability issue? What do we imply by doing or not doing a liability check? Is our exposure greater by a low-quality background check (which includes criminal and sexual offender checks, but not all states do this the same way, and we don't always know how the agency that carries out background checks actually does it)?

PE Outreach: We will be working with ~15 additional states. Continued partnership with Wham-O has not been confirmed. Although we no longer have any UPA produced instructional kits remaining in our inventory, Wham-O has committed to produce kits for sale through their distributors.

State Tournaments: 16 state championships scheduled this year.

Camp Accreditation: Fairly high requirements, including UPA membership, and coaches to have Level I certification. We have required background checks on coaches. This program has been growing slowly, the limiting factor seems to be partly that there are too few certified coaches. Benefits to camps are also not immediately clear, and it might be valuable to have some other level of partnership. Possibilities include discounts for advertising, training kits, promotion of camps on web site. We need to maintain some standards. However, should we require that all participants be UPA members? Goal of camps is to teach and learn, get people involved, not necessarily to grow membership. This might not be a good way to get new players involved. We will look into this. We need to provide a real value for UPA certification, both to the camp and to the students. There might be the potential to expand these accreditations to other levels (e.g. college).

Break 10:30-10:45 a.m.

Championships Report – Will Deaver

2006 will be business as usual, but major areas of emphasis are:

Online Rostering: Major differences between Club rosters and College as there are two levels with college: individual registration, and college certification of the team. This system needs to be made cheat-proof, and also needs to be user-friendly, so that people can get signed up when they need to, know deadlines, etc. Moving deadline to Wed before Sectionals could result in some teams or players not getting signed up in time to participate. Need to be consistent, and implement the same rules for everyone from the beginning.

Observer Program: Need to increase pool of trained observers and to do this also need to increase pool of observer trainers. There need to be both informational and on-field observational components for observer trainees. Currently have ~32 certified observers. We need to move towards 100 observers, and there are currently only 3 observer trainers. Need to increase opportunities for Club players to experiment with college rules (and/or components of them) in non-Series events. The current batch of observers needs to recertify this year and it's still not fully clear how we will recertify them.

Series Restructure: Must be done, but Will hasn't had enough time. Need the right chairperson in place to devote full time to this. The right person for the job: knowledgeable, experienced with UPA, available time, no personal agenda.

Series Manager: There is a real need for new staff -- championships manager. This is a proposal that will be covered in greater depth later (see Proposal 2006.04). The tasks of this individual will include rosters, the ongoing organization of series competitions, carrying out efforts that haven't been dealt with well because the tasks have been carried out by a diverse group of volunteers. Need to identify sites for the Series each year, develop support structures, local contacts, work with schools, do better documentation, create better backup for Series events.

Q: What need is there for more observers? How much interest is there in this process?

The demand for Observers exceeds the supply, especially in lower divisions & non-Series tournaments. There is some backlash, but most feedback is positive. There needs to be forum for exploring questions about Observers. Implementing a new system at the first major tournament is not a good thing; it needs to be implemented early and broadly, so it is well accepted and understood at Nationals.

Executive Director's Report – Sandie Hammerly

General Q&A session with the Executive Director. Sandie Hammerly recognizes that the biggest task she currently faces is Strategic Planning and finding the time to devote in light of the ongoing responsibility of directing the daily activities of the UPA.

Q: (Paige Anderson) Do we feel it was appropriate to put the UPA name behind an organization (i.e. Ultivillage and VC Ultimate) or a video production that promotes a particular division (e.g. Open) over other divisions (Women's, Mixed, Masters)?

HQ is working with producers of the 2005 UPA Club Championships DVD to resolve the situation. UPA agreement is with VC Ultimate whose commitment is to videotape and provide footage of all four finals to the UPA, as required by Board policy. VC Ultimate has also agreed to produce DVDs of the event; however, there is no stipulation that they have to produce videos for each division. VC Ultimate has contracted with Ultivillage who thus far has only produced a video of the Open division.

Q: What can we do to remedy the situation since the DVD has already been distributed to our members?

The UPA has contracted with VC Ultimate in the past and had satisfactory results. Unfortunately this year has been

a different relationship based on VC subcontracting with UltiVillage. Sandie reminded the group that the UPA has no obligation to produce a video – our only obligation (per BoD mandate) is to record the finals game of each division for archival purposes. It is a value judgment on the part of the producer as to what will result in the most viable product for sale – and until this year VC has treated the women's and open divisions in a fairly equitable manner; mixed and masters have received less footage.

Q: (Sandie Hammerly) We have a loan approved, we have a surplus, and I would like feedback from the BoD on whether we are still committed to buying a building for HQ. What is the priority of this compared to other issues/tasks facing HQ? Discussion whether its appropriate to buy a building or buy the land and have a building built. There needs to be a BoD resolution to move forward, and it is imperative that we separate the emotional and financial issues tied up in buying or not buying a building. Now that HQ has a lease, the immediate need of buying (or building) a building is no longer as great. Elizabeth Murray, as President, tables any further discussion, noting that a detailed discussion of a building for HQ was not requested on the Agenda.

Lunch 12:00-1:35 p.m.

BUDGET WITH PROPOSALS (2006.01, 2006.02, 2006.03, 2006.04, 2006.05, 2006.09) – Elizabeth Murray & Tommy Proulx *[Line item-by-line item discussion of the 2006 proposed budget with discussion of corresponding Proposals with financial implications, as appropriate.]*

Income:

4020 College dues. Unanimous agreement to increase anticipated College membership by 10% for 2006 based on historical trend.

4005 Youth memberships projections for 2006 (33% increase in youth membership) based on number of leagues and number of state championships.

4045 Lifetime memberships. No income projected, although we probably will sell some lifetime memberships. As per 2005 decision by BOD, all lifetime memberships set aside in restricted fund with a % to be allocated to budget on an annual basis (Fin Com still need to determine formula for this).

4200 Championship Series:

4215 College Champs player fees. Request from HQ to Remove \$10 CSTV fee (originally approved as only a temporary fee) from College Player fees. UPA will absorb cost within its normal marketing program goals. Also requesting a \$5 increase in fee to more closely cover costs of running the event (net impact to players - \$5 decrease in event fee).

