

USSA BOARD OF DIRECTORS' MEETING MINUTES

Blue Spruce 1 & 2, Beaver Creek Lodge, Beaver Creek, CO
Saturday, December 3, 2005, 9:15 a.m. – 10:15 a.m.

USSA BOARD OF DIRECTORS' ATTENDANCE

Chuck Ferries – Chair

FOUNDATION

Bill Bindley – Vice Chair
Jeanne Jackson
Dexter Paine –Treasurer
David Pottruck (absent)
Hank Tauber
Thom Weisel (absent)

SPORT REPRESENTATIVES

Alpine Representative: Bob Dart
Snowboard Representative: Mike Mallon (teleconference)
Freestyle Representative: Andy Wise
Cross Country Representative: Lee Todd (teleconference)
Jumping/Nordic Combined Representative: Chuck Heckert (teleconference)
Disabled Representative: Jack Benedick

ATHLETES

Alpine Athlete: Andre Horton
Snowboard Athlete: Lisa Kosglow (teleconference)
Freestyle Athlete: Mariano Ferrario (teleconference)
Cross Country Athlete: Jon Engen (teleconference)
Jumping/Nordic Combined Athlete: Ryan Heckman
Disabled Athlete: Clay Fox (absent)

CEO

CEO: Bill Marolt

AT-LARGE

Greg Boester

EX-OFFICIO/NON VOTING

USOC Athletes' Advisory Council Representative: Nina Kemppl (teleconference)
NSAA President/Chair: Michael Berry
SIA President/Chair: David Ingemie
FIS Ranking Representative: Bill Marolt
USOC Ranking Representative: Bill Marolt

HONORARY

Dr. Bud Little (absent)
Dr. Leland Sosman (absent)

1. Chairman's Welcome & Call to Order: Chuck Ferries

Ferries called the USSA board of directors' meeting to order. He stated that he wanted to move the meeting along as quickly as possible.

2. USSA Agenda Approval: Chuck Ferries

Ferries asked for a motion to approve the agenda as submitted.

Motion #1: To approve the USSA Board of Directors' meeting agenda.

M/S/C Dexter Paine/Andy Wise – approved by acclamation

3. USSA Meeting Minutes' Approval: Chuck Ferries

Chuck Ferries then asked for a motion to approve the USSA meeting minutes.

Motion #2: To approve the USSA Board of Directors' meeting minutes from May 2005.

M/S/C Bob Dart/Dexter Paine – approved by acclamation

4. Chairman's Report: Chuck Ferries

Ferries declared that he wanted to say just a few words about the organization and, for the record, wanted to thank Thom Weisel and Bill Bindley for all the work they had done on the USSA board. He commented that USSA had a great board with an entirely new group of athletes and had an opportunity to elect a new chairman of the organization and several new board members from the Foundation, which, he stated, would help the whole organization. Ferries mentioned that USSA, as the USST and Foundation, constantly would have to do things better than in the past and look at new ways to do things. As this organization moved forward, it would be critical that the organization continued to work as well as it had in these past years and, in many areas, better.

5. Executive/Nomination Screening Committee Report: Chuck Ferries

Ferries stated that there were to be a number of changes to the board going through to '06. He said that he thought they were exciting changes and very positive.

Alex Natt stated that the Foundation had just nominated three new trustees to serve on the USSA board of directors. The names put forth were John Bucksbaum, Andy Daly, and Kip Nelson. He asked for the USSA board to ratify those nominations.

Motion #3: To ratify the three Foundation nominees, John Bucksbaum, Andy Daly, and Kip Nelson, to the USSA board.

M/S/C Andy Wise/Jack Benedick – approved by acclamation

Natt also stated that, at the time of the May meetings, the bylaws were amended to create a new at-large seat. He commented that the bylaws had been changed to make the FIS and USOC seats non-voting and provide a voting seat to the CEO and create the at-large seat. Natt said that the USSA Nomination Screening Committee had met the day before and recommended that a former board member and athlete representative, Greg Boester, fill that seat. Boester had agreed and Natt asked for a ratification motion.

