

**Minutes of the Annual Meeting
of the Board of Directors
of The Ultimate Players Association
January 17 – 19, 2004
Marriott Hotel, Boulder, CO**

DRAFT

Board Members Present:

| | |
|---------------------|------------------------------|
| Christian Schwoerke | Mid-Atlantic Rep |
| Dennis Karlinsky | Northwest Rep |
| Elizabeth Murray | At-Large Rep, Secretary |
| Eric "Zaz" Zaslow | Central Rep |
| Henry Thorne | At-Large Rep |
| Joe Seidler | At-Large Rep, Vice-President |
| Kate Bergeron | At-Large Rep, President |
| Mike Payne | At-Large Rep |
| Todd Demetriades | South Rep |
| Tommy Proulx | Northeast Rep, Treasurer |

National Directors Present

| | |
|------------------|---------------------------|
| Dave Raflo | National Open Director |
| DeAnna Ball | National Women's Director |
| George Cooke | National Mixed Director |
| Joshua Greenough | National College Director |

UPA HQ Staff Present

| | |
|-----------------|-----------------------------------|
| Kyle Weisbrod | Director – Youth Development |
| Melanie Byrd | Director – Membership & Outreach |
| Sandie Hammerly | Executive Director |
| Stephanie Kurth | Director – Media & Communications |
| Will Deaver | Director – Championships |

Absent:

| | |
|--------------------|----------------------------|
| Deidre Abrahamsson | At-Large Rep |
| Jeff Dunbar | Southwest Rep |
| Pete Giusti | National Master's Director |

Saturday January 17, 2004

Annual Board of Directors and Member Meetings called to order at 8:30 AM

Introductions

UPA Bylaw Purpose Review, Mission, Vision Statements read aloud.

Minutes for 2003 Annual Meeting approved.

HQ Presentations

Melanie Byrd – Director – Membership and Outreach

Melanie provided an overview of the 2003 Membership and Outreach program.

Women's outreach program. The number of women's clinics increased from 4 to 13. 2004 plan is to target areas that have not experienced growth and to update resources provided including possible development of a new recruiting poster and special discs.

In 2003 significant strides were made in the professional management of the UPA Event Sanctioning Program. Standards were established for sanctioned events with the goal of increasing the percentage of paying participants as well the quality of services provided to local event organizers. Quicker/more efficient processing of events and better communication allowed for local organizers to access pre-event roster processing/registration. UPA provided a final report to all organizers regarding the number of waivers collected, number of participants and % who paid, quality of communication between HQ and local event. Coverage of local events was significantly increased in the quarterly UPA magazine; Outreach section on website was enhanced to include insurance information, Q&A, and application. After a number of requests by local organizers, liability coverage was increased from \$1 to \$2 million per event.

A survey was circulated during the year to obtain input from organizers and to help establish future goals for local outreach program support efforts by the UPA.

In 2003, sanctioning of local practices increased by 17%, of leagues by 22%, and tournaments by 23%. Total number of sanctioned events increased by 21%. Total participation in sanctioned events increased by 38%. Many people became UPA members and only played in sanctioned events. Revenue from one time fees by both adults and youth fees increased dramatically from last year.

Membership. Continued progress in the area of waiver compliance. Mailing of membership packets occurred on a regular basis - 13 mailings in 2003, 5 mailings in 2002. Renewal mailing sent in December resulted in 167% increase in year end renewals for following year.

A mailing was sent to all 2003 one-time participants in late 2003. As of 1/6/04 a total of 74 had become full members for 2004.

Stephanie Kurth – Director - Media and Communications

Quarterly membership publication. Changed from newsprint format to glossy magazine in 2003. All issues delivered on time. Advertising revenue increased from less than \$1000 prior year to more than \$15K in 2003.

In 2004, magazine will include features on the UPA's 25th anniversary. Plan to survey members to determine features/topics of interest; will continue to improve type and quality of content although this is sometimes a challenge since UPA does not currently pay its writers. Efforts underway to recruit more writers; devise incentives for contributing.

UPA Website. Added fact sheets, press releases, polls and other information. Currently in process of redesigning website to be more user friendly and to increase return traffic. Plan to eliminate drop-down menus; make top link tabs audience-specific; make it easier to find information; improve website content overall.

Looking for ways to enhance methods of online communications with members. Current email (Outlook) is very slow. Topeka is an email format we might switch to.

