

## Opening Session

Wednesday, November 30, 2005

### WELCOME

Past President Pat Rico introduced current President Bill Roe who called the meeting to order at 7:00 p.m. and welcomed delegates, observers and distinguished guests. The theme for the 2005 Annual meeting is "Our Time" and the presenting sponsor is Sport Court.

### NATIONAL ANTHEM/ WELCOME FROM THE FLORIDA ASSOCIATION

Michelle Kruger, the head women's coach at Episcopal High School of Jacksonville sang the National Anthem. Rod Larsen, President of the Florida Association, welcomed all to Florida.

### QUORUM

A quorum was established by verifying the attendance of at least one member of the Adirondack, Alabama, Arizona, Colorado, Connecticut, Florida, Georgia, Gulf, Hawaii, Indiana, Inland Northwest, Kentucky, Long Island, Maine, Metropolitan, Mid-Atlantic, Minnesota, Missouri Valley, Nebraska, New England, New Mexico, Niagara, North Carolina, Oklahoma, Oregon, Ozark, Pacific Northwest, Potomac Valley, San Diego, South Texas, Southern, Southwestern, and Virginia Associations, the NAIA, NJCAA, RRCA, and Running USA and International Athletes Tiombé Hurd, LaTanya Sheffield, Virginia Miller, Jenny Craine, Matt Hemmingway, Kip Janvrin, Gary Morgan, Jearl Miles-Clark, Jamie Nieto, Jon Drummond and Sandra Farmer-Patrick.

### ORGANIZATIONAL SERVICES REPORT

Walter High, chair of the Organizational Service Committee reported on credentialing issues.

### APPROVAL OF MINUTES

**MOTION:** Approved the minutes of the 2004 Annual Meeting December 1, 2004 and December 5, 2004. **APPROVED**

### NECROLOGY

Those in attendance were asked to observe a moment of silence in remembrance of those who have served the sport and are no longer with us. Bob Hersh paid special tribute to Jack O'Reilly and Bill Roe paid special tribute to Mark Springer.

### PRESIDENT'S REPORT

During his address, President Roe unveiled USATF's new Mission Statement and Purposes:

**Mission:** *To lead the sport of Athletics in the United States and maintain the primacy of USA Track and Field in global athletics.*

#### Purposes:

- 1) Champion the rights, privileges, opportunities and well being of athletes
- 2) Achieve sustained excellence of professional athletes and coaches
- 3) Promote and practice diversity in all aspects of operations
- 4) Eliminate performance enhancing drug use in Athletics
- 5) Develop interest and participation in the sport of Athletics at all levels and ages
- 6) Generate public awareness, appreciation, and support for Athletics and for USATF
- 7) Create opportunities for athletes and Athletes' events
- 8) Generate sponsorships to aid this corporation in fulfilling its purposes and duties

President Roe also encouraged his audience to contribute to the leadership of the sport in the US at all levels.

### CEO REPORT – STATE OF THE SPORT

During his annual State of the Sport address, CEO Craig Masback emphasized the Annual Meeting theme, "Our Time." Masback noted that USATF flourished in many areas in 2005, pointing out that Team USA athletes achieved record medal totals at multiple championship events, and that the organization's inaugural Visa Championship Series of network televised track and field events was the organization's best TV series ever in a post-Olympic year. He also mentioned that USATF's highly successful "Be A Champion" program has given elite athletes a vehicle to demonstrate their "unparalleled commitment to the community."

In the year ahead, he resolved to:

- Build the USATF brand by promoting the sport and its stars.
- Identify and support the stars of the future and take our high performance development efforts to a new level by creating a strategic plan for every event, holding ourselves accountable for how well we are serving our athletes and finding new resources

- Promote excellence in coaching. The new relationships with Connor Sport Court and Gill will allow us to take our Coaching Education Program, already the world's best, to a whole new level.
- Grow USATF resources.
- Promote youth fitness and physical education. We have pledged to support the continued expansion of the "Be A Champion" program, which is already recognized as a leader in the youth fitness and anti-obesity effort in America. Our role in the National Coalition for Promoting Physical Activity, gives us an immediate opportunity to influence federal legislation and work with other organizations on the fitness issue.
- Continue to do the right thing with respect to the issue of performance enhancing drugs in sports.
- Redouble efforts to strengthen our relationships with the IAAF, the USOC, the school and college community and the Indianapolis community

#### **IAAF REPORT**

IAAF Council member Bob Hersh gave an update on IAAF issues and introduced Lamine Diack, President of the IAAF.

President Diack praised the work of USATF and its volunteers. He noted that the United States has an excellent system for discovering and encouraging young athletes and that the U.S. high school and colleges offer a tough competitive environment, which encourages world-class talent to emerge. He paid special tribute to the work of Craig Masback.

