

**UPA Board of Directors Meeting January 21, 2008**  
**Boulder Outlook Hotel; Boulder, CO**

**Special Notes:** *On January 15, 2008, prior to the January 21 face to face meeting, the Board of Directors met via conference call to review the proposed 2008 Budget (subject to additional revisions after the completion of strategic planning review). The following members of the BOD were present: Mike Payne, Ricky Eikstadt, Doug McLaughlin, Josh Seamon, Robin Davies, William Bartram, Todd Demetriades, Peri Kurshan, Theresa Weber, David Lionetti. Also in attendance from UPA staff: Sandie Hammerly, Will Deaver, Melanie Byrd.*

*After a review of the budget, a motion was made to revise line item 6870 to \$4000 for staff relocation for the potential hiring of 1-2 additional staff. Motion to amend: Todd Demetriades, second Ricky Eikstadt. Approved 10-0-0.*

*Projected income and expenses for 2008(prior to additions for first stages of strategic planning implementation) - \$1,337,403. Total expense: \$1,257,350.*

*Todd Demetriades then moved to approve the amended budget as presented by the staff and finance review committee. Second by Ricky Eikstadt. Budget approved 10-0-0.*

*On Saturday January 19 and Sunday 20 the Board met in Executive Session to review the Reports submitted by the Strategic Planning task forces. On Sunday evening, the Board adopted the attached Strategic plan 12-0-0. (see appendix 2)*

**Board members present:**

Mike Payne	At-Large Rep, President, Board of Directors
Ricky Eikstadt	Central Rep, Treasurer, Board of Directors
Henry Thorne	At-Large Rep, Board of Directors
William "Bunny" Bartram	Northwest Rep, Board of Directors
Kyle Weisbrod	At-Large Rep, Board of Directors
Doug McLaughlin	Southwest Rep, Board of Directors
Peri Kurshan	Northeast Rep, VP, Board of Directors
Theresa Weber	At-Large Rep, Secretary, Board of Directors
Josh Seamon	At-Large Rep, Board of Directors
Dave Lionetti	Mid Atlantic Rep, Board of Directors
Robin Davies	At-Large Rep, Board of Directors

**Partial attendee:**

Todd Demetriades	South Rep, Board of Directors
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**Also present:**

Melanie Byrd	UPA Director of Membership and Outreach
Will Deaver	UPA Director of Championships
Sandie Hammerly	UPA Executive Director (HQ Staff)
Kelly Kneib	UPA Administrative Assistant
Meredith Tosta	UPA Director of Youth Development

Mike Payne calls meeting to order at 8:30 a.m.; briefly reviews agenda.

## **PROPOSAL 2008.01 - UNIFIED MISCONDUCT SYSTEM (submitted by Will Deaver and Greg Connelly, UPA Observer Committee Chair, Will Deaver presenting)**

*Proposal Wording: The proposed Misconduct Foul System (see Appendix A) would be adopted by the Board of Directors for use in UPA competition, starting in 2008. The proposed system would also be incorporated into the Observer training program materials and curriculum starting in 2008.*

### **Discussion**

It is clear from Strategic Planning research that people want observers to be able to control games that are getting out of hand and card system doesn't work in club. This proposal is a direct response to feedback from players.

The change is warranted in the club division, but there is a concern that we're making a "market" for fouling – players can make a certain number of fouls before there is a consequence. We need to make sure there is still the expectation that no one fouls intentionally. It is still important to emphasize SOTG and reinforce good behavior.

This proposal will address bringing TMFs into the club system.

**Motion to vote on Proposal 2008.01:** Kyle Weisbrod, Second: Bunny Bartram. Motion passes: 11-0-0

**Motion to approve Proposal 2008.01:** Kyle Weisbrod, Second: Henry Thorne, PROPOSAL 2008.01 PASSES: 11-0-0

## **PROPOSAL 2008.02 – FORMATION OF PARENTS GROUP (submitted by Joe Seidler, Henry Thorne presenting)**

**Proposal wording:** *Proposal Wording: The UPA will create a new Parents Group and promote the group to its membership through the UPA website, via electronic emails and articles in the quarterly magazine. Parents and family will be able to join the Group, and a database will be maintained by the UPA with contact information. Participation in the Parents Group will require membership in the UPA at a special Parents Group (non-player) reduced dues rate to be determined by the UPA. Parents Group members will receive the UPA quarterly magazine which will include a letter from the Group President in each issue. The UPA website will have a Parents Group area which will be maintained approximately monthly with content supplied by the Group President. The goal of the Group will be to educate and attract parents and family to Ultimate tournaments. The UPA will select a President of the Parents Group to lead all efforts for a term of one year starting February 1st each year. The President will be responsible for all communications with the Parents Group and will have access to the Group's contact information.*