4260, 4265, 4270 Increase fees for all youth events increased by \$5

4400 Sales:

4450 CSTV DVD sales selling for \$25 per box set. Includes 3 DVDs, 9 hours of Ultimate. Need to sell approximately 350 to break even.

4415 Income continually dropping each year because we have minimal inventory at Wrightlife now that we no longer produce merchandise

4500 Contributions: Unrestricted fundraising income in 2005 decreased; probably because of dedicated fundraising efforts to Team USA.

4600 Advertising: Income from advertising is uncertain; some advertisers are already unhappy with current costs, and it is not clear whether we will be able to attract more new advertisers.

4700 Income, Sanctioning: Our goal is to have a downward trend because aim to reward full refunds to successfully run sanctioned events.

4850 National Teams: Tryout cost per player determined by based on breakeven with costs for running 2 tryout sessions (Atlanta and Seattle)

COGS: No Comments

Expenses:

6100 Championship Series:

6120.01 Sanctioning insurance. Have already received renewal quote. No rate increase, increase based on increased in membership.

6150 Observer clinics. Although we plan to do fewer training clinics, we will be doing a Trainers' Clinic (i.e. train the trainer). Also plan to send some observers to non Series events to increase club players exposure to use of observers for sectional and regional level athletes

6200 Youth Development:

6245 – see discussion of Proposal 2006.05 below.

Proposal 2006.05 – UPA Fitness for Ultimate DVD, Submitted by Kyle Weisbrod, UPA Director of Youth Development

Proposal: ***The UPA will produce a high quality fitness for Ultimate DVD.***

Financial Implications:

2006: \$14,300 expense

Production:

Production co costs	\$12,500
Travel expenses	\$1,000
Fee for script writer	\$500
Fee for Actors (3 @ \$100)	\$300
Total Expenses	\$14,300

2007 – 2010 (total): \$6,875 Expense, \$25,000 Revenue

Replication (\$1.75/copy * 2,500 copies)	\$4,375
Royalties to script writer (\$1/copy * 2,500 copies)	\$2,500
Total Expenses	\$6,875

Sales (\$10/copy * 2500 copies)

Discussion:

Q: What is so special about Ultimate that it requires a specialized video?

There are fitness activities that can be done with discs that are specific to our members. An Ultimate-focused video will be more accessible to UPA members.

Q: Kate has doubt that there would be very many sales or much royalty income. Have we ever sold 2,500 copies of anything? Why not do something cheaper to start with (e.g. print booklet)?

Other videos we've sold have been annual events, which are less interesting after a few years. A fitness video would be salable over a longer, and more likely to pay for the costs.

Feedback: There needs to be a procedure for selecting people. This video needs to present different viewpoints, differences in training for specific groups. Board stresses need to conduct wide search for appropriate people to participate in this project.

Q: If we endorse this product, we need to find ways to market or promote this video.

This might be one of the 'perks' for people attending clinics or for schools or camps that have authorized UPA programs. It wouldn't be good to make the video and then just let it sit on the shelf.

Q: This might also help people become more aware of the UPA, and value the organization and see it as a resource. Q: Ideally, in time this could be picked up by some other publishing house – once we have proved that we have a quality product, and that there is a demand.

Jeff Dunbar moves to close discussion and calls for vote. Henry Thorne seconds the motion.

PROPOSAL 2006.05 PASSES

Vote: 11-0-0

Time: 3:15 PM

[Budget line item discussion resumes]

Expenses:

6300 International Programs:

6320 Request for funding based on the opinion that there should be a UPA Board-level representative at the WFDF Congress and that we should support the other US representative (Robert "Nob" Rauch) who is serving as WFDF Treasurer.

Motion to allocate \$3,000 to line item #6320 to cover UPA representative (Todd Demetriades) and Nob Rauch's travel to WFDF Congress. Motion passes: 10-1-0

Break 3:25-3:45 p.m.

[Budget line item discussion resumes]

Expenses:

6350 National Teams:

6352.03 Uniforms currently budgeted, but potentially will become VIK if Sandie Hammerly is able to procure sponsorship.

6352.01 – see discussion of Proposal 2006.02 below.

Proposal 2006.02 – To Cover the Expenses of US National Team Coaches, Submitted by Kyle Weisbrod, UPA Director of Youth Development

Proposal: *The UPA will cover the room, board and travel expenses of the US National Team head coaches and assistant coaches (up to 3/team – see Appendix 1) when those coaches are chosen by the UPA.*

Financial Implications:

2006: \$8,800

Coach Expenses (per coach)*	\$1,100
Flight	\$400
Training Housing	\$100
Training Board	\$100
Event Room and Board	\$500

**Will be more when events are held overseas*

Discussion: When US teams went to Finland, UPA paid for two head coaches, but all assistants paid their own way. Suggestion to cap funding at \$5000 per year for coach and one assistant coach per team. Is this a quality issue, or a quantity problem? Do we really need 3 asst coaches? Note that costs will be lower this year because event will be in the US. Do we set a precedent if we fund 8 coaches this year but cannot in years when event is located out of the US? Need to consider that Junior teams may benefit more from more coaches and assistant coaches, while other teams may not. Is coaching the issue, or need for chaperones? Chaperones may be less qualified and less expensive. We need to keep policies different for different age groups. Suggestion that number of coaches should be standardized at 2 that we will help to send; additional coaches or assistants may go as volunteers. We should assess qualifications of people for the coaching positions, and leave some latitude for specific situations. We should think about directions for the future.

Jeff Dunbar moves to close discussion. Henry Thorne seconds the motion.

Amended Proposal: *The UPA will cover the room, board and travel for the US Juniors team coaches (up to 3 per team) for the team training camp and WFDF WJUC or WFDF WUGC.*

Todd Demetriades moves to accept amended proposal. Henry Thorne seconds the motion.

PROPOSAL 2006.02 PASSES (as amended)

Vote: 11-0-0

Time: 4:25

[Budget line item discussion resumes]

Expenses:

6480 Rules, SOTG, Disc Standards:

6480.3 – see discussion of Proposal 2006.01 below.