Motion #4: To ratify the nomination of Greg Boester for the At-Large position on the USSA board.

M/S/C Andy Wise/Jack Benedick – approved by acclamation

Natt welcomed Greg back to the board.

6. **New Business: Chuck Ferries**

Alex Natt discussed the next piece of business, which was the election of the new chair for the USSA. Natt commented that Chuck Ferries had served his two terms and would be stepping down and a new chair of USSA would be seated in May. He remarked that it would be appropriate at this time to receive nominations from the floor if there were any. Natt stated that there was one nomination for Dexter Paine. He then asked if there were any other nominations. None were made. Nominations were declared closed and Natt asked for a motion to approve Dexter Paine as the new chairman of the USSA board.

Motion #5: To ratify the nomination of Dexter Paine as the next chairman of the USSA board to be seated at the time of the annual meeting in May 2006.

M/S/C Jeanne Jackson/Jack Benedick – approved by acclamation

7. **FIS Report: Bill Marolt**

Bill Marolt stated that the most recent meeting in Oberhofen had been a good meeting in many ways. He stated that the FIS had been working to centralize all the TV rights around the world and have those rights managed from the FIS office, which would be the first step in creating a whole new direction for the FIS and the way that they conducted their business. A part of that was to look at corporate sponsorship and centralize some of those rights and at the same time take a close look at formats, the number of stops on the World Cup, and the field sizes. He reported that it was very disappointing, after doing due diligence with Media Partners, who owned many of these rights, that the FIS decided to pull from the negotiation.

Marolt stated that this was a setback for the members of the Council who wanted to move this initiative forward. Marolt didn't know if there would be opportunity in the future but at this time, this opportunity was gone. He stated that this action set the FIS Council back in terms of what they wanted to accomplish on the World Cup. By the time of the FIS Congress in May, this issue would be re-centered; but for now, the matter was at a standstill.

Marolt said that anti-doping was still one of the cornerstones of the FIS. He stated that the FIS Council remained supporters and that the FIS was one of the strongest international federations in support of this. The only real issues, he commented, were those of communication with the athletes, making sure they understood what they needed to do in terms of reporting where they were located and lessening the burden on them for being at the right place at the right time.

He remarked that the next issue was that there were so many substances on the anti-doping lists and they continued to change, making it difficult to keep track of what was illegal and what was ok to use, which again was a question of education.

In terms of Council decisions which were made and were important to mention to the board, he stated that, FIS members, i.e. national associations received annual financial contributions and since the FIS had done so well over the last few years, particularly with World Championships, they ended up at the end of a two-year cycle in a better position than anticipated and as a result the amount provided to national associations was increased. Lampe confirmed that the amount received from FIS was almost \$300,000 annually. Marolt stated that mentioning this FIS support was often forgotten and he wanted to point this out to the board. He also stated that the sponsorship marketplace was difficult and so this amount would be difficult to grow.

Marolt closed stating that he enjoyed his work at the FIS Council. It took time to be part of the process, and he was optimistic going forward. He did reiterate that the decision not to proceed on the TV deal was a definite setback for the FIS Council.

8. USOC Report: Bill Marolt

Marolt stated that looking at the USOC, that this was an organization that had reformatted itself. They had dramatically reduced the size of their board and dramatically reduced the number of committees. The leadership of Peter Ueberroth was positive. He said that the USOC was a lot of different things and that Ueberroth was looking carefully at the NGBs. Marolt stated that no NGB was the same as any other and so it made it difficult for Ueberroth to get his hands around their varied structures. Marolt said that, because USSA was well organized and understood planning, USSA's relationship with the USOC was very strong.