### **Discussion**

Concerns are expressed by both Board and staff regarding the lack of clarity on what various activities would look like as well as resources (both human and financial) that could be required. Staff in particular expresses concern that while the concept of a Parents group is supported, it's probably not in the best interest of the organization to adopt the proposal as written when these issues have not been reviewed for the level of priority within the various actions to be implemented as part of the overall strategic planning effort.

It is suggested that among the issues to be addressed are the group's degree of autonomy and what membership structure and pricing would look like. The group is reminded that the development of a Parents group has already been included and adopted as part of the Membership portion of the strategic plan.

**Motion to Amend Proposal 2008.02 to “UPA will create a new parents group and promote the group to its membership with the goal of educating and attracting parents and family to Ultimate”:** Kyle Weisbrod, second Henry Thorne. Motion to Amend Proposal 2008.02 Passes: 11-0-0.

**Motion to have a vote on Proposal 2008.02 As Amended:** Henry Thorne, Second: Bunny Bartram. Motion to vote passes: 11-0-0.

**Motion to approve Proposal 2008.02 as amended:** Bunny Bartram, Second: Kyle Weisbrod  
PROPOSAL 2008.02 AS AMENDED PASSES: 11-0-0.

### **Information Systems Update (Sandie Hammerly, Melanie Byrd and Dave Lionetti presenting)**

Dave summarized the process of retaining First Sports to redesign the UPA's membership and event management system. RFPs targeted local companies in Boulder and also advertised on the UPA website. We received 3 proposals back, which speaks to the complexity of project. Each proposal was good in different ways. We selected First Sports. They have worked with a number of sporting groups worldwide and they were most capable of solving our problem the way we want it solved. First Sports worked with Rugby and Rugby was very happy with them -- continues to be happy with them after they've signed the contract. Dave commended Sandie for negotiating a fair contract and pricing model. If First Sports goes under, we own the rights to the code. Our overall annual cost will be about \$14,000, which is about \$30,000 less than current annual costs. There's a collaborative service agreement where we get upgrades for free if other organizations First Sports services innovate something cool that we could use and vice versa.

According to Lionetti the initial RFP schedule was extremely aggressive (hoped to release the system in February) and while we will not make that deadline, it is important that time be spent in the information gathering phase in order to insure a sound basis for code writing. He recommends that staff be allowed to give Strategic Plan a backseat for the first half of 2008 due to the complex thought process required for design of the new system (staff are the UPA's experts in current functions as well as what is needed for the future and it is essential that they have the time to provide this input).

According to staff, there's nothing we've asked FSI to do that they haven't done. There will be enhancements that everyone will appreciate.

Mike Payne stated that it is okay we won't finish in February. He's happy we're doing all the right things. We've made a huge investment in IT over last 10 years and we're finally making prudent investments. If the IT system blew up, we'd effectively be out of business. He recommends a standing committee focused on technology. We don't have an IT person on staff; we've decided to invest in a good system instead and have a third party service it. The committee should provide strategic advice, not tactical advice, and monitor the investment, because it is biggest investment we've ever made.

Sandie Hammerly also reminded the group that as part of the plan that the UPA web servers will be moved from CA to CO. For the same money we'll get better services. If system goes down, we'll get an automatic phone call to our IT person and whoever on staff we choose; goal is to enhance stability for our site in the long term.

### **STAFFING COMMITTEES**

Peri Kurshan, VP, facilitates the staffing of committees.