#### **USOC REPORT**

Executive Director of Elite Athlete Programs Mike Conley reported that relations with USOC were good and negotiations regarding program support for 2006 were proceeding well.

#### **USATF FOUNDATION**

Bill Roe reported on behalf of Tom Jackovic, executive director of the USATF foundation and Bob Greifeld, president of the USATF Foundation that the foundation made its first two major grants in 2005. The first was to the New York City Armory's "City Kids" youth track and field program and the second was for the USATF's "Be A Champion" program. The Foundation is committed to supporting programs that help grow the sport from youth to masters. President Roe encouraged contributions to the foundation.

#### **HALL OF FAME**

Bill Roe reported that the USATF Hall of Fame class of 2005 includes Earlene Brown, Jim Fuchs, Wes Santee, Fed Wolcott, Roger Kingdom, Mike Powell and John McDonnell. He thanked all the members of the various screening panels for their hard work throughout the selection process.

#### **KEN DOHERTY MEMORIAL FELLOWSHIP**

Bill Roe announced that Joseph Turrini was the recipient of the 2005 Ken Doherty Memorial Fellowship. He will be researching a project entitled "Dash for Cash: American Track Athletes and the Creation of Professional Track & Field".

#### **PRESIDENT'S AWARDS**

Throughout the meeting, Bill Roe recognized outstanding contributions to USATF though by awarding President's Awards to:

*Reggie Lewis Track and Field Center* – Host of the USATF Indoor Championships and Reebok Boston Indoor Games

*Winnie Eggers* – long time contributor and official  
*Alan Kolling* – Law and Legislation Committee member

*Vince Peters* – athlete, youth and race walk coach, official, USATF Board member and committee leader

*JoAnn Grissom* – Two time Olympian, masters athletes, track & field official, member of national team staffs, high school coach

*Larry and Nancy Seifert* – Youth Athletics advocates

*Dr. Norbert Sander* – President, New Balance Track & Field Center in New York City

*Colgate Women's Games* – the nation's largest women's track and field series

*Elizabeth Phillips* – Chair of Women's LDR and long time contributor to the women's running community from the Metropolitan Association

*Erika Baxter* – Youth Athletics, USATF Associations and cultural exchange advocate, and event organizer

*Cedric Walker* – outstanding contributor to team management, relay program and youth programs from Niagara Association

*Fred Finke* – LDR Division Chair and event organizer

#### **BUDGET**

Ed Koch, USATF Treasurer and Larry James, Chair of the Budget Committee, reported that the budget process was proceeding well and invited anyone interested to attend a Budget 101 class to learn about USATF budgeting.

## RULES

John Blackburn, Chair of the Rules Committee gave a preview of the rule changes being considered and invited anyone interested to attend the Rules Committee meetings to provide input.

## LAW AND LEGISLATION

Jim Murphy, Chair of the Law and Legislation Committee gave a preview of the Bylaw changes being considered and invited anyone interested to attend the Law and Legislation Committee meetings to provide input.

Meeting was recessed at 9:00 pm.

Respectfully submitted,

Lynn Cannon  
USATF Secretary

## Closing General Session

Sunday, December 4, 2005

### CALL TO ORDER

The meeting was called to order by President Bill Roe at 8:30 AM.

### QUORUM

A quorum was established by verifying the attendance of at least one member of the Maine, New England, Adirondack, Niagara, Connecticut, New Jersey, Mid-Atlantic, Alabama, Potomac Valley, Three Rivers, Virginia, North Carolina, Florida, Indiana, Ohio, Lake Erie, Wisconsin, Illinois, Ozark, Southwestern, Missouri Valley, Nebraska, Colorado, Southern California, Inland Northwest, Pacific Northwest, Pacific, South Texas, Central California, Arizona, and South Carolina Associations, the NAIA, RRCA, and Running USA and International Athletes Kip Janvrin, Gary Morgan, Jenny Crain, Brian Johnson, Kristin Heaston, Danny Everett, Lauryn Williams, Curt Clausen, Antonio Pettigrew, Connie Price-Smith and Allen James.

### REPORTS

**Organizational Services:** Walter High, chair of the Organizational Service Committee reported that the Arkansas, Iowa, Michigan, West Virginia and Wyoming associations had failed to submit required documents. AAHPERD, Catholic Youth Organization, National Disability Sports Alliance, National HS Athletic Coaches association, the US

Association for Blind Athletes, Wheelchair Sports, USA and the YWCA of the USA did not pay dues in 2005. Virginia Beach is recommended as the site for the 2010 Annual Meeting. **MOTION:** Approve the report of the Organizational Services Committee. **APPROVED**

**Sports Committees:** The chairs of all sports committees announced the locations of upcoming championships awarded within their committee meetings.