Marolt mentioned that this year the financial support from the USOC would be \$3.2 million, which was a sizeable resource. He stated that, one of USSA's strengths was its staff-to-staff working relationships with the USOC sport partnership counterparts in Colorado Springs, which was primarily due to Alan Ashley and Dale Schoon. Going to Torino, the sport partnership staff had been really good to work with, which Ashley concurred. Another area where there was a strong relationship was PR. Marolt stated that USSA was also organizing Olympic Trials, which had been discussed earlier; like everything done for the first time, there were issues but going down the road, this would be very strong.

He then discussed the NGB Council, of which he was chairman, and he stated that it had been one of those decisions made where you needed to jump in and lead or, if you didn't, be satisfied with what you got. Marolt stated that he had decided to jump in and try to provide some leadership, which he said was an interesting challenge. He said that the first step was to get the right people at the table from every NGB, everyone who had his position at their NGBs sitting at that table. He said this was because the CEO's, the Executive Directors held the stakes in the game. He discussed that all of them knew what they were attempting to get done on a daily basis. He commented that they also needed, sitting at the NGB Council, the chairmen of the various NGB's and until that happened, no significant business could be accomplished.

Marolt stated that it was equally important that all of the NGBs work closely with their athletes. He said that the athletes had the Athletes Advisory Council, whose members were well organized and well focused and it was crucial that the two groups work closely together to have positive impacts and keep the direction of the organizations moving forward.

USOC Athletes' Advisory Council Report: Nina Kempfel

Kempfel remarked that she would provide an overview of the AAC action items for each of the AAC divisions. The AAC BOD/IOC had decided to focus on the Athletes Bill of Rights and was undertaking a review of the commercial terms with all the NGB's. In that category would also be a review of issues in the right to compete, etc.

In an effort to serve the athletes in the US as well as other federations, she stated the Athletes Advisory Council was very eager to have open lines of communications with all other relevant people to work together to better get action items done. To help accomplish this, the AAC would be getting out a newsletter to keep the NGB Council, the USOC alumni and board of directors apprised of what the AAC was working on.

The NGB/IF Relations division was also working on the Athletes Bill of Rights and also tackling the Olympic procedures and qualifications. They had recently held a workshop with all the NGB's athlete representatives to discuss best practices in Olympic qualifications.

USSA had been held up as an example of an NGB that was doing things very well in that department.

The USOC had also introduced an Olympic Trials venue concept, which said that logos could not be exposed at the Trials and the AAC was working on coming up with a recommendation with the NGB Council to present to the board of directors on how this would affect athletes in future.

The next division, the AAC athlete support division, was focused on the direct funding to athletes, which went from \$6 million to \$11.5 million; this was money being delivered to athletes, which was a very good step in the right direction and part of the whole reorganization of the USOC. There would be changes to the way support was allocated to athletes over the next few years in direct grants and insurance issues, she mentioned. The USSA and USOC were working together to design a program that would effectively serve the athletes, who were excelling internationally.

The OJOB division had conducted a very successful program and Home Depot was committed to continuing on. She stated that a lot of USSA athletes were currently using this program and she was working proactively, she stated, to keep that program alive and grow as much as possible, including getting other companies involved.

Finally, she said, that she was committed to try to put together a list of all the opportunities that exist for funding for athletes, i.e. tuition assistance, other scholarships and grants, partnership with Delco helping athletes once they retired to continue their development through resume workshops and personal counseling on the career front. Her goal, she said, was to put a very detailed package out to all the athletes so they knew exactly what was available to them. In the past, the USOC had offered some great programs but failed to point out to the athletes who was eligible and how the processes worked.

In the anti-doping division, an athlete survey was currently being conducted since the program was only effective if the athletes were comfortable with the program and felt that it was working for them. The survey would concentrate on getting feedback on how to make the process more user-friendly for athletes. This division was also exploring contaminant free supplements, which would be a long-term program. The goal was to enable athletes to take sport drinks with a full guarantee of no contamination. Also a focus would be on the optimal retesting procedures for athletes. The issues with Lance Armstrong brought this issue to light and the AAC wanted to be proactive in making the right recommendations.