Other. Working on improving relationship with photographers. For 2004, the waiver includes a photo release. Media Coverage: sent out fancy press kits but she didn't see a lot of results from the mailing. Boddhi and CSTV: we got some great footage this year.

Will Deaver – Director – Championship Series Report

Series Trends. UPA Championship Total Participation (All Divisions 1999-2003) has increased every year. New women's teams are not forming but existing teams are staying stable. Open team players are declining. Mixed team players are increasing. College team players are increasing and make up the greatest percentage of players. A player can be counted in two

different categories if they sign up differently in the spring and the fall. 79% of UPA members played in the Champ Series. The number of non-members has remained fairly steady over time.

Roster compliance went up this year, probably because of the new two-week deadline. It helps increase collected membership dues and decrease game-day administrative tasks. 2/3 of members responding to a poll favored a wildcard.

At risk sections include Alaska, Hawaii, and Big Sky.

As result of Sandie's efforts, we now have formal contracts with vendors; bid out tournament merchandising this year -- quality, service, and profits went up.

Formats Committee got out a new manual just before the tournament this year.

Revised observer manual. It is now up on the web. Want to continue to upgrade manual. Online observer quiz available. Observer quality increased this year.

Championship Event Resources. Our resources are being stretched. Need more people. We could get more volunteers if we had more money to fly them in.

Observer Program. We need to solve the problem of youth and international rules that require officials. We need to have the same refereeing structure from youth to college to club to worlds. If we don't figure this out, people will make up their own structure, which might not follow the fundamentals.

Kyle Weisbrod – Director – Youth Development Report

Coaching Corps program (Coach and Volunteer Certification) References required from coach and volunteer applicants. Intellicorp does background check. Standardizes coaching. Initial 2 _ hours is volunteer training. Volunteers are dismissed and coaches receive further training Including: Fitness, game, liability, SOTG, how to find information, ethics, parents, play Ultimate, cool-down.

First clinics held January 2004. Great response: they are almost all filled in all cities, not only by PE teachers but by parents and college and HS players. Program is budgeted to pay for itself through fees. Some local organizations will subsidize future clinics. Attendees are required to become UPA members. 14 cities have expressed interest in summer clinics. High demand will necessitate training of new trainers. Need Level 2 Coaching Certification for people interested in more strategy.

Educational Outreach. AHPERD Conferences. American Alliance for Health Physical Education Recreation and Dance. Our attendance was funded by Wham-o. Wham-o is also giving us Ultimate kits to give out at conferences to PE teachers. As soon as the discs are approved, we can send them out.

Curriculum Development. Elementary School Curriculum being developed in cooperation with Rhythms of Life, a non-profit that gets alternative activities in PE courses. We need to UPA-approve this curriculum to use it. PE in-services and clinics. PE teachers want to hire a coach to come to their location and teach.

UPA State Youth Coordinators. Need to have a networked structure. 2004 goal: 8-20 coordinators. Stipend of \$50-\$100 based on number of participants. Responsibilities: 1) Serve as a local UPA liaison; 2) Coordinate State tournaments; 3) Establish State Yahoo webgroup; 4) Developing local teams

High School Ultimate. UPA State Championships in 8 states this year. HS Easterns and Westerns in 2005 require participation in a UPA-sanctioned State Tournament. Non-UPA State Tournaments that are UPA sanctioned in 5 states this year.

Youth Club Ultimate. UPA-sanctioned leagues can participate in 2005 Youth Club Championship

2004 US Juniors Teams (WUGC). Two boys coaches, two girls coaches. Applicants: 92 boys; 50 girls. Try-out camps: March 6-7, Seattle, March 20-21, Atlanta

Recess @ 12:30. Reconvene @ 1:45

Joe Seidler – Vice President. Joe Seidler presented info related to Board development and the Board of Directors Expertise Matrix. New Board Member Handbook was distributed to all Board Members.

Discussion among participants of the importance of doing the self-assessment. Why we only got 7 of 12 responses. There are large differences in perception of committee performance among board members. UPA Board of Directors Self-Assessment for 2004: Looking for feedback on what questions to include on next year's survey.

Proposal # 2004-02

The Kathy Pufahl Spirit of the Game Award

Submitted by Suzanne Fields.

Presented by Kelly Waugh - former player and Suzanne Fields – Women's National Director, 1981 to 1984

MOTION: The UPA authorizes the Friends of Kathy to establish The Kathy Pufahl Spirit Award to honor Kathy Pufahl under the guidelines outlined in the proposal document (#2004-02).