**Cross Country Resolution:** Beginning in 2007, the senior team compositions for the IAAF World Cross Country Championships will be the following: *for men, 9 members with 6 to score and for women, 6 members with 4 to score.* This was decided at the November 2005 IAAF Council Meeting. This inequality in men's and women's team size is totally unacceptable to the membership of USATF. **MOTION:** USATF is not in support of the IAAF Council's decision to have 9 men, with 6 to score and only 6 women, with 4 to score as team sizes competing at the IAAF World Cross Country Championships. We firmly believe that equal numbers should be represented for the senior men's and senior women's teams. **APPROVED**

**2006 Budget:** Budget Chair Larry James and Lauryn Williams presented the 2006 budget. **MOTION:** Approve the 2006 Budget as published. **APPROVED**

**Law and Legislation:** Jim Murphy, Chair of the Law and Legislation Committee presented the Recommended Actions and Changes to the Bylaws. **MOTION:** Approve the Law and Legislation Report as published. **APPROVED**

**Rules:** John Blackburn, Chair of the Rules Committee, presented the Recommended Changes to the Rules. Items 90 and 91 were pulled from the report. **MOTION:** Approve the Rules Report (except for items 90 and 91). **APPROVED**

Rules Item 90 was amended to read: Effective 1/1/2011, the Masters Long Distance Running Committee shall conduct and supervise a program for long distance running for all athletes over the age of ((40)) 35. Through 2010, the age limit will be forty (40) years old.

Rules Item 91 was amended to read: Masters: The Masters classification shall be limited to athletes who are at least ((forty (40))) thirty-five

(35) years old on the first day of the meet. Through 2010, the age limit for Masters Long Distance Running will be forty (40) years old.

**MOTION:** Approve Rule Items 90 and 91 as amended. **APPROVED**

**Records:** Justin Kuo presented the report of the Records Report. **MOTION:** Approve the published report of the Records Committee. **APPROVED**

#### **SAVING RESOLUTIONS:**

1. USA Track & Field approves the acts and actions of the national officers, Executive Committee and the Board of Directors from the previous year;
2. That the standard bank resolutions be approved for opening, closing, and changing signatures on bank statements and signing notes, and
3. That such resolutions be made an official part of the minutes. **APPROVED**

**STAFF ACKNOWLEDGMENT:** The national staff was asked to come forward and be congratulated for the outstanding work that they do.

**Motion** made to adjourn the meeting. **APPROVED**

The meeting was adjourned at 10:00 am.

Respectfully submitted,

Lynn Cannon  
Secretary USATF

## **Board of Directors Meeting**

Wednesday, November 30, 2005

#### **WELCOME**

President Bill Roe called the meeting to order at 12:30 p.m. and welcomed the Board.

#### **ATTENDANCE/QUORUM**

*Attendance:* Bill Roe, Lynn Cannon, Ed Koch, Pat Rico, Brooks Johnson (voting for Stephanie Hightower), John Chaplin, Vince Peters, Fred Finke (non-voting), Glenn Latimer, Elizabeth Phillips, Norm Green, Alan Roth, George Mathews, Linda Phelps, Bob Hersh, Linda Melzer, Sandra Farmer-Patrick, Tony Cosey, Jon

Drummond, Antonio Pettigrew, Kim Keenan-Kirkpatrick (for Jackie Joyner-Kersey), Rose Monday (for Erica Wheeler), Jack Hazen, Mark Bockelman, Allan Steinfeld, Jeff Darman, and David Greifinger (non-voting).

*Excused:* Dee Jensen and Erica Wheeler

*Staff:* Craig Masback, Jim Elias, Mike Conley, Andy Martin, Jill Pilgrim, and Duffy Mahoney

*Invited speakers:* Lamine Diack, Amadeo Francis, Nick Davies, Travis T. Tygart and Dale Neuburger

*Guests:* Fred Baer, Bob Bowman, Bruce Colman, Dick Connors, Evie Dennis, Charles DesJardins, Danny Everett, Rex Harvey, Darlene Hickman, G. Larry James, David Katz, Marilyn Mitchell, Helio Rico, Margaret Sheehan, Anne Timmons, Jay Warwick, Ken Weinbel, Jack Wickens, and Mark Winitz

A quorum of Board members was present.

#### **APPROVAL OF MINUTES**

**MOTION:** Approve minutes for the October 15-16, 2005, meeting. **APPROVED.**

#### **PRESIDENT'S REPORT**

President Bill Roe referred to his written report in the Annual Meeting Reports Book.