The NCAA division was trying to work closely with the NCAA and currently putting out a survey designed to highlight the regulation issues within the NCAA as they related to stifling athlete pipelines. The goal was to ensure that the NCAA was producing athletes able to walk onto the USST, the track and field teams, etc. She mentioned the issues faced by Jeremy Bloom and stated that the AAC wanted to work such issues to enable the NCAA to be a feeder into the Olympic pipeline.

The AAC Ops division was centered on making the AAC more accessible to athletes via web design, i.e. putting up contact information for all representatives, making sure that athletes were aware of the ombudsman available to them and that contact information. A final goal was to promote Olympism - to get athletes involved around the world and make sure athletes were educated as to all the opportunities out there.

The AAC was moving forward very effectively right now and the goal was to keep open-minded communication with the NGB Council and the USSA and USOC board of directors and those were the goals that had been set out for this quadrennium.

Ferries thanked Kempel for her report.

9. **Sport Committee Reports/Action Items:**

Alpine Sport Committee: Dart stated that he had a short report without action items. The sport committee this year focused on rules' compliance issues with ski lengths and side cuts at USSA level races. They were also dealing with rules put in place dealing with vertical drop requirements and minimum penalties to maintain the integrity of the points list.

Dart stated that he would like to encourage USSA to take a look at the possibility of a multi-sport youth membership, promoting all youth sports. He stated that he understood it would present a challenge to staff with the different groups and age categories between cross country, snowboard and freestyle athletes, but it was important to have a cross discipline youth license. His only other comment was that the alpine community was very excited about their committee and subcommittees and working groups with a lot of new young leadership coming in to the alpine committees.

Cross Country Sport Committee: Lee Todd confirmed that he was participating via teleconference but that he would give the floor to the new sport committee chairman, Jon Engen, who was also teleconferencing.

Engen thanked Bob Dart for bringing up the membership issue because it was something that was important to the cross country community as well. He stated that there were no action items at this time but he wanted to take a few minutes to bring the board up to date on what was happening in cross country. Engen stated that the cross country department was devising a new comprehensive performance development plan. The plan would take the company through to 2014. The plan goal was to make more skiers internationally competitive than the small band of soldiers with which the company had been working to the present. He stated that this was crucial to join the best in the world concept and obtain some of the 36 medals available to cross country athletes. He said that they would be looking to gain support for the plan from Ashley and others along the way. Internationally, there was one lone ranger on the World Cup this year, currently running in the tenth to twelfth position, which was remarkable.

Engen stated that in the quest to be best in the world, he wished to share the following: Besides the traditional World Cup and FIS events, cross-country skiing also had competitions of a different nature. Increasingly popular were sprint events, often big publicity stunts with huge crowds, etc. In recent years, a number of pure competitions styled after the 100-meter dash in track and field had been held. With timing equipment and race protocol complying with certain standards, 100m races and record attempts were held. US Ski Team members Andrew Newell and Wendy Wagner were previous titleholders, but the "fastest man/woman on skis" titles had recently been in European hands. A 100-meter record attempt was held in front of a large crowd in West Yellowstone, Montana on November 23. World records over a 100 meter dash on cross-country skis were set by Kevin Hocht of Vail, CO and Team Rossignol, 11.94 seconds; and Sadie Bjornsen of Methow Valley Nordic, WA, 14.55 seconds.

In closing Engen thanked Bill for his strong statement against doping, which was an issue that always needed to be addressed.

Ferries thanked Engen for the report and stated that Lee Todd had been with the organization for a very long time and had done a terrific job. Because of term limits, Todd would be leaving the board, but Ferries wished to thank him for all the work he had done and assumed he'd be back at some time in some capacity.