Any additions, changes, and further written and media content associated with the administration of this award will be subject to approval by the UPA.

Motion by Henry Thorne. Second by Tommy Proulx. Passes 10-0-0.

Recessed at 3:10 pm

Reconvened at 3:25 pm

Elizabeth Murray provided an overview of the **Technology Summit** scheduled for February 2004. In the past year, there has been confusion over the immediate internal IT needs of the UPA vs the external needs of the website vs software needs of the UPA and the website. The UPA has made great strides since Sandie has come aboard. Website has three primary needs: SysAdmin; Content/Display; Programming. We mostly need to concentrate on Programming. *Web Tech Summit Goals:* Bring everyone to a common language and a common understanding of current situation, needs/wants. Elizabeth shared the *UPA Technical Requirements /Needs Analysis* which is based on key issues identified by staff, BOD and key volunteers.

Todd Demetriades provided the report of the **Branding Committee**. The general goals of the Branding Committee are to a) strengthen Brand; b) Improve the perception of the Brand; c) continue to improve benefits and services. Our audience includes: Ultimate community – players; Peers – other sporting organizations; and External – press, schools, advertisers

In the United States there are three separate organizations that oversee disc sports. All three are listed as Organizational Members of our international governing body, the WFDF.

Recommendation: Outsource to a branding company. Allocation of \$10,000 for brand development in 2004 budget. Discussion on how you would spend \$10,000 on marketing: Hire an external company to work on branding. Have companies submit competitive bids to us. We need to insist on focus groups, an identity manual, and a usage manual. A full service design firm can fill all these needs.

Close of reports at 5:12 PM

Opening of Members Meeting at 5:13 pm

Based on the fact that no issues have been brought before the Board by members, Demetriades proposes to close the meeting. Seconded by Seidler. Motion passes 10-0-0. Members meeting closed at 5:13 pm.

Recess at 5:15 pm

Reconvene at 5:30 pm

Discussion on Bylaws Revisions opened by **Todd Demetriades**.

Recess for dinner 6:30

Reconvene (9:10 p.m.)

Mark Licata, chair, Disc Standards Committee provided some background on the existing disc standards....1989 decision to move from Wham-O to Discraft by one vote. At that time approved a disc technical standard and had a flight test committee. 7 criteria, had to meet 6 out of 7 to pass...Problem....players did not accept the approved disc....basically, what we did in the past does not work.

Wham-O approached in early 2003 with a desire to get a new disc design approved. Cannot afford to lose our credibility this time...Important we get folks to give us feedback....

Jeff Dunbar provides overview of results of online **membership services** survey conducted late summer/early fall 2003. When asked to rate new programs- women's clinics, coaching certifications, organizers clinics rate among the highest. Potential future enhancements- online rostering, realtime scoring rated very high. Dreams- Ultimate on a major TV network, Olympics & 100 HS teams for every 1 club team in US. Is the UPA a good cause (from a fundraising standpoint)? Most say yes

Meeting adjourned at 12:03 pm

Sunday January 18, 2004

Closed session of Board

2004 Officers - President - Kate Bergeron; VP - Elizabeth Murray; Treasurer - Tommy Proulx; Secretary - Christian Schwoerke.

Standing Committees

Executive Committee : Kate Bergeron (chair); Tommy Proulx, Elizabeth Murray, Todd Demetriades

Nominating Committee: Mike Payne (chair), Henry Thorne, Christian Schwoerke

Finance: Tommy Proulx (chair), Eric Zaslow, Mike Payne

Committees

WebTech Taskforce - Elizabeth Murray (chair)

Bylaws Taskforce - Todd Demetriades (chair)

Fundraising - Jeff Dunbar, Dennis Karlinsky, Mike Payne

Conduct – Eric Zaslow, Jeff Dunbar
Disc Standards – Kate Bergeron, Henry Throne, (Mark Licata, chair, not a board member)
25th Anniversary Taskforce – Joe Seidler (chair), Deirdre Abrahamsson
Branding Committee - Dennis Karlinsky, Todd Demetriades, Deidre Abrahamsson
Membership/Outreach Liaison - Christian Schwoerke
Youth Liaison - Tommy Proulx

Recess at 11:50 am
Reconvene at 12:00 pm

Sandie joins meeting.