#### **CEO REPORT**

CEO Craig Masback referred to his written report and commented that the Annual Meeting registration was close to a record level of 1,050 registrants.

#### **ORGANIZATIONAL SERVICES REPORT**

Walter High, Chair, gave a preliminary report regarding organizations and associations that were out of compliance for membership or voting privileges for the Annual Meeting.

#### **PRESENTATION BY IAAF PRESIDENT, LAMINE DIACK**

IAAF President Lamine Diack addressed the Board at length. In his remarks, he stressed the value of having all countries working together with a common vision for the sport. He offered compliments to USATF on its work and the passion and enthusiasm of its many volunteers. He expressed a desire to continue attempts to bring major competitions to the US. He answered questions from Board members.

**PRESENTATION BY USADA GENERAL COUNSEL, TRAVIS TYGART**

USADA General Counsel, Travis Tygart made a presentation on behalf of USADA. USADA is a private organization dedicated to protecting the rights of athletes, sport and society by providing education, research, testing and results management for doping control in the U.S. Travis answered questions from Board members.

**BUSINESS PERFORMANCE PLAN**

Dale Neuburger, PROS Consulting, LLC, distributed a report entitled "Business Performance Plan – USA Track & Field." This study, initiated by the USOC, compared "best practices" of model non-profit organizations with the current operating standards of USATF and made recommendations based on their analysis. In his comments, Mr. Neuburger stated that USATF measured up quite well.

**LAW AND LEGISLATION**

Bill Roe requested that anyone who had concerns related to the 2004 election issue attend the Law & Legislation committee meeting at Noon on Thursday, December 1.

**FINANCIAL REPORT**

**MOTION:** The Budget Committee is authorized to hear appeals, make modifications, and present a budget for final approval at the Sunday, December 4, 2005, General Session. **APPROVED.**

The meeting was adjourned at 4 pm.

**SUMMARY OF ACTION ITEMS**

1. **MOTION:** The Budget Committee is authorized to hear appeals, make modifications, and present a budget for final approval at the Sunday, December 4, 2005, General Session. **APPROVED.**

**Sunday, December 4, 2005**

**WELCOME**

President Bill Roe called the meeting to order at 10:15 a.m. and welcomed the Board.

**ATTENDANCE/QUORUM**

*Attendance:* Bill Roe, Dee Jensen, Lynn Cannon, Ed Koch, Pat Rico, Brooks Johnson (non-voting), John Chaplin, Stephanie Hightower, Vince Peters, Fred Finke (non-voting), Glenn Latimer, Elizabeth Phillips, Norm Green, Alan Roth, George Mathews, Linda Phelps, Terry Crawford,

Bob Hersh, Linda Melzer, Sandra Farmer-Patrick, Tony Cosey, Antonio Pettigrew, Dexter McCloud (for Jon Drummond), Kim Keenan-Kirkpatrick (for Jackie Joyner-Kersey), Angie Taylor (for Erica Wheeler), Jack Hazen, Allan Steinfeld, and David Greifinger (non-voting)

*Excused:* Erica Wheeler

*Staff:* Craig Masback, Jim Elias, Mike Conley, Jill Pilgrim, Duffy Mahoney, Gina Miller, and Sandy Snow

*Guests:* Fred Baer, Rubin Carter, Danny Everett, Rex Harvey, Darlene Hickman, G. Larry James, Lionel Leach, Marilyn Mitchell, Warren Ring, Mary Rosado, Lloyd Stephenson, Jay Warwick, Lauryn Williams, and Mark Winitz.

A quorum of Board members was present.

**ORGANIZATIONAL SERVICES REPORT**

Walter High reported that the Organizational Services Committee recommended that the Professional Athlete's Association and the Youth Track Coaches Association be approved for membership. **MOTION:** The Professional Athlete's Association (PAA) is accepted as a 5E1 member of USATF. The PAA requested no voting rights. **APPROVED.**

**MOTION:** The Youth Track Coaches Association is accepted as a 5E2 member of USATF. The Youth Track Coaches Association will have one vote in the Youth Committee and one vote in the General Session. **APPROVED.**

It was noted that the Master's LDR, Youth Athletics, Associations, and Athlete's Advisory committees will be conducting elections in 2006, as well as IAAF nominations' elections.

**LEGAL UPDATES**

- 1) Jill Pilgrim, Director of Business Affairs & General Counsel reported on pending grievance and litigation proceedings:
  - Recently received an election protest in the Nevada Association
  - The August 2004 election in the Southern Association was found by an NABR panel to be invalid. Organizational services and Andy Martin will have a difficult task of figuring out how to hold a new election in hurricane ravished Louisiana.
  - In the case of Vernon Smith in the Southern California Association, various entities were notified of Mr. Smith's expulsion by a letter from Craig Masback.