Ferries also remarked that, for the first time that he could remember, cross country had come up with a very comprehensive plan. He concurred that they faced some severe challenges but had done a lot of thinking and presented the plan to staff. Staff was presently continuing

to work on the plan but the plan needed double the current level of funding to accomplish it, which was a real challenge; but, nevertheless, was something that USSA needed to look at. The Norwegians won 14 medals and if USSA was to be best in the world and with anti-doping leveling the playing field, a lot of things were coming together and whether USSA could afford to do it or not, it certainly needed 100% of its effort to get the program in place since it had such clear vision from the cross country program.

Disabled Sport Committee: Jack Benedick said he would like to point out that Carl Swenson's career started out as a guide for one of the disabled sport's blind skiers in the 1990 World Championships for cross country and he had obviously moved on from there and offered his congratulations to him. No action items. Everyone, he said, was gearing up for the Paralympics. He stated that the disabled World Cup was expanding and that the team would be racing in Japan and Korea. He said that he hoped that USSA would continue to kick butt around the world and, with the Pacific Rim, get them to start to host World Cups on a regular basis every few years to get away from being just a US and European circuit. He closed stating that the goal was to be best in the world again this year.

Jumping/Nordic Combined Sport Committee: Chuck Heckert had joined the teleconference earlier at the time of the Foundation board meeting and, due to a prior commitment, was unavailable at this juncture and no report was provided.

Freestyle Sport Committee: Andy Wise stated that he had just heard that Irv Kagan, who had sat on the board for a long time, passed away the prior day. He said that was a big hit for the freestyle community. He, too, wanted to recommend the multi-sport youth license. For the long-term and the betterment of the sport and company, it was something that needed to be explored. He said that there was one item of interest that was passed by the sport committee in the fall, which was the elimination of Rule 4007.2, which put age limitations for aerial maneuvers in national competitions. The FSC felt that, with the new program of qualifying kids, this would inhibit their potential to move up the ranks. The committee felt that by not doing this, freestyle stood a chance of losing them altogether to free ride teams. Wise stated that this was important and that the qualification process was working.

Dart asked which maneuvers were impacted, which Wise explained. He likened this to the helmet rule. The FIS had not yet changed this but it would be proposed by the US to change these rules. Far and away, he stated, the USSA had the best qualification process in the world. Unlike the time spent initially trying to get the helmet rule passed, unsuccessfully, even in the FSC, this rule was unanimously passed by the FSC. Wise also likened this rule to gymnastics where age limitations on that program would severely impact the program.

Ashley stated that the only comment he had on this, was that if a rule change was proposed in the fall then it should not take effect until the 06/07 season. He stated that had been agreed to philosophically, that rule changes took place in the spring so they could be properly documented and communicated to the constituency, which was a basic concept of the organization and one, to which he firmly was committed. If this rule would be followed, it was important to review this from a standpoint of how it impacted other areas, other relationships such as with the FIS since these rules differed from them. Then, resubmit in spring when more information and background could be made available and look to a vote at that time. He asked Wise if he would be amenable to that as a good way to handle the issue given that he strongly believed that rule changes should not be made in the fall.

Paine questioned the liability implications to USSA with this change and possible increase in cost of insurance. Ferries asked Wise to confirm that this was informational for the board at this time and was not being brought forward for a vote. Ferries stated that he understood the importance of the issue and that between now and the committee meetings in May, to bring to the board a rule change recommendation that everyone could understand and live with. Wise concurred and stated that athletes, not necessarily from the USSA side, were out there

doing these things. He simply wanted to reiterate that if these maneuvers were not allowed, USSA was likely to lose these athletes forever, who would go off and do their own things. Ashley confirmed that the concern was legitimate, as did Ferries, but that this board was in the midst of the season and not ready to vote until dealing with the rule change thoroughly. Wise agreed that he could live with that and stated that this concluded the FSC's report.