Proposal 2006.01 – Request for funding for face-to-face meeting of the Standing Rules Committee every three years, submitted by Peri Kurshan (Interim-Chair, UPA Standing Rules Committee)

Proposal: *It is proposed that the Board of Directors allocate sufficient funds to invite and host the current active members of the Standing Rules Committee to a two-day Rules Revision meeting once every three years (at the request of the SRC chair), beginning in 2006, in order to facilitate the completion of a revision to the rules during that meeting.*

Financial Implications: *This proposal requires sufficient funds for airfare, hotel accommodations, rental cars and food for ~12 people for 2 days, as well as renting a conference room for that time. Factoring \$400 per flight, \$100 per double occupancy hotel room, \$180 per car for every three people for the weekend, \$40 per person per day for food, and \$700 for a conference room rental, that comes to approximately \$8000 total.*

Discussion: Straw poll indicates that most Board members are in support of this proposal. Christian Schwoerke suggests making the proposal more flexible, so that we can arrange these meetings on an as-needed basis, but at least every 3 years.

Jeff Dunbar moves to close discussion. Todd Demetriades seconds.

Peri Kurshan moves to amend proposal from “once every three years” to “at least every three years.” Todd Demetriades

seconds. Amendment passed 10-1-0.

PROPOSAL 2006.01 PASSES (as amended)

Vote 11-0-0

Time 4:35 PM

[Budget line item discussion resumes]

Expenses:

6500 Marketing:

6515 – see discussion of Proposal 2006.03 below.

Proposal 2006.03 – To Create a New Logo/Identity for the Ultimate Players Association. Submitted by Sandie Hammerly, Executive Director, and Elizabeth Murray, 2005 UPA President

Proposal: ***As part of its 2006 work-plan and expense budget, the UPA will hire a professional firm to design a new logo identity for the UPA. Such a mark/image must be designed in a manner that it will be easily integrated into ALL UPA programs and services, employing fonts and colors which can be used on print and electronic media as well as merchandise and corporate signage.***

Services will include the research and development of logo design to be used on all UPA programs and materials including advertising, business papers, in-house publications and merchandise; presentation of 3-6 designs including typography and color schemes; application formats and implementation guidelines.

Financial Implications: **Based on information provided in the *Graphic Artists Guild Handbook: Pricing and Ethical Guidelines*, the high end of the cost for a small to medium client should be in the \$7500 - \$8000 range.**

Discussion: Sandie Hammerly explains why she chose \$8,000, which is at the high end of the scale for logo services for an organization the size of the UPA. Henry Thorne and Todd Demetriades emphasize that undertaking a new logo design is very important in this stage of the UPA's development and we should not be afraid to invest more money. Todd says: Now is the time to really make this a priority and let the priority influence the budget (suggests increasing the budgeted amount to \$12,000-\$15,000). This is more than just developing a new logo, it is integrating the new logo and identity into all the UPA does. Mike Payne suggests that we keep the budget at \$8,000 and enable Sandie approach various tiers in the graphic industry to get estimates.

Jeff Dunbar moves to close discussion. Henry Thorne seconds.

Todd Demetriades moves to amend proposal: Allocate funds up to \$16,000. Straw poll: 5-5-1

Discussion: As long as we are comfortable submitting an unbalanced budget in 2006, then if we increase the allocated funds to \$16,000 we will not have to compensate for this increase by decreasing other line items in the budget. This is a one-time expense, so one year in the red is not detrimental in the long-term.

Mike Payne suggests that we approve the proposed \$8,000, then allow Sandie Hammerly to approach vendors to procure bids. She will then approach ExComm if extra funds are required.

Henry Thorne motions to vote on proposal as is. Jeff Dunbar seconds.

PROPOSAL 2006.03 PASSES

Vote: 11-0-0

Time: 4:55 PM

Todd Demetriades moves that the Board authorize ExComm to approve up to \$25,000 for Branding. Tommy seconds.

Motion passes 11-0-0 (4:57 PM)

[Budget line item discussion resumes]

Expenses:

6800 Headquarters:

6865 Kate Bergeron suggests bringing in experts to train HQ staff in Public speaking and presentations. Elizabeth Murray suggests that we need a better sense of how strategy and tactical decisions contribute to our goals to increase participation. Paige Anderson suggests we are going through an evolution in presentation, and that HQ staff deserves kudos for their good work.

6900 Board of Directors:

6905 Travel expenses increased by \$1100 to cover Paige Anderson's travel once per year to/from Africa (Paige Anderson

is relocating to Africa in 2006).

Fixed Assets: No discussion.

[Closed session of Board and Executive Director]

Expenses:

6800 Headquarters:

6805 line item directly affected by proposals for new staff positions – see discussion of Proposal 2006.04 below.

Proposal 2006.04 – To Create a New Staff Position: Championship Series Manager, submitted by Sandie Hammerly, UPA Executive Director, and Will Deaver, UPA Director of Championships

Proposal: ***The UPA Executive Director, in cooperation with the Director of Championships, will create a full-time staff position, Championship Services Manager, to undertake many of the administrative duties currently handled by the Director of Championships (and sometimes the National Directors by default).***

Among the duties/tasks to be assigned to this new position:

- ***Primary staff support to the College (and Youth) eligibility committees. This will include minutes related to Eligibility Committee meetings, policing/enforcing eligibility violations, complaint research, preparation of written documentation related to eligibility decisions, general management of volunteer committee to ensure timely completion of tasks and duties, serve as primary business hours portal for member inquiries related to eligibility process and procedures***
- ***Administrative management of sectional and regional coordinators including database maintenance and management, training/evaluation, disc orders, and general communications***
- ***Ongoing communication with coordinators, team contacts and players at the Youth, College and Club levels to ensure compliance with registration and rostering guidelines, including questions regarding the online rostering system and related deadlines.***
- ***Roster organization and management for all Series events and divisions***
- ***Maintenance and communication of competition rules***
- ***Compilation and tracking of information related to conduct cases and decisions***
- ***Recruitment of volunteers for specialized annual tasks***
- ***Timely, business hour resource to individuals wishing to organize teams for participation in the Championship Series...including info on who to contact in their area for support.***
- ***Business hour resource for College Sports Club Administrators and Registrars with general questions related to the College Series***

Financial Implications: ***Because salaries should remain confidential, the Executive Director will present the pertinent data in closed session – but will include salary and benefits including health insurance in 2006, and retirement savings match in 2007. Please note that should this position be approved, the position of program services assistant will no longer be part of the Champ Series – but will become support staff to the Director of Outreach and the Executive Director. Champ Series duties performed by the Program Service assistant will be absorbed by the Championships manager.***

Discussion: Board members request more time to digest this request. This is a major decision concerning on-going funding for staff and the Board needs to determine (in conjunction with the Executive Director) the level of need for this staff position. Sandie Hammerly stresses that the requested position is necessary in order to run HQ and the Championship Series effectively and successfully.