General discussion of contracts and endorsements

Recess at 1:00 pm
Reconvene at 2:15 pm

All board, admin, and officers in attendance

Board Members Absent:

| | |
|--------------------|------------------|
| Jeff Dunbar | Mid Atlantic Rep |
| Deidre Abrahamsson | At Large Rep |

Budget Presentation and Review

Tommy - Treasurer – Budget

Attachment A – 2004 Proposed Budget (rev. 1/1/04)

Items of Note

Income

Member Dues - Have budgeted to increase regular and college membership dues by \$10; youth by \$5. Anticipate 5% in college and regular membership.

Outreach – have budgeted conservatively with the anticipation that some of the one-timers will move up to full membership.

Championship Series. No increase in fees for 2004.

Youth Development Program - new revenue category. State tournament fees are fees from states to "license" their event as an official UPA state tournament. Tournaments will receive trophies in return for this fee. Coach/volunteer fees will be collected from those who attend the new UPA Coach/Volunteer certification clinics.

National Teams – new revenue categories. Tryout Fees: Includes fees to cover expenses related to try-outs camps for Junior National Teams to represent US/UPA the 2004 WUGC. US Juniors Teams fees. Includes player registration fee for WUGC, uniform costs and each players share of costs to cover coach expenses. This does not cover player travel.

Expense

National Teams - new expense category. Team Fees includes fees UPA will pay on behalf of our 6 teams (this is not the player fee which will be paid by the players). HQ will be working to obtain sponsorship of jerseys for all 6 teams so that entire US delegation will have a unified look.

International Programs - Adding \$1500 to send a UPA representative to the WFDF Congress in Finland this year.

Rules, SOTG, Disc Standards – increasing by \$1000 to respond to the fact that companies like Wham-O are submitting discs for evaluation.

Marketing – requesting \$10K for Brand Development to distributed as per a proposal to be voted on today.

PR/Communications - Website hosting increases by \$3800 because we are going from free to wholesale fees. \$5K has been added to conduct a face-to-face meeting to identify the issues and develop a plan for addressing. Discretionary increase by \$1400 includes the possible purchase of a DVD recorder and digital camera. Travel - Increase is to pay for photographers and writers to cover Championships.

Outreach – League/Club has \$5K budgeted to introduce a program for providing rebates to leagues who sign up new members rather than having them pay one-time fees. Women's Outreach gets \$1000 to promote itself and \$1000 for travel to conduct women's clinics.

Board of Directors: New items: \$2000 for conference calls; \$4000 for the President to travel to Nationals, WUGC; \$8000 for Strategic Planning meeting; Discretionary increases by \$1500 for 25th Anniversary behind-the-scenes work.

Recess at 4:30.

Reconvene at 5:15.

Discussion regarding the inclusion of scholarships for junior athletes in the 2004 budget.

After considerable discussion by the Board, it was determined that the UPA is not prepared to develop and manage a program for distributing scholarships. There are too many issues including standards for making awards and confidentiality. As a result, the Board chose to include a line item for coaches expenses in the 2004 budget.

Return to consideration of Proposals

Todd moves that the Board adopt and approve the attached version of the UPA bylaws.

Seconded by Kate. Kate Seconds. Passes 10-0-0. (see attachment B)

Proposal 2004-01

UPA Rules Change Process

Submitted by Henry

Proposal Wording:

1. Members from any division of play who desire to update, change or otherwise the rules sets that the game is played under for that division are encouraged to form a "Rule Modification Committee" to create a "Rule Modification Set" for their division. Individuals can submit proposed rules changes to the committee. The committee can work independently of, coexist with, or be the Standing Rules Committee.

2. Division "Rule Modification Committees" must have one UPA board member on them who is designated the "Board Advocate" for the committee. The purpose of the "Board Advocate" is to be sure that the "Rules Modification Set" is consistent, logical, and warranted so that it may pass the UPA board vote and move the desired rules changes into effect.

3. For each rule modification there must be a logical explanation of its purpose and proof that it is supported by a majority of the population in this division. Such proof may come in the form of either by a vote, <or> common knowledge of the admin involved with this division, or by having these rules being used in a number of well-known tournaments, or other supporting evidence or combination of evidence.

4. "Rule Modification Sets" can be submitted to the UPA board for approval at each UPA board meeting. The board will not modify individual items in the proposal because it doesn't have the time resources to work at that level of detail. It can delete individual items in the proposal however. If the board rejects certain items but accepts the "Rule Modification Set" then the "Rule Modification Committee" will have the option of going forward with the reduced set or not. The purpose of this line item veto is to prevent entire "Rules Modification Sets" from being rejected because of one undesired item.