Snowboard Sport Committee: Mike Mallon stated that there were no action items, merely informational items for the board. He said that the concept of one youth license was an interesting idea and that he would take that back to the SSC to discuss in the spring. He confirmed that the team was off to a great start with five stops on the World Cup tour with eight podiums, with four wins and podiums by five different athletes in all disciplines, which was an encouraging way to start the season. On the competition side, the U. S. Snowboard Grand Prix was looking like one of the biggest tours USSA had ever had with over 200 athletes registered for both the Breckenridge and Bachelor stops. As Annette mentioned earlier, many nations were using the halfpipe events as their Olympic qualification also, which promised exciting competition.

The first USSA on turf alpine on-snow event was held at Copper on November 20-21 and that was the first of three Race to the Cup snowboard events and those events were Jr. World qualifiers as well as a World Cup qualifier for one spot for the next World Cup. Klug won both days and Kosglow won the first day for the women. The only other item he wanted to bring to the board's attention was that this was the second year of the Revolution Tour, which had a great first season and had four events scheduled for this year: Killington, Jackson Hole, one event in the Midwest and another summer event at Mt. Hood. These events were FIS SBX, HP and Slopestyle. These regional events, he stated, were a great way to bridge the gap between USASA and the Grand Prix Tour – providing a weeklong presence at a resort and helping to continue the development end of the pipeline and adding to the membership.

10. Judicial/Legal Committee Report: Alex Natt

Natt reported that since the board last met, there had been two Judicial Committee actions, one in alpine and one in freestyle. Alpine dealt with a right to compete issue and was handled competently by the Alpine Judicial Committee, thanks to Tom Winters. The petition was declined initially and the athlete had the right to request a hearing at this point and there was no action to date on that request; hopefully, it would be resolved short of a hearing.

The freestyle issue dealt with team selection to the U. S. Ski Team and Todd Wakefield and Craig Rodman handled that at the USSA Judicial Committee level. Rodman investigated and wrote a preliminary report and supported the team selection decision of the organization. He stated that the athlete also had the opportunity to request a hearing and that athlete had retained legal counsel and USSA was represented by Gordon Strachan in this matter and were in negotiations for a resolution. Natt stated he would report back to the board once the two matters were concluded and that everything had been going well in those processes.

Natt reiterated that the Judicial Committee was very important for USSA and that we had relied on some individuals in those capacities for quite a long time. He stated that Irv Kagan had been helpful in that area in the past and he was saddened to hear of his passing, that he had been truly a great supporter of the organization. He asked that anyone who had potential candidates to serve on the Judicial Committee to let him know since he wanted to rotate some of the individuals off that committee to give them a breather.

In terms of moving into the Legal Committee report, the organization was currently the defendant in two personal injury lawsuits. These were the same two that he had reported on the last several successive board meetings. They were essentially slip and fall injuries, one in Pennsylvania and one in New Jersey and were being handled by competent counsel

retained by USSA's insurance company and the injuries were not expected to approach the limits of USSA's coverage.

Gordon Strachan stated that for the 12 years he had had the honor of representing USSA and associated entities his goal had been to decrease the amount of time spent with individual board members and the professional staff resolving problems. He said that what he wanted to tell the board as outside counsel was that the amount of time spent last year had been the least of the past 12 years and that he considered that a personal accomplishment. He stated that the reason this happened was due to the professional staff, i.e. Bill Marolt, Bill Gorton, Alan Ashley, Mark Lampe and especially Alex Natt.

Gordon said that this board should know that the staff ran the organization in such a way that decreased significantly outside legal hassles, which would take their focus away from putting athletes on the podiums. One of the reasons that this had happened was that, under the leadership of Jim McCarthy, the articles and bylaws were restructured and had now become best in the nation in the operation of NGB's and he commented that the structure of USSA's committees were in compliance such that now the USOC sent counsels for various NGB's to look at the USSA model, a role of which the organization should be proud.