Discussion on Proposal 2006.04 tabled until Elizabeth Murray can allocate more time for discussion within the agenda.

MEMBERS MEETING

Elizabeth Murray calls to order the Annual Membership Meeting of the UPA at 5:28 p.m.

Colin Baer (member) and Brian Collison (non-member), both residents of Colorado and active in the Denver recreational league, present to the Board of Directors and ask questions to clarify the following topics:

- Communication routes between the membership and the Board
- Outreach to local leagues
- Production of the quarterly newsletter, Ultimate News
- Volunteer opportunities

Elizabeth Murray adjourns Members Meeting at 5:44 PM

Meeting Adjourned at 5:45 p.m.

SUNDAY, JANUARY 15, 2006: DISCUSSION & DECISIONS

Elizabeth Murray calls meeting to order at 8:10 a.m.

SERIES DISCUSSION – Will Deaver

Series questions that the UPA will need to answer in the future:

Should we divide the National College Director position into two jobs (e.g. Open, Women's)?

Josh Greenough, current NCD, discusses both the pros and cons of dividing the NCD position. He wonders if the role is best handled by a single full-time staff person or two people who may or may not communicate well together.

Should all teams participating in the Series be required to pre-register in order to participate in Sectionals or Regionals?

Currently, same-day registration at Sectionals is an important way to bring new members into the UPA, but it adds significant last-minute work and it makes tournament planning/organization much more difficult. Pre-registration could be a larger burden on new college teams who have not yet formed a logistical system. (Will Deaver reminds the BoD that college teams have more time to complete their rosters.) Everyone agrees that pre-registration would enhance the UPA's ability to provide a framework for quality competition. Most tournaments require pre-registration, so there is precedent in the Ultimate community for such an action.

How do we envision the relationships among the UPA, college administrations, and college teams?

Discussion around the Penn State incident that occurred in the 2005 College season (i.e. the UPA upheld the ruling of the college in banning the teams from competition). It is of utmost importance to maintain good communication and relations with all parties and act with integrity.

Discussion ends at 9:15 a.m.

DISC STANDARDS DISCUSSION – Will Deaver & Henry Thorne

The currently approved mold is 20 years old and a need for replacement could occur at any time. There needs to be a process in place for approving new molds, in which the players must be involved. The question is how best to involve players, generate feedback, and gain approval. Discussion of how to distinguish among the various levels of play (recreational, competitive, elite) and the various players (men, women, youth, college). Christian Schwoerke feels the current process is okay for basic approval, but elite players need to be involved in the selection of the discs for the Series. If we approve a single mold, we need to be alert for different preferences or needs among the various levels and categories of players.

Teams that attended competitions in 2005 will be contacted and asked to test discs and return feedback on those discs in 2006.

Discussion ends at 9:45 a.m.

STANDING RULES COMMITTEE REPORT – Peri Kurshan, Interim Chair

As new chair of the SRC, Peri Kurshan wants to improve communication between board and committee. Revision to version 10.0 of the rules is now underway. Peri Kurshan feels there is a need for:

1. An approximate time-line for development of the new rules.
2. Information about how long the approval process will take, once these rules are developed.
3. A decision about how often do revisions need to be done, in the big picture? Should we plan to revise rules on some regular schedule?

In this revision, few rules will actually be changed, but there will be a good deal of clarification. It is very important that rule change be done in a way that is sensitive to the membership. Feedback will be necessary in some form. It is also important that UPA do more to increase member knowledge of the rules.

Straw poll: Encourage admin to increase visibility of rules among membership 9-0-1

Break 10:25-10:45 a.m.

BRANDING REPORT DISCUSSION – Henry Thorne

Discussion of final branding report/recommendations as presented by Mission Minded. The proposed internal mantra for the UPA is “Respect the Sport. Respect the Players.”

Todd Demetriades moves that we adopt the branding mantra as proposed by Mission Minded. Henry Thorne seconds.

Motion passes unanimously 10-0-0 (11:07 AM)

Todd Demetriades moves that

The UPA should be consistent in its visual identity across all materials including the UPA website, newsletter, electronic newsletter, video, written correspondence and other printed material. Wherever and whenever reasonably possible, the UPA should require consistent use of its visual identity including UPA championship events, UPA sanctioned events, UPA educational materials, league materials, and merchandizing.

Henry Thorne seconds the motion.

Motion passes unanimously 10-0-0 (11:26 AM)

Todd Demetriades moves that the word Ultimate should be capitalized in all material, when referring to the sport.

Jeff Dunbar seconds the motion.

Motion passes unanimously 10-0-0 (11:27 AM)

Jeff Dunbar moves that we adopt the Brand Positioning Statement for the UPA, as proposed by Mission Minded:

“The National Organization for Competitive Ultimate”. Peri Kurshan seconds the motion.

Motion passes 9-0-1 (11:30 AM)

Jeff Dunbar moves that we adopt the Value Proposition, as proposed by Mission Minded: “The UPA makes it possible for me to play competitive Ultimate at my level.” Henry Thorne seconds the motion.

Motion passes 7-1-2 (11:31 AM)

Abstentions: Mike Payne feels the value proposition as stated is not motivating or visionary enough. Peri Kurshan doesn't see how the phrase will contribute to what we do.

Nays: Henry Thorne doesn't feel he knows enough to adopt this Value Proposition.

Confusion between the two recommended Value Propositions – one of which includes the word “competitive,” one of which omits the word “competitive.” Extensive discussion on how its inclusion/exclusion affects our membership and our future direction.

Straw poll of those in favor of dropping “competitive” from the Value Proposition: 9-0-1

Todd Demetriades moves that we rescind all previous motions on the UPA Value Proposition statement. Jeff Dunbar seconds.