5. If the UPA board and the "Rule Modification Committee" accepts a "Rule Modification Set" then it will be used by that division for the UPA championship series for three seasons after which that "Rule Modification Set" expires. The purpose of this expiration is to be sure that the rules changes have proven themselves worthy enough to be incorporated into new "Rules Modification Sets."

Thus, there will be an Official Set of Rules, plus Approved "Rule Modification Sets" (with expiration dates).

We don't want to go through the process of having the entire membership vote on changing the rules. The official rules would stay the same and with the same process. But a division could play with a rules modification set for that division. This proposal would enable this to happen.

After considerable discussion: **Move to table Proposal 2004-02 until a report is prepared at a deadline to be decided. Seconded. Proposal tabled (10-0-0).**

Proposal 2004-03

Brand Policy Recommendations

Submitted by UPA Brand Committee

Introduction

This proposal creates a brand policy.

II. Proposal Wording:

The UPA has a valuable brand in the form of its name, logo, and mission. Our passion for the spread of Ultimate and our desire to serve the community of Ultimate players, coaches, and fans has enabled our organization to significantly grow our membership since our creation in 1979.

The UPA's reputation has been built up over many years and deserves protecting against both infringement and giving the unwarranted impression that a product or service is owned by, warranted by or otherwise connected with our organization. Moreover, the UPA has a duty to avoid members being misled by false promotions or associations and to differentiate our members wherever possible. We owe it to our members and the public by preventing free-riders either intentionally or accidentally misusing our brand and good name.

Policy and Implementation Guidelines

I. The UPA Brand encompasses the following:

1. *Organization Identity (Organization Name and Logo)*
2. *Administrative Identity (Names and Logos of Championships, Events, Programs)*
3. *Communications – Newsletter, website, and other publications*
4. *Membership Services – Benefits provided to members including ability to participate in UPA sanctioned events and leagues, to vote for Board members and Rules, and to receive other perks (promotions, discounts, etc.) as provided by the Administration*
5. *Sales and Merchandising – Products and merchandise with the UPA Name and Logo, either created by the UPA or by an outside vendor*

II. UPA Brand Procedures

UPA staff, board, and members can submit name, logo, and program ideas and recommendations. However, all naming must be approved by the Board of Directors. This includes changes to current organization and administrative names and for the creation of new

programs, events, publications, etc. Creative/design, including logos, will be handled by the Administration, with Board input, if necessary.

III. UPA Brand Management

The Brand Committee and the Executive Director will oversee the development and direction of the UPA Brand. They will serve as a resource to the UPA regarding decisions made about strategic marketing, corporate sponsorships and affiliations, and Brand positioning.

IV. Brand Enforcement

The Brand Committee will work with the Director of Communications to create guidelines for the use and regulation of UPA marks. These guidelines will include:

- *UPA Visual Identity Standards*
- *Logo Specifications:*
 - *Size (Maximum, Minimum)*
 - *Color*
 - *Resolution*
 - *Positioning*
 - *Fonts*
 - *Obtaining electronic versions of the Logo and other graphic devices*
- *External vs. Internal Communication*
- *Designing New Logos for Events and Initiatives*

Board discussion focuses on the fact that this document does not address all of the issues and that is all likelihood a number of proposal probably need to be submitted around this topic, including expectations of the Committee and Admin as part of the plan. Probably need a general proposal and several more specific sub-proposals to present to Excom. The branding policy document needs to represent that the brand is more about the sport than the logo and the name.

Todd moves to close discussion. Seconded. Discussion closed (10-0-0).

Vote

Proposal 2004-03 is returned to committee (10-0-0).

Proposal 2004-04

UPA 25th Anniversary Proposal

Submitted by Joe Seidler and Deidre Morris

Wording of the proposal

PROPOSAL (Option #1)

Budget \$2,500 to be spent in 2004 in support of the UPA's 25th anniversary. Admin should decide how to use the funds in coordination with the Board President. If Admin desires, a Board task force should be established to assist in the effort. Items may include (but are not limited to):