Discussion over controversy resulting from victim's parents writing to news media that USATF is not doing enough to get the word out about Mr. Smith.

- A hearing has been held in the grievance of the United Stars Track Club against the Youth Committee (and others). Awaiting a decision.

- 2) Jill invited Board members to nominate individuals to serve on the National Athletic Board of Review for 2006-08 term.

### **EEO Report**

Craig Masback distributed an Equal Employment Opportunity report dated December 2005. The data indicates that the percentage of women and minorities among USATF staff compares favorably to the EEOC data representative of the overall workforce in the Indianapolis area.

### **2006 BOARD MEETINGS**

The Board will conduct a conference call on Sunday, January 29, an in-person meeting on Saturday and Sunday February 25-26 (in conjunction with the Indoor Championships in Boston), a conference call on Sunday, May 7, an in-person meeting on Saturday- Sunday, June 17-18 in Indianapolis, a conference call on Sunday, September 10, an in-person meeting on Saturday-Sunday, October 14-15 in Indianapolis, and in-person meetings on Wednesday, November 29, and Sunday, December 3, in Indianapolis. Among the specific scheduled topics, a report from the Ethics Committee will be made in February and membership fee increases will be discussed in June.

### **REPORTS**

#### **Coaches Advisory Committee**

Terry Crawford reported that the Coaches Advisory passed the following resolution:

- Whereas, the USOC directive is "Athlete-Centered, Coach-Driven, and Science-Based,"
- Whereas, the athletes have all developed through their relationships, instruction, and support of their coach(es),
- Whereas, nearly all of these coaches are affiliated with educational institutions that provide the resources (facilities, competitive schedules, travel, medical care, etc.) in excess of \$500,000,000 annually toward the development of their athletes who comprise the vast majority on our national teams, and
- Whereas, the coaches are personally and passionately committed to the growth and

development of the sport of track & field at all levels,

Therefore, we request and expect the Coaches Advisory Committee will be provided with:

- 1) Our rightful representation, place, and voice on all appropriate USATF committees, and
- 2) Budgetary support which is consistent with the role of coaches in accomplishing the mission of the USATF and the USOC.

There was concern expressed by Craig over the name change and legal issues with our name. We will not accept a name change for purposes of USTCA until this issue has been resolved.

#### **Athletes Advisory Committee**

Sandra Farmer-Patrick reported that the AAC is pleased with the creation of the PAA and its membership in USATF.

#### **High Performance Division**

Brooks Johnson, High Performance Division chair offered thanks to USATF staff.

#### **Master's Track & Field**

George Mathews, Master's Track & Field Committee chair on behalf of his committee expressed concerns about the potential restructuring of the Board in its implications for master's programs.

#### **Officials**

Linda Melzer reported on the super clinic conducted by Alan Bell, received great feedback from the athletes and including participation by Amadeo Francis. We may be looking at a future exchange program. She also reported making progress on the "youth movement."

#### **IAAF Council Member**

Bob Hersh reported that he was very happy to have been able to re-connect with the federation after missing most of the 2004 sessions due to the Council meeting conflict.

#### **Race Walking**

Vince Peters thanked Brooks and Duffy for their time this week, as he now sees light at the end of the tunnel of race walking development. Race Walking has a full Grand Prix schedule in place for 2006 and several championships awarded for 2007. He also thanked Amadeo for work on the Pan Am Race Walking Cup, and progress in NACAC, where there will be Under-17, Under-20, and Under-23 events in 2006.

### Youth Athletics

Linda Phelps reported that the Youth Athletics rumor mill was alive and well, and encouraged members to contact her or vice-chair Lionel Leach if there are items floating around out there. She thanked Duffy and Stephanie for their assistance with the World Youth team. She also thanked Bill, Andy Martin, and Liz Turner Suscha for help with the AAU calendar project, which was approved by Youth Athletics committee yesterday.

### Associations

Alan Roth reported that two cities are vying for the 2006 Associations Workshop, Pittsburgh and Richmond, for August 19-20. He reported that Skip Stolley was elected chair of the Club Council yesterday. He also noted that Jeff Martin would be the chair of the Background Screening Committee (*note*: there will be two alternate chairs, an at-large member and two alternate at-large members, and an athlete member and two alternate athlete members.) Finally, he mentioned that America's Running Route, a new feature on our web site this past Wednesday, already has nearly one thousand stored maps.

Bill thanked everyone for their attendance and productivity. The meeting was adjourned at 12:05 p.m.