Motion passes 10-0-0 (11:45 AM)

Todd Demetriades moves that the UPA adopt the Value Proposition: The UPA makes it possible for me to play Ultimate at my level. Henry Thorne seconds.

Motion passes 9-0-1 (11:46 AM)

Todd Demetriades moves that the UPA generally endorse the “marketing recommendations,” (listed below) as proposed by Mission Minded. Henry Thorne seconds.

Motion passes 10-0-0 (12:06 PM)

Good to highlight benefits over features (features are how we do our work, benefits are what happen as result of that work).

Maintain visual consistency across all media and events

Gain media attention for competitive Ultimate, including development of sample media kit for event organizers and whenever possible provide PR outreach at major national tournaments. Unanimous agreement the UPA should continue to work to get Ultimate televised.

Build recognition for competitive ultimate within UPA channels

Support competitive players

Increase visibility at important tournaments

Support local leagues

Improve UPA marketing materials

Lunch 12:15-1:35 p.m.

BOARD DEVELOPMENT (Committee Processes, Structure for 2006) – Elizabeth Murray & Sandie Hammerly

This section is scheduled because the existing committees don't work as well as we'd like – come up with ideas to make them more effective.

Todd Demetriades moves that that the Bylaws Committee be eliminated. Tommy seconds.

Motion passes 9-0-2 (1:52 PM)

Future process: bylaw amendments will be presented via proposal process.

4 Questions to be answered on each committee:

1. Should the committee exist?
2. Exist as standing or ad hoc?
3. Does it need a major change in focus?
4. Major things to be accomplished in 2006.

Standing Committees:

- Conduct: 1- yes, 2, Standing, 3 Sandie Hammerly: We need to re-examine the appeals process; Jeff Dunbar: this is not part of the conduct rules. Sandie Hammerly: Admin disagrees on this. Currently the process is that Sandie Hammerly, as the Executive Director, makes the final decision on an appeal. Hammerly feels that a member or team should always have the opportunity to appeal a decision to the Board. Hammerly will submit a proposal to the Board to determine our policy on whether or not the ED is the final say on what happens to an individual member. Discussion on this topic table for the time being. 4. Jeff Dunbar suggests budgeting money to the Conduct committee to work out these issues. Major project is Policy rewrite. Other issues: compile admin records of all conduct cases. Formalize documents that can be used as standards for common situations. Need to edit the complaint form, so it matches the Need to generalize procedures to document how the policy is adhered to within the committee (sort of a 'How –to' guide for committee members). Publish case examples to the membership, so that members can understand what punishment fits what crime = communication with membership about the current status recent events/evolution of the conduct policy.
- Finance: 1 yes, 2 standing, 3 no change in focus, 4: conduct 2005 audit, analysis of budget trends (are we budgeting too much, too little, compared to actual expenses) exploration of reserves, oversee audit, investment strategy.
- Rules: 1 yes, 2 standing, 3 change of focus presented in Peri Kurshan's proposal, 4: defining a revision process, working into higher visibility, producing Rules 10.1
- Nominating Committee: 1. yes. 2. We need to have two committees: Nom. Com. A new committee, Board Development, should be created. The task has gotten too big for one committee. We need to do self-assessment of the committees. Board development means that we know what it means to be board members. George: I move that we create a Board Development committee, Todd Demetriades seconded, Vote: 11-0-0, passed unanimously. Nom com remains standing. 3. Need to identify what the issues are that the board will be facing, so that members can understand and be involved as they elect. 4. NomComm 2006 projects: Early start, NomComm manual completion, strategy for increased voting participation, recruitment strategy (right people, education)
- Board Development: 1 yes, 22 year plan, self-assessment in 2006,

Ad Hoc Committees:

- League 1. Yes 2. Should become a subcommittee of strategic planning committee. There are 2 roles, a tactical one involving working with Melaine; the strategic part should go under strategic planning board. 3. For 2006, it would be valuable to be able to look to the strategic planning committee ... There needs to be more clarity about roles, and whether issues need to be controlled by board or by staff. 4. Work and resource manual, but primarily planning for conference. Do we want a regional or national conference? Is this going to be board driven, or committee driven? Need to prioritize, come up with a few, doable goals for this year.
- Series Restructure 1. yes, . 2 Belongs in ad hoc. 3. We need to look at all the competitive options. Some of our participation is plateauing, it might help to reassess. Need to seek an effective chair; Chair needs to do the steering, and committee members need to be doing the work. Need to align with the Strategic planning committee about timelines. Need to produce report on Phase 1 progress in July.
- Strategic Planning 1. Yes, 2. No, 3. no changes 4.. We need a plan for plan... timeline, goals, etc.
- Bylaws (cut)
- World Games Fundraising: see discussion below.

- Disc Standards: 1. Yes, 2. Should be Standing. 3. No change of focus, 4. By end of 2006 have Series disc approval process for BoD to approve at next annual meeting, Under 12 disc approval process. Sandie Hammerly: there has been money available to 'measure' the disc, but its never been done. We need to decide whether to have technical specs or not.
- Observers: is this an admin committee?? This needs clarification. Committees created by Admin are independent of Board Committees but should there be a more formal avenue of communication between observers committee and board. Compromise: make it an ad- hoc board committee for this year, and re-evaluate next year after opportunity to see what kinds of decisions come before the committee. Goal is to increase observers to 100, this is a big change, and needs to be monitored. Making Observers a Board Committee means that it acts on behalf of the board, the board has the ultimate authority.
- Formats: Admin committee – on target, should not change
- Eligibility: Admin committee – do not change
- Hall of Fame: 1. Yes, 2. Status as Board committee not certain. One member of the committee was -appointed by the Board, but there is no Board member actually on the committee. 3. - 4. Major projects: develop long term strategy for relationship between UPA and Hall of Fame. In our interest to keep the committee closely linked to our processes and goals. To show the players, the history, Hall of fame moved to Standing .

Suggestions for new committees: Ad hoc Branding Committee to oversee policy; committee that works on rules and revisions, and one to work on ways to increase visibility; Observer's strategy ad hoc committee

Break 3:35-4:15 p.m.