1. Paying writers to develop special articles to be published in various magazines and newspapers about the UPA's 25th anniversary. Also creating a special anniversary issue of the UPA magazine/newsletter. (People can buy ad space to say "Congratulations UPA" - such as Discraft, leagues, individuals, etc.)
2. Supporting the creation of a special DVD/video in honor of the 25th anniversary.
3. Supporting special 25th ann. events at the college and club national championships (e.g., a photo exhibit - UPA: The First 25 Years)
4. A special photo contest.
5. Create an annual Founder's Award - recognizing someone in the Ultimate community who helps foster the growth of Ultimate - named after one of the founders of the UPA. Don't win money, but are awarded a special trophy/plaque.
6. The Top Twenty Five Ultimate Moments - set up on-line voting system and do something special to announce the winners (e.g., one per week throughout the year starting in June).
7. Get 25 year Ultimate anniversary on David Letterman show, Top Ten List somehow. He does all these crazy demos lately like dropping 1,000s of ping-pong balls off a roof in Manhattan behind the studio. They close off the street behind the studio - they had an NFL kicker punt, some weightlifting guy trying to lift cars, etc. Maybe set up a turf-like field and have a lay-out contest or stage a mini-game. I am sure Wham-O would like to be on the show and might be able to help with their PR people. Ball State, his alma mater, has an Ultimate team. Or maybe Conan....

PROPOSAL (Option #2)

Budget \$5,000 to be spent in 2004 in support of the UPA's 25th anniversary (see above for details).

PROPOSAL (Option #3)

Budget \$10,000 to be spent in 2004 in support of the UPA's 25th anniversary (see above for details).

Discussion. We have already approved the 25th Anniversary in the budget, only need to determine the amount.

Todd moves to amend proposal #2004-04 by deleting items 1-7 under option #1 and the words "Items may include but are not limited to." Tommy seconds. (9-1-0)

Zaz moves to amend the proposal to change the amount in Option 1 to \$4000 and to delete Options 2 and 3. Seconded. Passes (10-0-0).

Move to pass Proposal 2004-04 as amended. Seconded. Proposal 2004-09 passes (9-1-0).

Proposal 2004-05

**Amendment to the International Policy
Submitted by International Committee**

Introduction

This contains three proposals.

Proposal 1 Wording

UPA Membership

From the UPA International Policy:

VI. International Competition Selection Processes

The UPA has developed selection procedures for players and teams participating in the following international competitions. In some cases, requirements and procedures are set forth by WFDF and/or GAISF.

Add the sentence:

Players must be UPA members during the year the World event takes place.

Kate moves proposal to discussion. Seconded. Moved to discussion (10-0-0)

Zaz: moves to replace under I 1 A "during the year" with "at the time". Seconded. Passes 10-0-0.

Move to close discussion. Seconded. Discussion closed 10-0-0.

Vote

Move to pass Part 1 of Proposal 2004-05 with amendments. Seconded. Proposal 2004-05 Part 1 amended passes (10-0-0).

Proposal 2 Wording

Team Fees

From previous policy from 1998:

The UPA pays the team fees at WUGC Worlds, if less than \$200 per team.

(UPA Board of Directors Conference Call, July 9, 1998. Motion to vote again. Motion passes 5-4-1)

Add to the sections entitled:

1. WFDF World Ultimate and Guts Championships (2004, 2008, 2012, etc...)
2. World Ultimate Championships – Juniors Division (2004, 2006, 2008, etc...)

Team Fees

The UPA will pay the Team Fee for each of the US national teams at WFDF WUGC and WUC Juniors events.

Henry moves to open discussion. Todd seconds. Discussion opened 10-0-0.

Zaz suggests:

Add to 1

"The UPA will pay the team fee for the WFDF WUGC US national teams, up to 130% of the team fee the previous time the tournament was held. Payment of any portion of the team fee in excess of this amount will be reviewed by the UPA."

Add to 2:

"The UPA will pay the team fee for the WFDF WUC Juniors US national teams, up to 130% of the team fee the previous time that tournament was held (4 years prior). Payment of any portion of the team fee in excess of this amount will be reviewed by the UPA."

Kate moves to open discussion on the percentage. Seconded. Discussion opened 10-0-0.

Discussion

Straw poll: 10 at 25%, 4 at 50%, 0 at 100%. 7 at 30%.

Move to close discussion. Seconded. Discussion closed 10-0-0.

Vote

Dennis move to pass Part 1 of Part 2 of Proposal 2004-05 with amendments. Seconded by Todd. Proposal 2004-05 passes (8-0-2).

Dennis move to pass Part 2 of Part 2 of Proposal 2004-05 with amendments. Seconded by Todd. Proposal 2004-05 passes (10-0-0).