### **2008 Board Committees**

Finance Committee: Dave Lionetti, Doug McLaughlin, Ricky Eikstadt (Chair)  
Board Development: Mike Payne, Theresa Weber (chair)  
Nominating Committee: Kyle Weisbrod (chair), Bunny Bartram, Josh Seamon  
Technology: Robin Davies, Josh Seamon, Dave Lionetti (chair)  
SOTG: Robin Davies, Doug McLaughlin (chair)  
Conduct: Ricky Eikstadt (chair), Theresa Weber, Doug McLaughlin  
SP Implementation: Henry Thorne (chair), Peri Kurshan, Kyle Weisbrod  
Series Boundaries: Kyle Weisbrod, Henry Thorne (chair), Todd Demetriades  
World Games: Mike Payne, Josh Seamon (chair)

### **Non-Board Committees, Board Liaisons**

Observers: Peri Kurshan  
Standing Rules: Peri Kurshan  
Disc Standards: Bunny Bartram, Robin Davies, Josh Seamon  
Hall of Fame: Henry Thorne (voting member), Dave Lionetti

### **Board Members with an interest in serving on the following Non-Board Committees/Task Forces/Interest Groups**

Youth: Josh Seamon, Doug McLaughlin  
Champ Series Restructure: Kyle Weisbrod, Peri Kurshan  
Observer (Scope): Kyle Weisbrod  
Women's Outreach: Peri Kurshan, Josh Seamon, Theresa Weber  
Membership levels: Henry Thorne, Theresa Weber  
College outreach: Ricky Eikstadt  
Rules accessibility: Bunny Bartram, Doug McLaughlin  
Leagues: Bunny Bartram, Robin Davies

### **Next Steps for Committee Chairs:**

By end of February:

Work with VP to agree on action plan for 2007 and add'l members, if needed (to be initiated by VP by mid-February)

Monthly:

Send progress report to VP

1x/year:

Join excomm for 10 minutes to discuss work

### **Discussion on need for Summer meeting**

Mike Payne calls meeting to order and begins discussion about whether to hold a summer meeting.

Given the size of our organization, Sandie Hammerly feels it is important to meet again. Strategic Planning is not over and she'd also like to see Board consider moving a portion of the budget discussion to the summer.

The Board reaches a consensus that a summer meeting should be held. The group agreed to meet on July 3<sup>rd</sup>, 2008, in Seattle for a one-day meeting and then play as a "Board/Staff" team at Potlatch to celebrate the work that went into the strategic planning process and get the Board out into the community at a premier tournament while the strategic plan is being unrolled.

## **MISSION WORK**

To pass the mission, the Board will first take a straw poll of the UPA staff then ¾ of the Board must be in favor.

**Mike Payne moves to approve the mission statement “Advance the sport of Ultimate by enhancing and promoting Character, Community, and Competition.”**

**Second: Josh**

**Motion Fails: 7-1-3**

Straw poll of the Board regarding the following proposed missions:

“Advance the sport of Ultimate by enhancing and promoting Character and Community in Competition.”

Result: 1-9-1

“Advance the sport of Ultimate, integrating Character, Community, and Competition.”

Result: 2-8-1

“Enhance and promote community, competition, and character through the sport of Ultimate.”

Result: 3-7-1

“Enhance and promote community, competition, and character through advancing the sport of Ultimate.”

Result: 2-8-1

**Being no further business, the 2008 Annual Meeting of the Board of Directors is adjourned by Mike Payne (President) at 12:15 p.m.**

## Appendix A

### Misconduct Foul System (Unified)

#### *Introduction*

The conduct system described below is for use at all UPA Series events. Observers are empowered to sanction teams or individual players who commit deliberate or dangerous infractions, demonstrate patterns of repeated violations, or otherwise show disregard for the Spirit of the Game.

The highest UPA Authority in attendance controls the implementation of the conduct system in UPA tournaments – in descending order: Executive Director, Championship Director, National Director for the relevant division, UPA Event Coordinator, Tournament Director. Tournament directors at other events also may utilize the system, if a majority of team spokespersons so approve before play begins.

This conduct system does not supersede or restrict the function or use of the Tournament Rules Group (TRG) or the standing UPA Conduct Committee, as described in the October, 2004 Conduct Policy. Both of these avenues remain available for resolving conduct disputes, including the specific cases addressed by the procedures described below. The TRG remains the official mechanism for processing complaints filed with the UPA while a tournament is in progress.

For the purposes of this system, “player” means any person on the roster of a team competing in a particular tournament, as well as coaches, managers, trainers and others considered as partisans for the team, including significant others, parents, and fans.