Suggestions for new committees, continued: US Teams in International Competitions Committee (USTIIC): the issue of International competitions is very complex. It might need to be two committees, one for strategy and team relations, the other for fundraising and assistance.

Todd Demetriades moves to dissolve the World Games Fundraising committee: Seconded by Jeff Dunbar. Vote: 11-0-0. Time 4:40.

Straw Vote: Should we move the Observers Committee from Admin into a Board-level committee 1 in favor.

Need oversight, strategy, as well as Admin aspects of observer committee. Are there reasons to have one committee or two? If there are two observer committees, the Board committee would exist to deal with long term policy decisions: a visionary role rather than an oversight role. Observer Board committee is ad hoc, one year and review,

PROPOSALS (2006.06, 2006.07, 2006.08, 2006.10 and Resumed Discussion of 2006.04) – Elizabeth Murray

Proposal 2006.06 – UPA Board of Directors Compensation Proposal, submitted by Joe Seidler, Jim Parinella and Vin Shelton

Proposal: ***The UPA shall compensate its board of directors as follows effective Jan. 1, 2007:***

- ***All board members will receive \$50 per month (to be paid monthly).***
- ***Executive committee members (5) will receive an additional \$25 per month (total of \$75/mo).***
- ***The Treasurer will receive an additional \$25 per month if not on ExCom (total of \$75/mo).***
- ***The Vice President will receive an additional \$25 per month (total of \$100/mo).***
- ***The President will receive an additional \$50 per month (total \$125/mo).***
- ***All board members will receive \$50 for each off-site meeting they attend (up to 2 per year).***

The board president is empowered to withhold a board member's fee if the president feels that member is not performing his/her duties satisfactorily.

Straw poll to pass this proposal 0-10-1. Abstention (Christian Schwoerke).

Todd Demetriades moves to close discussion. Jeff Dunbar seconds.
Discussion closes 10-0-1 (5:03 PM)

Todd Demetriades moves to vote on 2006.06. Ricky Eikstadt seconds.

PROPOSAL 2006.06 FAILS

Vote: 0-11-0

Time: 5:04 PM

Proposal 2006.07 – Temporary College Rules Set Modification, Submitted by Will Deaver, UPA Championship Director and Joshua Greenough, UPA National College Director

Proposal: *In 2006, 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.*

Discussion:

Todd Demetriades moves to close discussion. Ricky Eikstadt seconds.

Todd Demetriades moves to vote on proposal 2006.07. Ricky Eikstadt seconds.

PROPOSAL 2006.07 PASSES

Vote: 11-0-0

Time: 5:06 PM

Proposal 2006.09 – 2006 Ultimate Hall of Fame, Submitted by Robert "Nob" Rauch on behalf of the Ultimate Hall of Fame Vetting Committee

Proposal:

1. Larry Schindel, a member of the inaugural class of the Ultimate Hall of Fame, is named UPA Alumni Director and Chair of the Ultimate Hall of Fame Committee to serve out the remainder of Steve Mooney's term, which extends to December 2008.

2. The 2006 Vetting Subcommittee is composed of Larry Schindel (term expires 2008), Andy Borinstein (2006), Jim Parinella (2007), Tiina Booth (2008), and a member to be designated by the UPA board.

3. Expansion of the Hall of Fame section of the UPA web site (revised text submitted separately).

Discussion: Elizabeth Murray opens discussion and asks for straw poll: In favor of accepting #1 and #2, and amending the proposal to strike #3 with the stipulation that HQ will work with HOF Committee to make changes on an ongoing basis as needed within the technical restraints of the current web site design.

Todd Demetriades moves to amend Proposal 2006.09 to strike #3. Mike Payne seconds.

Motion passes 11-0-0 (5:10 PM)

Todd Demetriades moves to vote on Proposal 2006.09 as amended. Henry Thorne seconds.

PROPOSAL 2006.09 PASSED

Vote: 11-0-0

Time: 5:11 PM

Proposal 2006.10 – To Assist WFDF in Limited Administrative Duties, Submitted by Robert Rauch, on behalf of WFDF

Proposal: *Authorize the UPA administration to assist WFDF with a limited number of administrative tasks, with performance of each task contingent on agreement by the UPA administration and WFDF to specific operational procedures, which are to include points of contact, confidentiality, and regular performance review. Subject to a specific agreement, it is anticipated that a primary contact person would be designated by WFDF to streamline the UPA staff access in connection with the engagement. The scope of the proposed engagement is as follows:*

- **Mailing Address:** *UPA headquarters may serve as the physical WFDF mailing address, with WFDF correspondence directed to UPA Headquarters and forwarded by UPA staff to the appropriate WFDF official. The volume of mail expected to be received by WFDF, other than Wells Fargo mail, is on average less than 15 pieces per month in 2006.*
- **Financial Administration**
 - *UPA will prepare and provide to WFDF monthly, quarterly, and annual accounting reports. WFDF has over the last several years generated between 48 and 125 financial entries a year.*
 - *UPA may deposit certain checks on behalf of WFDF. WFDF's bank is Wells Fargo.*
 - *WFDF finances and UPA handling thereof will be subject to audit by an auditor of WFDF choice.*

The proposed time for this authorization is for the 2006-2007 fiscal years. By default, authorization as proposed will lapse March 31, 2008 in order for the UPA and WFDF to review, refine, and confirm this engagement as desired at that time. In return for these services, WFDF will pay a fee to cover the work required and will not waive this fee. A fee of around US \$125 per quarter is suggested, with UPA reserving the right to review the amount on an annual basis and adjust it with 3 months notice if the cost to perform these functions is greater

than anticipated. The full postage for any forwarded item, including any express mail requested, will be billed to and paid by WFDF separately.

As the UPA representative to WFDF, Todd Demetriades supports this proposal because it allows us to continue to foster a good working relationship with WFDF.

Todd Demetriades moves to table discussion (5:17 PM) to allow Sandie Hammerly to develop a proposal that will allow HQ to work out the terms of an arrangement to provide administrative support to WFDF.