*Respectfully submitted by Lynn Cannon, USATF Secretary*

### **SUMMARY OF ACTION ITEMS**

1. **MOTION:** The Professional Athlete's Association (PAA) is accepted as a 5E1 member of USATF. The PAA requested no voting rights. **APPROVED.**
2. **MOTION:** The Youth Track Coaches Association is accepted as a 5E2 member of USATF. The Youth Track Coaches Association will have one vote in the Youth Committee and one vote in the General Session. **APPROVED.**

## **Athlete Support Meeting**

**December 3, 2005**

Sue Humphrey (sitting in for chair Sandra Farmer-Patrick) called meeting to order at 4:15pm.

**Attendance:** Lynn Cannon (Athlete Support Committee Member), Nicole Whitman (Athlete), Monica Cabbler (Athlete), Richard Robert (Coach), Joseph Allen (Athlete), Sue Humphrey (Athlete Support Committee Member), Sandra Farmer-Patrick (Athlete Support Committee Chair/AAC Chair), Julie McKinney (Athlete Support Committee Member), Angie Taylor (Athlete Support Committee Member), Jay Warwick (USOC Rep.)

**2005 Athlete Support Programs** - Sue Humphrey welcomed everyone and gave a quick overview of 2005 Athlete Support Programs and answered any questions pertaining to those programs. The athlete support programs consist of 10 different categories:

**Travel Allocations** (Indoor and Outdoor)

**USA TRACK & FIELD CHAMPIONSHIP PRIZE MONEY**

**Post-Collegiate Special Assistance Fund** – compose list of PC athlete's prize money over the year (2001-2005). A tracking system to see how much money they make.

**Venture Performance Pool**

**Elite Athlete Hardship Fund** – thought about switching review period for hardship applications to October.

**Operation Gold Grants**

Tuition Assistance Grants – request feedback from the USOC

**USOC Elite Athlete Health Insurance**

**USATF Sports Accident Insurance**

**Olympic Job Opportunity Program**

**2006 Athlete Support Programs** - Provided a handout of all the approved 2006 programs; all of the programs criteria's were listed except for the **Operation Gold Grant and USATF Sports Accident Insurance.**

**Open Discussion** – Nicole Whitman talked about how there are not enough USA events for the Triple Jump. Joe Allen wanted to know the status of the hardship application he submitted but the committee told him that will be discussed in a closed session with other committee members.

Jay Warwick wants me to add him to the distribution list of USATF publications such as (Elite Beat, EA Handbook, Fast Forward, etc.)

**Action Items** – (closed to public) Elite Athlete Health Insurance Appeals and Hardship Fund Applicants. (The athlete Support Committee reviewed appeals and applications)

**Eahi appeals** - Sandra mentioned inserting something about maternity into the criteria for appeals. She also talked about having slots available for hardship athletes.

The committee set a deadline for Eahi applicants to enroll for the 2006 Eahi roster. In early January we will send certified warning letter to athletes reminding them of deadline. Request a roster from Viola Cruz (USOC Eahi administrator) to see who hasn't enrolled. Remove athletes from roster who missed deadline. Offer open slots to remaining athletes on the appeals list in order of ranked appeals, based off the set criteria for appeals.

Lynn talked about prioritizing the remainder of the athletes on the appeals list. Go into more depth. See details below...

**OG/WC Medalist** – date of OG and WC (sort in order of most recent to past dates).  
2005 US Outdoor Nationals – in priority order - finalist, best bet, target, development, 2004 rank.  
2005 World Ranks – in priority order  
2005 US rankings- in priority order – best bet, target, development

EA Hardship Fund – the committee reviewed the applicants and wanted Beka to follow up with a few athletes to request additional information. The committee also wants to define in more detail what a hardship consists of. They want the athletes to be more specific in what their hardship is whether it's medical bills, bad track season due to injury, etc. They also want the applicants to submit documentation to support their hardship (i.e. if medical bills send documentation to show balance, etc.). After I receive additional information set up conference call so the committee can decide on how much they will award each athlete.

Meeting adjourned at 7:35pm

## Audit Committee

December 2, 2005

Agenda 1. The Committee started the meeting by discussing what we had learned from our previous Travel Cash Management interviews and written materials.

Agenda 2. Following an interview guide the Committee spent most of the remaining meeting time interviewing Mike Conley and Jim Elias and then we discussed what we learned from the interviews.

Agenda 3. The Committee decided to continue with the remaining half dozen interviews. Our goal is to finish all interviews prior to the end of January 2006.

Agenda 4. We did not have time to develop a final Report outline.