#### *Components of the Misconduct System*

**Team Misconduct Foul** - A Team Misconduct Foul (TMF) can be assessed against a team for unsportsmanlike conduct by one of its players, such as deliberate fouling, dangerous play, taunting, fighting, swearing, repeated marking fouls, or unwarranted calls and/or contests. The first two TMFs issued to a team are noted on the score sheet, but no penalty ensues. A third or subsequent TMF for a team in a single game results in a Misconduct Penalty against that team.

Misconduct Penalty against the defense - The disc is put into play on the center line, either at the brick mark closest to the endzone that team is defending, or at the point of possession, whichever is closest to that endzone.

Misconduct Penalty against the offense - The disc is put into play at the endzone mark in the endzone that team is defending, or at the current point of possession, whichever is furthest from the endzone that team is attacking.

Misconduct Penalty assessed between points - There is no pull. If the penalty is against the receiving team, they put the disc into play at the endzone mark in the endzone they are defending. If the penalty is against the pulling team, the receiving team puts the disc into play at the brick mark closest to the endzone they are attacking. Each team may substitute players as normal and the usual time limits apply.

Note that there is no limit to the number of TMFs or Misconduct Penalties a team can accrue during a game, and TMFs do not carry over beyond the game in which they are issued.

**Personal Misconduct Foul** - A Personal Misconduct Foul (PMF) can be assessed against a specific player for particularly egregious conduct or a pattern of such behavior. A PMF is a formal warning for unacceptable behavior and puts the player on notice that any further such actions will result in ejection from the game.

Any player receiving a second PMF during a game is suspended for the remainder of that game. If this occurs in the second half of the game, the suspension remains in effect for the first half of the team's next game. A player who receives three PMFs in a tournament is suspended for the remainder of the tournament. Assessment of a PMF is non-reviewable for the duration of the game, although it may be appealed to the TRG after the game.

One TMF is automatically assessed against a team whenever one of its players receives a PMF.

**Ejection** - A player may be ejected from a game for particularly egregious conduct or a pattern of such behavior. Any player who intentionally strikes an opposing player, or a coach, spectator, Observer or Linesperson, shall be immediately ejected from the game. Any player who strikes in retaliation shall also be ejected. No formal or informal warning is necessary before an Observer ejects a player, and an ejection need not be preceded by a TMF or PMF.

If an ejection occurs during the second half of the game, the ejection remains in effect for the first half of his/her team's next game. If a player receives more than one ejection in a tournament, that player is suspended for the rest of the tournament, and a formal complaint may be filed with the UPA. An ejection is non-reviewable for the duration of the game, although ejections which carry over to future games may be appealed to the TRG after the game.

One TMF is automatically assessed against a team whenever one of its players is ejected.

**Game Forfeitures** - If five PMFs are assessed against players on a single team during a game, that team forfeits the game. For this purpose, an ejection is equivalent to two PMFs. For example, if three or more players on a single team are ejected, that team forfeits the game. If the situation arises where both teams would be required to forfeit the game due to multiple player ejections, the Competition Director shall convene the TRG and determine the appropriate outcome based on competition considerations.

### *Behavior Warranting Sanctions*

**Swearing:** At the Observer's discretion, a TMF or PMF may be assessed for swearing, especially if directed at another player, coach, spectator, Observer or Linesperson.

**Spiking the disc on/at another player:** A player who spikes the disc and purposefully hits an opposing player, or who throws the disc at a player and misses, shall be ejected from the game. A PMF will be assessed if a player spikes the disc and hits an opposing player accidentally. This distinction is at the discretion of the Observer or Linesperson who witnesses the incident.

Deliberate fouling: A TMF or PMF may be assessed at the discretion of the Observer, for a particularly hard, dangerous, or deliberate foul.

Pushing/shoving: Unwarranted aggressive (e.g. shoving) or dangerous (e.g. tripping) behavior is grounds for a TMF or PMF, at the discretion of the Observer.

Battery: Intentional physical contact, such as striking another player with a part of the body, a disc or anything else, or any overt attempt to do so, warrants an ejection. This includes, but is not limited to: punching or kicking, or attempting to punch or kick, someone; spiking, or attempting to spike, a disc on someone (but not merely spiking the disc); spitting on someone, or spitting at someone but missing.