Proposal 2006.08 – Request for UPA support for the WJUC (World Junior Ultimate Championships), Submitted by Linda Sidorsky and Peri Kurshan (WJUC TD & Assistant TD)

Proposal: ***That the UPA assists the WJUC TOC with any or all of the following:***

- ***Direct monetary support to be used to assist teams to attend the tournament.***
- ***Acting as a repository for tax-deductible donations to the WJUC fund.***
- ***Publicizing the WJUC fundraising drive on the UPA's website (with a link to the donation page).***
- ***Running an article and ad in the next UPA newsletter (print and email) about the tournament and fundraising drive.***
- ***Sponsoring an ad in the WJUC player program.***
- ***Supplying items for player packs (e.g. mini discs?) with the UPA logo.***
- ***Supplying the tournament with loaned scoreboards.***
- ***Supplying the tournament with loaned small tents (for the score keepers).***

Discussion: Opportunity for UPA to be highly visible in a highly visible international tournament being held on US soil. Demetriades reminds the group that the bid submitted and accepted by WFDF prior to the tournament leadership requesting any support/assistance from the UPA. Henry Thorne reminds everyone to consider our mission as we decide whether or not to support this proposal.

Todd Demetriades moves to strike the following lines from the proposal:

- Direct monetary support to be used to assist teams to attend the tournament.
- Acting as a repository for tax-deductible donations to the WJUC fund.
- Supplying the tournament with loaned scoreboards.
- Supplying the tournament with loaned small tents (for the score keepers).

Henry Thorne seconds.

Motion passes 11-0-0 (5:34 PM)

Henry Thorne reminds us that this is the world coming to the USA – we want to have visibility and a presence at the event because it is our chance to put a professional face on the UPA and Ultimate as we promote it. Hammerly requests that the Board determine a monetary value for the level of our support, so that Admin can decide how the UPA will allocate those funds to best support the tournament and best promote the UPA and our goals for the sport on an international stage. Mike Payne and Henry Thorne agree that we need to be cognizant of the level of support because the more prominent our name, the more we are connected to the success/failure of the tournament's execution.

Todd Demetriades: (1) This is an opportunity to further strengthen our working relationship with WFDF. (2) This is about our branding policy, and about establishing a policy about teams submitting bids to WFDF for international tournaments. Todd Demetriades suggests that the details associated with costs, pricing, etc should be addressed by ExComm.

Todd Demetriades moves to amend Proposal 2006.08 to change the bullet point “sponsoring an ad in the WJUC player program” to read “sponsoring an ad in the WJUC player program up to \$1000.” Paige Anderson seconds.

Motion passes 10-1-0 (5:49 PM)

Todd Demetriades moves to endorse the amended proposal. Henry Thorne seconds.

PROPOSAL 2006.08 PASSED (as amended)

Vote: 11-0-0

Time: 5:54 PM

[Discussion resumes on Proposal 2006.10]

Todd Demetriades moves to adopt the following: **The UPA authorizes its administration to negotiate an agreement with the WFDF to assist the WFDF with a limited number of financial administrative tasks. The primary point of contact will be between the UPA Executive Director and the WFDF Treasurer.**

Mike Payne seconds.
Motion passes 11-0-0 (5:57 PM)

Todd Demetriades moves to table Proposal 2006.10. Henry Thorne seconds.
Motion passes 11-0-0 (5:57 PM)

[Discussion resumes on Proposal 2006.04. Discussion with Board, staff, National Directors, and Executive Director present.]See page above for text of proposal.

Proposal 2006.04 – To Create a New Staff Position: Championship Series Manager, Submitted by Sandie Hammerly, UPA Executive Director, and Will Deaver, UPA Director of Championships

Resumed Discussion (1/15/06, 6:11 PM): While Sandie Hammerly has the authority to hire staff, it does require discussion by the Board due to the ongoing financial implications. Have the financial implications for this position been included in the budget? Yes, factored into appropriate line items in HQ budget. Who would be giving guidance and feedback to this person? Will Deaver will be immediate supervisor. HQ feels that while long term we need a detailed staffing plan it is premature to present this when we don't have a strategic plan for the organization in place. At this juncture we know we need help to provide high quality service to our largest program impacting the vast majority of our members – the Championship Series. .

[Closed discussion with Board and Executive Director]

Henry Thorne moves to vote on Proposal 2006.04. Mike Payne seconds.

PROPOSAL 2006.04 PASSED **Vote: 11-0-0** **Time: 6:37 PM**

Board requests that the Executive Director give the Board a heads up in the future on proposals of this nature.

2006 Budget adjusted to reflect the adoption of Proposal 2006.08 (line item 6520 - \$3000). Line items 6805, 6810 and 6815 already include expenses related to proposal 2006.04.

Meeting Adjourned at 7:06 p.m.

MONDAY, JANUARY 16, 2006: DECISIONS, DISCUSSIONS, AND A DASH OF INFORMATION

Elizabeth Murray calls meeting to order 8:05 am.

[Closed discussion of the Board]
EXECUTIVE SESSION – Board

2006 Officers

President – Mike Payne
Vice-President – Todd Demetriades
Treasurer – Tommy Proulx
Secretary – Paige Anderson

Break 9:35-9:50 a.m.

COMMITTEE ASSIGNMENTS – President (Mike Payne)

Discussion of need for newly suggested committees (from discussion 01/15) and status as ad hoc versus standing. It is agreed that the Observers Policy committee deserves to be a standing committee considering the importance of observers (presence of lack thereof) in the future of Ultimate.

Todd Demetriades moves that we amend the UPA bylaws so that the phrase “of two (2) or more directors” in the first sentence of Article III.7 be replaced by the phrase “of one (1) or more directors.” Henry Thorne seconds.
Motion passes 10-0-0 (10:11 AM)

This bylaws amendment will be published in the next Ultimate News.

2006 Standing Committees

Executive: Mike Payne (Chair), Todd Demetriades, Paige Anderson, Henry Thorne, Peri Kurshan. (As Treasurer, Tommy requests to be removed from ExComm, although he will be available during financial discussions.)