Proposal 3 Wording

Team USA

In the International Policy, add to Section entitled "Process" under the heading:

1. WFDF World Ultimate and Guts Championships (2004, 2008, 2012, etc...):

E. The teams who qualify will represent themselves as "Team USA" and not by their club team names. This is how the teams will be registered with WFDF and will be included in all press and media reporting. "Team USA" must also be incorporated into the competition uniforms and logos.

Kate moves to open discussion on Part 3. Henry seconds. Discussion opened 10-0-0.

Dennis proposes changing the name in 3 E from Team USA to USA Ultimate. Seconded by Mike. (8-0-2). Abstentions Joe and Todd.

Mike proposes changing the last sentence in 3 E to "USA Ultimate must also be incorporated into the competition uniforms and logos as the most prominent design element. All uniform designs are subject to final approval by the UPA." Elizabeth seconds.

Kate moves to close discussion. Seconded by Mike. Discussion closed 10-0-0.

Vote

Move to pass the amendments as stated to Part 3 of Proposal 2004-05. Seconded. Amendments to Part 3 of Proposal 2004-05 pass (8-0-2). Abstentions Joe and Todd.

Move to pass Part 3 of Proposal 2004-05 with amendments. Seconded. Proposal 2004-05 Part 3 as amended passes (8-0-2). Abstentions Joe and Todd.

**Proposal 2004-06
Fundraising Action Plan FY'04- FY'05
Submitted by Jeff Dunbar on behalf of the UPA Fundraising Committee**

We do not currently have a fundraising policy statement. This proposal creates one.

Proposal wording

Approve the policy statement and guidelines below:

UPA FUNDRAISING POLICY STATEMENT

In further service to the mission of the UPA, the Board of Directors encourages the Fundraising Committee of the Board, with input from the Administration, to develop and implement fundraising initiatives according to the following guidelines:

1. Initiative

Any new fundraising initiatives shall be developed and implemented only within the context of a comprehensive multi-year fundraising plan that has been pre-approved by the full Board of Directors. Ideas for new initiatives can be submitted by individual Board members, the Administration, and current dues-paying members.

2. Consistency

Any new fundraising initiatives should be sustained over time so that the UPA's various constituencies may develop reasonable expectations as to the timing and/or nature of regular appeals and permanent giving opportunities.

3. Education and Information

Whenever possible, UPA fundraising initiatives should be combined with educational outreach efforts to help the organization's various constituencies understand 1) what the UPA does, 2) why donations are needed, and 3) how donations may/will be used.

GUIDELINES FOR FUNDRAISING ACTION PLAN: 2004-2006

The UPA has made fundraising outside of dues collection a priority for 2004-2006.

Guidelines for fundraising include:

1. The UPA should work to cultivate a strong foundation of financial support from among current dues-paying members and the Board of Directors. The UPA should direct fundraising initiatives toward the following constituencies, listed in the following order of priority: 1) current members, 2) recently lapsed members and former members, 3) parents of current members, 4) other interested individuals.

2. In the first phase of this plan, most (if not all) new fundraising initiatives should be targeted towards either the UPA general operating fund or the UPA Juniors/Youth Program. Thereafter, emphasis may be placed on various other specialized fundraising needs and opportunities, as deemed appropriate by the Board in consultation with Admin (e.g. Innovation Grants program,

International programs/Team USA - the US Teams for WUGC 2004 in Finland, and World Games 2005 in Germany).

3. *The Fundraising Committee, together the Administration, will work to implement this plan.*

Move to discuss. Seconded. Passes (11-0-0)

Under 'Initiative,' does 'full' have any meaning? Jeff: Delete 'full'. Excom can vote.

Move to approve amendments as written. Seconded. Amendments approved 11-0-0.

Move to close discussion. Seconded. Discussion closed 11-0-0.

Proposal

Approve the policy statement and guidelines outlined in the proposal (*attach*).

Vote

Move to pass Proposal 2004-06. Seconded. Proposal 2004-06 passes (11-0-0).

Jeff – Fundraising Action Plan for FY'04 – FY'05

2004 Goals and Priorities, 80% evaluating, 20% executing. Goal: to be able to come up with a list of wants and needs for the Web Summit (a central home page button has to be fundraising), and to have a list of Executable items by mid-year. We also need documentation of reasons to give (ie UPA is not fully supported by dues).