11. Audit Committee: Bill Bindley

Briefly, he had spoken with the outside auditors and they were complimentary with respect to the cooperation of the staff. He reported there were no issues with internal controls and overall the auditors were very satisfied with the way things were. One issue discussed with Chuck and Greg Boester was the timing of getting the financial statements signed off and obtaining the audit letter, which was dated November 28th when the fiscal year ended April 30th. There were some loan covenants that related to the timing of when these needed to be done and next year, those statements needed to be done by the 19th or 20th of August due to the 120 day loan covenant to obtain the statements. He asked that whoever followed him as chair on the committee should work on that; however, he said, all in all, the auditors were very complimentary to Mark, Chris and staff. Compared to what USSA had years ago when "one time they asked me to sign as the unofficial CFO", things were in great shape.

Ferries thanked Bill for all the work done, stating that he had been a real asset to the organization and that everyone sincerely appreciated everything he had done.

12. USSA Athletes' Council Report: Ryan Heckman

Before the start of this report, Ferries thanked Greg Boester for being the athlete representatives' chairman and stated that Greg had done such an important job for the organization, that the At-Large position was created for him and that he hoped that Ryan would want to follow in Greg's footsteps and remain on the board.

Marolt welcomed Heckman aboard stating that he looked forward to working with him.

Heckman stated that as we got to know each other better, whoever did the agenda in future, could list three minutes for his report in future. He said there was one action item where Lisa Kosglow, the current athlete representative as active status needed to be replaced with Barrett Christy as the athlete representative. Ashley clarified that this was related to Olympic Selection criteria only so that, if there were an issue that involved snowboarding athletes, Barrett Christy would be the athlete representative and that Lisa Kosglow continued to remain the USSA snowboard athlete representative to the board.

Motion #6: To ratify the nomination of Barrett Christy, retired athlete, as the snowboard athlete representative, replacing Lisa Kosglow, on behalf of only Olympic Selection criteria issues.

M/S/C Jeanne Jackson/Jack Benedick – approved by acclamation

Heckman stated that he had retired from skiing some years ago and came back to give back to the sport that had given him everything that he had today and the second reason that he was there was because, at the time he was an active athlete, there were several athletes who thought they were successful in spite of the organization. He stated that it was gratifying to see that, due to the leadership of Ashley and Marolt, there were a lot of athletes successful today because of the organization. He said that he was here to help and that if there were areas within the organization where he could further his activity level, he would appreciate those opportunities. He added that, as soon as he received his wife's permission, he'd like to write a check one day and be on the trustee board.

Ferries also thanked Mariano Ferrario for all that he was doing for the organization. Ferrario replied that it was a great honor to work with the team.

13. Old Business: Chuck Ferries

Ferries asked if there were any old business. None.

14. Meeting Dates: Chuck Ferries

Ferries stated that the USSA board was scheduled to hold its next meeting in Park City and that all of the new trustee members on the board had promised to be there and he was looking for another great turnout on May 14, 2006.

15. Closing Comments & Adjournment: Chuck Ferries

Ferries thanked the staff and board members, commenting that he had enjoyed his four years and was amazed at how quickly it went by, and that it had been a great pleasure working with everyone in the organization, that everyone had done a tremendous job.

Ashley thanked Andre Horton for being present and mentioned that he was involved in coaching at the development program and would be coaching a camp in a few days on the *Birds of Prey* and he was excited about that.

Bindley reiterated what Ferries said, that historically the foundation trustees did not show up for the meeting in Park City and understanding the volunteer grass roots nature of the organization was vital to being a trustee member on the USSA board. He stated that this message had been given emphatically to the new board members that they had to be there and participate on that board. He wanted to make sure that the trustee members honored that commitment. He said that this board made every effort to attend this meeting and the Foundation board members should do so as well. Finally, he thanked Chuck for his leadership over the last four years, which was followed by a round of applause and Ferries declaring the meeting adjourned.