Nominating: Ricky Eikstadt (Chair), Kate Bergeron

Finance: Tommy Proulx (Chair), Henry Thorne

Rules: Peri Kurshan (Chair)

Conduct: Jeff Dunbar (Chair), Kate Bergeron

Board Development: Elizabeth Murray (Chair), Kristen Daily

Disc Standards: Mark Licata (Chair, non-Board member), Kate Bergeron, Christian Schwoerke

Hall of Fame: Henry Thorne, (Elizabeth Murray)

USTIC (US Teams in International Competition): Paige Anderson, Peri Kurshan, (Kate Bergeron and Kristen Daily Dailey will be asked to join committee; Paige Anderson and Peri Kurshan will follow-up with Todd Demetriades about Chair position)

Observers Policy: Peri Kurshan (Chair), Henry Thorne

2006 Ad Hoc Committees

Branding: Todd Demetriades, Ricky Eikstadt, Elizabeth Murray

Strategic Planning: Mike Payne, Tommy Proulx, Kate Bergeron (Decided at July BoD meeting that there should be not more than 9 total members on SPC with 1/3 Admin, 1/3 Board, 1/3 members)

League Outreach: Kristen Dailey

- Discussion of how best to move League Outreach Committee forward and make progress in 2006. At July BoD meeting, determined that League Outreach will be underneath the Strategic Planning Committee considering the direct links between the two. Todd Demetriades suggests that we make League Outreach and Series Restructure sub-committees of the Strategic Planning Committee.
- Decision to eliminate League Outreach Committee as an independent committee. Kristen Dailey will be the League Outreach liaison to the Strategic Planning Committee.

Series Restructure: Peri Kurshan, Ricky Eikstadt, Paige Anderson

- Decision to eliminate Series Restructure Committee as an independent committee – it will be a sub-committee of the Strategic Planning Committee.
- Series Restructure has a vision to proceed, but does not have a concrete plan.
- Will Deaver is currently in the process of recruiting a committee Chair.

Rules Strategy: Peri Kurshan (Chair), Christian Schwoerke, (Todd Demetriades will act as consultant on as-necessary basis)

Break 11:00-11:10 a.m.

[Closed session of the Board to complete Executive Director performance review and to finalize Budget 2006.]

Elizabeth Murray moves to vote on the budget. Todd Demetriades seconds.

Jeff Dunbar moves to approve the budget for 2006. Henry Thorne seconds.

Motion passes 10-0-0 (11:28 AM)

Todd Demetriades moves that we end the Closed Session of the Board. Jeff Dunbar seconds.

ACTION PLANNING FOR 2006 (Tasks, Next Steps) – President (Mike Payne)

ExComm will follow-up with the following suggested topics: Ultivillage video, building, reserves, coaching background checks, scholarships for juniors players, implementing the model for committees to follow the adopted SRC model for face-to-face meetings. Mike Payne welcomes comments and proposals from Board members prior to the ExComm discussion of these topics.

Individual board members publicly list their tasks and goals for 2006 committees.

- Henry Thorne
 - ExComm: Participate
 - Finance: Capital asset plan, review and approve 2005 audit
 - Hall of Fame: Liaison, figure out a good structure for HoF and UPA relationships
 - Observers Policy: Determine direction, problem status, report to 2007 BoD
- Todd Demetriades
 - ExComm: Committee oversight, compile committee goals, timeline, etc., report committee status to ExComm and Board
 - Branding: Ensure implementation of approved motions related to branding, assist search for logo firm,

- o further policy recommendations related to branding
- Ricky Eikstadt
 - o NomComm: Develop timeline/plan
 - o Branding: Ensure implementation of approved motions related to branding, assist search for logo firm, further policy recommendations related to branding
 - o Series Restructure: Actively participate in identifying a leader and populating the committee, develop a plan
- Elizabeth Murray
 - o Board Development: Quarter 1 of 2006 develop a 2-year plan and mission, self-assessment
 - o Branding: Ensure implementation of approved motions related to branding, assist search for logo firm, further policy recommendations related to branding
- Jeff Dunbar
 - o Conduct: Standardize forms and letters, rewrite and publish policy, develop committee behavior guidelines, communicate with membership of past cases, develop general proposal about allocating funds to convene face-to-face committee meetings as needed
- Mike Payne
 - o Meetings: Plan and run summer session and ExComm meetings
 - o Strategic Planning: Ensure plan for a plan completion by 05/2006 and use to make summer meeting productive
 - o Admin Support
- Peri Kurshan
 - o ExComm: Make trouble
 - o Rules: Version 10.1
 - o Rules Strategy: Revision process, visibility, rule set modification
 - o Observers Policy: Determine direction, determine status of "problem" through feedback from members, report to BoD 2007,
 - o Series Restructure: Identify Chair, members, plan
 - o USTIC: Establish policies to address team selection process, team liaison, team fundraising
- Christian Schwoerke
 - o NomComm: Hand off procedure manual to Ricky Eikstadt
 - o Rules Strategy: Initial draft of Rules Set Modification proposal by 02/2006, final draft RSM proposal for ExComm by 06/2006 meeting, assist Peri Kurshan as directed
 - o Disc Standards: Assist Mark Licata (Chair) with expanded test pool requirements, assist in recruiting test pool, work with Kate to keep Mark on track
- Paige Anderson
 - o ExComm: Actively participate, maintain accurately/timely minutes, timely response to admin/member/ Board requests
 - o Series Restructure: Actively participate in identifying a leader and populating the committee, develop a plan
 - o USTIC: Establish policies to address team selection process, team liaison, team fundraising
- Tommy Proulx
 - o ExComm (non-member): Attend 10 minutes of each meeting to provide financial overview
 - o Finance: Capital asset plan, review and approve 2005 audit, complete budget analysis
 - o Strategic Planning: Participate

Summer 2006 Summer BoD Meeting Planning

Discussion of location and timing of Summer 2006 meeting. Suggestion to connect the BoD meeting to an event (e.g. Potlatch in Seattle, WA or Boston Invitational in Devens, MA) in order to increase Board/Admin visibility among membership. Mike Payne will investigate financial implications associated with BoD meeting in Seattle (Potlatch), Boston (Easterns), Ohio (Poultry Days). Mike Payne will poll Board members for level of interest, location and date preferences, and ability to take vacation. He will return recommendations to ExComm. ExComm will determine location and timing of summer meeting.

Being no further business the 2006 Annual Meeting of the Board of Directors is adjourned by Mike Payne (President) at 12:10 p.m.