## Budget Committee

December 2, 2005

Committee members present: Philip Greenwald, Julia Emmons, Don Berry, Larry James, Ed Koch, and Curt Clausen (late arrival)

National Office Staff Present: Jim Elias and Gina Miller

Observers present: Nancy Kuyoth (Indiana), Robert Moore (Adirondack), Don Austin (So Texas)

Ed Koch initiated a discussion regarding a topic that had come before the L&L Committee. Linda Melzer (Officials representative) had proposed to the L&L Committee that all bid documents for National Championships should include a provision that the LOC provide housing and possibly ground transportation for all Officials at the meet. Ed suggested that, as a compromise, the bid documents remove the words "if any" from the section of the bid document that discusses what housing, if any, will be provided. He voiced that this compromise would address the issue. Ed moved for this change, Larry James seconded and the committee unanimously approved. Ed will take this approval back to the L&L Committee.

Jim Elias reviewed the one page budget to be presented to the membership in Sunday morning's closing session.

Phil initiated a discussion about the presentation/breakout of the budget into “functional” categories vs. the current presentation. He was concerned about areas like LDR reflecting their true total cost. Jim discussed how there are LDR costs scattered throughout the budget including International Teams and how he has prepared reports of this information for various purposes in the past. He indicated that he could prepare a full P&L of certain areas if it would be helpful. Larry wrapped up the topic by stating that the budget committee should put budget presentation and the “gap between reality and perception” on their agenda for future discussion to generate ideas to better communicate the budget and financial records to fill that gap.

Don Austin raised a concern about Masters not getting back from the organization what they pay in memberships. Jim stated that the facts presented were incorrect and summarized the organization’s economics on membership revenue. Further, Masters Committee and Championship costs are funded by sponsorships and programs, not membership dollars. Ed recommended that we use the Association Workshops as a vehicle of educating folks in this regard. Larry closed the discussion.

MUT Appeal: Anne Lundblad (athlete), Howard Nippert (athlete), Fred Finke, and Nancy Hobbs made an appeal to increase funding for MUT programs. Nancy summarized the teams programs and accomplishments over the past several years. Anne and Howard summarized their experience and discussed their personal financial investment. Several questions ensued regarding how funds are expended and other possible sources of funding. The Budget Committee then went into closed session for discussion. The Committee discussed past conflicts of interest with the Mountain running programs securing a footwear sponsorship that conflicted with our Nike relationship. Jim Elias mentioned that Mike Conley had agreed to fund \$2,000 from the International Teams budget for the international 100K championships in 2006. Julia moved that \$2,000 be moved from International Teams to fund the 100K championships. Ed seconded and the Committee unanimously approved. The \$2,000 will be moved from line 154 to line 68. Line 68 will be renamed the 100k Ultra Championship.

The meeting was adjourned.

## Diversity & Leadership Task Force

**December 3, 2005**

Dr. Evie Dennis, chair, opened the meeting with a brief explanation about the charge of the Diversity & Leadership Task Force. There was a handout to encourage discussion and suggested ideas for the future. The handout was compiled by Radium Guess, EPO Consultants and facilitator for the Board of Directors for 2005.

Dr. Dennis has been involved since 1968 in the track and field Olympic movement, and has always been in the forefront. The Olympic Committee charged all sports Federations in 1978 to service diverse groups according to the Sports Act. USATF is pleased that the USOC has gone on record that USATF leads the way in this area. The fact remains that we still have a lot more work to do.

People in the room were then asked to introduce themselves.

The saying: “Go where you are invited and stay where you are welcomed” does apply in our diversity quest. We need to make sure that not only is USATF inviting to all people but that we can provide an atmosphere that would make all those invited want to stay and become an active part of USATF both nationally and locally.

Craig Masback, CEO of USATF, joined briefly to add to our discussion. Masback said that we had a crisis in our organization. There was not a pool of people of diverse backgrounds to supply our needs. We are now beginning to invite people to play a part. We need leaders and a pool for more people to draw from. By the activity in this direction, USATF is making strides. The USOC is very pleased with track and field as we are one of the more diverse sports federations and the USATF numbers helps the USOC look good.

Along with attracting more diverse members, we need to do a better job of mentoring. USATF is concerned with having role models not only to attract people to USATF but to change people’s perception of who can assume leadership roles.

One of the members, from the National Officials Committee, had compiled statistics that demonstrate that we have slowly increased our

diversity in our Officiating area. We still have a long ways to go and it is a very slow process. Perception of who can be involved and can be considered for leadership roles is extremely important. Again it shows that mentoring is vital! Role models are vital to this process. USATF must be willing to “fast track” some of our NTO’s for visible positions that would enhance the role model aspect. The mentoring process is currently in place but it is necessary to design a program that would foster greater involvement.