Taunting: Repeated or prolonged taunting, or excessive verbal abuse of players, fans, or UPA officials, warrants a TMF, and possibly a PMF, depending on the severity of the offense. The Head Observer determines which form(s) of sanction are appropriate, considering whether there appears to be an attempt to intimidate or otherwise gain an advantage over the opponent by such actions, and also the intensity level of the game. Also to be taken into account is whether there is an attempt to "call out" the other player. Heading back to one's sideline or team while jawing or mocking is different than moving towards the other team's sideline or being in an opponent's face. One is a case of bad taste and manners and should be discouraged, possibly with a TMF. The latter is verbal assault and may be subject to harsher sanctions. There is a difference between saying that a call is (expletive deleted) and that the person or team making the call is (expletive deleted), the latter being more likely to warrant a TMF or PMF.

If, in the Head Observer's opinion, a team demonstrates a pattern of disregard for the rules by committing intentional, repeated and flagrant fouls, a TMF should be issued. If such a pattern is demonstrated by a single player, that player should be issued a PMF. Behavior warranting such sanctions also includes repeatedly making unwarranted calls or contests, especially during the other team's fast breaks in order to gain an advantage. However, a flagrant foul (such as tackling an opponent) does not require a pattern to result in a TMF or PMF. Similarly, a single particularly violent "harmful endangerment" infraction can be grounds for a PMF or an ejection, at the discretion of the Observer or Linesperson who witnesses the incident.

### *Implementation*

All Misconduct Fouls are assessed by the Head Observer for the game. The Head Observer need not have witnessed the offense, but at least one Observer or Linesperson must have. Play generally stops briefly for any TMF, PMF or ejection, while the player(s) and both team captains are notified, the infraction is recorded, and any heated situations diffused. However, Observers may choose to let play continue and assess a penalty at the next convenient stoppage, especially if they determine that stopping play would disadvantage the infractioned team.

After a Misconduct Penalty is assessed, offensive players may set up anywhere on the playing field, and after all of them have assumed stationary positions, the defense has 20 seconds to match up. If both teams are assessed simultaneous Misconduct Penalties, the fouls offset and play continues with a check after the players are notified and the infractions recorded. Under no circumstances may a penalized team's field position be improved by a Misconduct Penalty.

Any ejected player must leave the general tournament area immediately, as directed by the Competition Director; failure to do so results in a forfeit for that player's team. If a player plays in a game from which s/he has been ejected, that player is suspended for the entire tournament, and the player's team also forfeits that game. A team whose player is ejected may substitute another player, and the opposing team also may exchange a player if they wish. All players must remain in the positions they occupied when play stopped (no set-up), unless the ejection also triggers a Misconduct Penalty, in which case players may set up anywhere on the field. The Competition Director and Head Observer for the tournament must be notified of any ejection as soon as possible and at the latest immediately after the game is completed. The Competition Director must ensure that the scorekeeper, the Head Observer for the game and team captains are informed about previously sanctioned players (PMFs or ejections) before any game in which such players are on the roster of a participating team.

Any other behavior described by Article X of the UPA Bylaws may warrant a TMF at the Head Observer's discretion. Finally, any behavior that would warrant the issuance of a TMF, but which occurs in a game without Observers, can result in sanctions upon a complaint filed to the TRG.

## Appendix 2

### **Ultimate Players Association 2008-2012 Strategic Plan** *Adopted January 20, 2008 (Board of Directors)*

#### **Strategy: Solidify the UPA as the Leader in Youth Ultimate through Creative Outreach, Standard Setting, Diversifying Participation and Enhanced Competitive Opportunities**

- Tactic: Create and distribute UPA Youth promotional package
- Tactic: Review/rewrite High School/Middle School curriculum.
- Tactic: Explore the need and structure for non-school-based youth play, and the role of the UPA Youth Club Championships in that structure.
- Tactic: Expand and develop the role of State Youth Coordinators; provide guidelines for best practices for state level youth competition.
- Tactic: Develop model for U14/Middle School play.
- Tactic: Revamp coaching educational offerings to be better targeted and accessible to participants and to ensure coaches are educated on UPA policies.
- Tactic: Create plan, develop materials and identify leaders to promote girls Ultimate.
- Tactic: Stimulate a pilot for a local Ultimate program for underserved and underrepresented youth.