Proposal 2004-07

Task Force to Study Beach Ultimate

Submitted by Elizabeth Murray

Proposal Wording:

The BOD shall create a new committee during the 2004 Annual Meeting to evaluate Beach Ultimate and the role the UPA wants to play in the growth of this burgeoning form of Ultimate. The committee is encouraged to dialogue with BULA and WFDF. The committee shall assess the current state of Beach Ultimate and examine the UPA's future relationship with the sport taking into consideration the current priorities of the UPA.

The committee will be made up of 5 people: 1 from the current UPA Board to be selected during the 2004 Annual Meeting and 4 non-Board UPA members to be selected by the 1 Board member by January 31, 2004. The 2004 incoming BOD President will appoint the committee chairperson. The chair is not required to be the board member. The committee will report its findings and recommendations to the BOD at the 2004 Mid Year Conference Call.

Move to proposal to the floor. Seconded. Passes (10-0-0)

Change the name to Task Force so that a board member doesn't have to be in the group.

Elizabeth: I would be comfortable pulling together beach Ultimate players to form a task force.

Move to accept amendments. Seconded. Amendments accepted 10-0-0.

Move to close discussion. Seconded. Discussion closed 10-0-0.

Proposal

(paste amended proposal)

Vote

Move to pass Proposal 2004-07. Seconded. Proposal 2004-07 passes (7 yes, 2 no, 0 abstaining. Dennis absent).

Proposal 2004-08
Local League Leadership Conference
Submitted by: Tommy Proulx and Sandie Hammerly

Proposal Wording

The UPA Board of Directors believes that communication between local leagues/organizers is essential to further growth of the sport and use and development of UPA initiatives to accomplish this growth. In order to facilitate a two way dialogue, we instruct the UPA Administration to work with the Outreach Liaison in organizing and conducting a Conference in 2004.

Move to discuss. Seconded. Passes (10-0-0)

We don't feel like we are in touch enough with local leagues so we want to have the users be on the steering committee. Get a lot of responses like what does the UPA do for us. This could help the UPA get more involved with the leagues. We've been talking about having an Ultimate conference forever! Let's do this now!

Move to close discussion. Seconded. Discussion closed 11-0-0.

Move to pass Proposal 2004-08. Seconded. Proposal 2004-08 passes (11-0-0).

Proposal 2004-09
Disc Approval Framework
Submitted by Mark Licata

Move to proposal to the floor. Seconded. Passes (10-0-0)

Proposal

The UPA board adopts the presented Disc Approval Framework. Details within the specific areas of the Framework will be voted on by Excom at a later date.

Vote

Move to pass Proposal 2004-09. Seconded. Proposal 2004-09 passes (10-0-0).

Proposal 2004-10
Bylaws
Submitted by Kyle and Todd

Bylaws were discussed last night.

Kate: Move to vote on the amended bylaws. Seconded by Henry. Bylaws as amended pass (10-0-0).

Meeting adjourned @ 12:03 pm

Monday January 19, 2004

Resumption of Budget Review
Tommy – Treasurer – Budget

Kate: Move to vote on approval of the budget. Seconded by Elizabeth. Budget approved (10-0-0).

**Proposal 2004-11
Temporary Rules Set Modification
Submitted by Henry Thorne**

Proposal wording

In 2004, 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.

Approved 10-0-0

Discussion by Board as to Definition of "Approved Disc"

Factors to consider in formulating an opinion on approval standard

- Approval should be independent of circumstance, vendor relationships
- That we are a player's organization
- Impact on the value of our brand
- Opinion of the membership

A disc has gained official approved by the UPA may be marked "approved by the UPA". What should this statement imply about the quality of the disc?

Possible answers:

Good enough for use in competitive play
Good enough for use by the "average" ultimate player
Good for sale in a national retail store
Good enough for use in championship play
Good enough for use by youths

Effort to be more inclusive not exclusive....UPA saying that its good enough to be used in a variety of programs depending on the preferences of our players who aren't all series players

Base level – technical + acceptance by majority of those tested. Want to establish a threshold....straw poll of board members

Sale in a national store 10
Use by a beginner (elementary schooler, newcomer)
Use in pick-up (knows the rules, sometimes forever)
Use by youths (non-series youth)
Use in leagues
Use by a regular player 8
Use by a college sectionals level team 5
Use by a club sectionals level team 4
Use by a club regionals teams 2
Use by club regionals second day 2
Use in club series (which means nationals) 1

Approved by the Ultimate Players Association means that a disc is approved for "use by ultimate players (leaguer, competitor at tournaments, UPA members".

Vote

The definition approved (9-1-0)

Meeting adjourned @ 12:07pm.