Dr. Dennis looked at the progress in 2005: there was a Diversity and Leadership Workshop session at our Association Workshop at Indianapolis in August, and there were two sessions at the Board of Directors meetings, one in Boston conducted by Radius Guess and the other at the June meeting. USATF President, Bill Roe, has endorsed this program and its funding for resources as he realizes the great importance to our organization.

Highlights of discussion:

- ÿ American Airlines: Took steps to educate employees, and employee Resource groups. They met with the Senior Staff each month—RESPECTING DIFFERENCES. There was “o” tolerance. There are books, videos and one-on-one education.
- ÿ Modeling and mentoring time and time again is very important in coaching, in all sports, and at all levels.
- ÿ Customer service organizations must be willing to make whatever strides to do what it takes to pave the way for promoting leadership and encouraging diversity in the workplace.
- ÿ Can’t control people but can control Culture.
- ÿ It was pointed out that we need a “Billy Mills” to tap other ethnic groups such as the African American, Asian Americans, Hispanic Americans, and the Native American Indians to involve them. We need a good working diverse group.
- ÿ People need to be tapped now to look to the future. We can help people develop the necessary skills and provide opportunities within the committees.
- ÿ There are USATF & IAAF elections that will be coming up in the next 2 years, we need outreach for officers to run for those positions.
- ÿ We must take into consideration that many people due to financial restraints, children, and

- available time might not be ready now but with mentoring they can be in the near future.
- ÿ Some programs, like the USOC Operation Gold were helpful in the amateur, grass roots Olympic movement. We need something similar for diversity awareness.
- ÿ Quotas are not discussed or a concern to us. Human resources are available and will help strengthen the cause. All available resources should be utilized.

What is the culture of USATF—we should strive for a stew, NOT a melting pot. A stew consists of distinct and separate vegetables, many distinct ingredients and spices that work together to make a delicious presentation and sustain life. We need distinct individuals, both male and female with unique personalities, talents, ages and abilities that work together to help make USATF beneficial to all people in our sport.

The charge for all present was that since all of us are mentors, we need to get involved either nationally, regionally and/or locally at the Association level; we can all make a difference if we work together.

Respectfully submitted by:

Darlene Hickman

## Ethics Committee

**December 3, 2005**

**Agenda 1.** Pete reviewed his Board Presentation which he was not able to give. The presentation was rescheduled for Boston Board meeting.

**Agenda 2.** The Committee reviewed the Code Venting letters and incorporated agreed to recommendations into the new Code of Ethics.

**Agenda 3.** The Committee then reviewed possible implementation items including Whistleblower requirements.

## Youth & Family Fitness Task Force

**December 2, 2005**

This year we are fortunate to have Susan Hazzard as our guest to aid in the discussion of the future potential of joining with the “Be a Champ”

Program. Many people who attended the meeting saw the “Be a Champ” Program as a good fit with what we would like to do on the Task Force. There was good discussion and a potential for future involvement. Ms. Hazzard and I will discuss in the near future what part that Youth & Family fitness Task Force could play.

In the past, the Task Force discussed that our direction would be a clearing house to direct people to programs and curriculums that we had reviewed to reassure those patrons that high standards were maintained, and contacts and additional resources were available. Currently there are numerous web sites for teachers, parents and coaches to go to for curriculum ideas, and lesson plans. USATF does not have to fulfill that role. Discussion then centered on what roles could USATF assume that were not be filled at this time. There were many ideas expressed and some highlights were:

- ÿ Contact PE Central web site for curriculum ideas. This is a web site already set up and available now.
- ÿ This Task Force needs to be pro-active and send things out to people.
- ÿ “Track In A Box” was a great program, it did not last long enough to service enough people and only serviced club organizations.
- ÿ Check out the NCAA web site called Track phi Track.
- ÿ There must be a tie-in to the Presidents Physical Fitness Program.
- ÿ There should be a tie-in to the YMCA program.
- ÿ Kids ESPN and Nickelodeon are other resources to be aware of.
- ÿ There should be a funding source through organizations: e.g. American Diabetes Association and others.
- ÿ There are free lesson plans out there available through programs like Run Jump & Throw.
- ÿ This group needs to work closely through the USATF Associations Committee.
- ÿ There are grants available, we need to write the grants to start being proactive and start or resume some of the programs that had been successful.

The feeling of the group of people present is that we need more work in fundraising in order to be effective. We need a pro-active program in which we reach out to people rather than having people come to us.

The group also concluded that all of us still need to encourage USATF members to work with the school boards in our associations and local communities to help get physical fitness or physical education back into the school systems. Many felt that if enough elementary and middle schools had some form of physical fitness program or physical education in their curriculum that the high schools would respond to the need to find a place for the children and fulfill the demands of the parents for athletic involvement.