#### **Strategy: Make Significant Changes to the Championship Series that Provide Increased Playing Opportunities and Exciting Events to Showcase the Sport**

- Tactic: Plan and implement Division II College Series.
- Tactic: Explore implementation of UPA College Pre-Series (Regular Season) Competition program.
- Tactic: Create UPA Grand Masters (40 and over) and Women's Masters (30 and over) Experimental Championship Event.
- Tactic: Redraw Sectional/Regional Boundary and adjust Bid Allocation system to support competition and organizational goals.
- Tactic: Support Growth and Expansion of Masters Division of Club Series.
- Tactic: Implement Roster Limits in the Club Series.
- Tactic: Plan and pilot UPA Club Pre-Series (Regular Season) Competition Program.
- Tactic: Create detailed plan to implement Division II Club Series.

#### **Strategy: Expand and Improve the Observer System so that High-Level Competition is Experienced as Fair, Spectator-Friendly and Supported by Well-Trained, Highly Regarded Observers**

- Tactic: Increase the number and quality of Observers across the country. More training clinics will be held.
- Tactic: Expand and experiment with the Observer's role in competitive play.
- Tactic: Expand and experiment with the scope of the Observer program.

**Strategy: Support and Strengthen Leagues with a Central Hub of Tools, Training and Networking**

Tactic: Increase level of awareness about what the UPA currently offers to leagues.

Tactic: Become the hub for league best practices, peer-to-peer exchange of ideas, and disseminating valued resources.

Tactic: Provide support to local organizers through national advocacy and research of the sport in general.

Tactic: Facilitate ongoing structured interaction between UPA and league leaders.

Tactic: Research and develop a league affiliate model.

**Strategy: Put Spirit of the Game Front and Center by Applying a Clear Definition, Building a Greater Awareness of its Importance and Use, and Changing Policies to Maximize Adherence**

Tactic: Prepare written document that clarifies and defines the concept of Spirit of the Game so that the Ultimate community shares a common understanding and language of SOTG.

Tactic: Implement spirit rating system based on Observer, coach, spectator input.

Tactic: Promote use of UPA established principles and awards system at non-UPA events.

**Strategy: Encourage and Expand Participation of Women in Ultimate at All Levels of Play**

Tactic: Increase the number and quality of female leaders in Ultimate.

Tactic: Increase opportunities for women to learn the sport.

Tactic: Market Ultimate through external sources geared toward girls/women.

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Tactic: Enhance Women's coverage in UPA media.

Tactic: UPA Board of Directors will draft and adopt a gender equity policy.

**Strategy: Create New Membership Opportunities and Ways to Interact with the UPA**

Tactic: Create new membership levels and identify ways to engage parents and former members.

Tactic: Modify membership terms to serve a broader constituency and improve current membership services.

Tactic: Advertise offerings and aggressively pursue potential and former members.

Tactic: Explore non-member donor relationships.

**Strategy: Advocate and Provide Tools to Improve Field Access Around the Country**

Tactic: Create online field catalog.

Tactic: Create series of documents designed to assist UPA members in finding, securing and retaining fields.

**Strategy: Develop Tools and Deepen Relationships with College Teams and College Administrators in order to Build the Ultimate Program at Each School**

Tactic: Strengthen and expand relationships between UPA and college team captains and organizational leaders.

Tactic: Develop relationships with club sports administrators (CSAs).

Tactic: Cultivate "institutional advocates" for college Ultimate teams.

Tactic: Become the hub for tools and information on all college Ultimate issues, for college teams, club sports administrators, and team advisors.

**Strategy: Improve Player Knowledge of the Rules of Ultimate so that SOTG and Self-officiated Play Can Thrive at all Levels**

Tactic: Expand variety and quality of rules accessibility resources.

Tactic: Implement rules knowledge requirement for certain teams and individuals.

Tactic: Investigate feasibility of instituting incentive system for players to learn the rules.

**Strategy: Align with and Support Other Organizing Bodies (e.g. WFDF) in order to Facilitate International Growth**

Tactic: Partner with WFDF in order to implement a strategic thinking process for international growth.

Tactic: If warranted and requested make targeted investments to build the organizational capacity of a select number of international governing bodies to support growing the sport of Ultimate internationally.