

**WESTERN RUGBY UNION**  
**Minutes of the Annual General Meeting**  
Torrance Marriott  
Torrance, California  
February 11, 2005

President Bill Sexton called the meeting to order at 8 am on Friday, February 11, 2005. Roll call was taken by Secretary Rich Cortez with the following representatives present:

**Attendees**

Bill Sexton (President and USA Director), Rich Cortez (Secretary and West Collegiate Men, and holding written proxy for Alec Klinghoffer, Ozark RFU), David McPhail (Treasurer and West 7's), Amy Rusert (Eastern Rockies RFU), Gene Nelson (Great Plains RFU), Steve Caruso (Heart of America RFU Secretary, holding Kurt Torkelson's written proxy), Dan Ward (Missouri RFU), Greg Smith (Rio Grande RFU), Paul Mabry (USA Director), Stephan Glentzer (West Referees Association), Craig Coates (West Sr. Women), Larry Naifeh (West Sr. Men), John Wolf (West Sr. Men's Manager) and Bill Haffner (West Administration). Bob Latham (USA Director) attended part of the meeting. Guests included; Neal Brendel (USA Rugby President), and Roger Gould (Queensland Rugby Academy).

**Agenda Review (Tab A)**

The agenda was reviewed and approved on a voice vote.

**Minutes of the August 21-22, 2004 Meeting in Austin, TX (Tabs B & C)**

Minutes of the August 21-22, 2004 meeting held in Austin, TX were reviewed and approved on a voice vote. An oversight from the Austin meeting was corrected with the approval of the 2003 minutes from the Houston meeting.

**Year End 2004 Financial Reports (Tab D)**

The 2004 year-end financial statement was reviewed by Treasurer McPhail, who noted a sharp increase in member dues collected. In all, income was \$20,000 above the 2004 budget projection. The referee's financial report was briefly reviewed. It was noted the referees' expenses were well under the amount budgeted. Mr. Haffner suggested the financial report be posted on the West web site. The Board applauded Mr. McPhail for his efforts. The report was accepted upon a motion by Mabry and a second by Cortez.

**President's Report**

Bill Sexton gave a report on the state of the Western Rugby Union. He noted membership was up 1% with revenues up some 31% due largely to the collection of West dues with USA CIPP registration. Collection of prior year's dues (2003) was also mentioned as a contributing factor. Of concern is the uneven growth in membership among the LAU's. It was suggested that the LAU's review and provide input to a working document defining LAU responsibilities.

Competition review shows a disparity between the performances of the clubs in national competitions versus the performance of the all-star teams. The Collegiate Men won the NCASC

in 2004, the Senior Men won Tier 2 of the NASC, while the Senior Women retained their spot in Tier 1 with a 3<sup>rd</sup> place finish; in addition, the U23 Women advanced to Tier 1 by winning Tier 2. Meanwhile, the clubs' performances in the playoffs have been disappointing causing a loss of seeds. Ward and Jenkins are working on a plan to define criteria for participation in Division 1 or Division 2 in order to strengthen competition. Also of concern is the continuing loss of women's clubs.

A review of the referees' situation was then considered. Mr. Sexton noted the coverage of West championship events is fine. However, basic expectations regarding communication, reporting and financial administration are not being met. Further, the West hopes that the Referee's Association will take greater responsibility for referee development and training at the LAU level throughout the territory. He suggested a new proposal for the referees might address this. A seat for the referees on the West Board may be offered, as well as a non-voting seat on the West Executive Committee. Finally, Treasurer McPhail would be available to assist with the fiscal responsibilities.

Also of concern to the Board and Executive Committee are the differing perceptions of the West emanating from the LAU's, clubs, and members. The West is held in high regard by other TU's and USA Rugby, but suffers from some public relations problems within its own constituencies.

Upon motion by Cortez and second by Mabry, Sexton's oral report was accepted. Mr. Sexton's was thanked for his efforts.

### **USA Rugby Report**

Director Mabry provided an update of the state of USA Rugby. Mr. Mabry noted the USA Office has procured improved third party liability insurance with increased limits. At the latest USA AGM, an attempt was made to change the business model of USA Rugby, including a reduction in the number of Directors to two per TU. The attempt failed. Some progress was achieved by reducing the Special Interest Directors; however, the USA Board is still too large in his opinion. USA Rugby also suffers from differing perceptions. ER President, Rusert, suggested the perception that too much of the members' money is being expended on the elite players. On a voice vote, Mabry's oral report was accepted.

### **All-Star Reports (Tab E)**

All-Star Reports were presented in the following order: Senior Men's (Naifeh and Wolf), Senior Women's (Coates), Sevens (David McPhail), Women's Sevens (Sexton, for McCoy and Franz), Men's Collegiate (Cortez), and U23 Women (written report from Dustin George). All reports were accepted by the Board. The Senior Men's representatives were chided for not providing a timely overview, plan, and budget for the program. Craig Coates announced that he will not coach the Senior Women in 2006 due to a change in the women's competitive schedule that creates conflicts with his duties as coach of Texas A&M. David McPhail announced the National Sevens ITT's will be in Boulder. Doug Brown will stay on as coach of the Sevens for this year. Bill Sexton announced that Julie McCoy and Christine Franz have resigned, and McCoy will focus her energies on the National Sevens Team. Cortez announced the 2005 NCASC will be his last as Head Coach of the West Collegiate All Star Team.

As a result of resignations and a review of all programs, all coaching positions for all teams (except Men's Sevens and Women's U23) are open. Interested applicants should apply to Bill Sexton by June 1, 2005 for referral to the review committee.

### **Old Business**

In matter arising from the August 2004 meeting in Austin, the following was discussed:

- A. LAU presidents need to comply with directives passed in Denver's 2003 meeting. Specifically, ER, HOA and TX are the only unions that have supplied e-mail Club Contacts and League Structure information. All LAU's have failed to supply Media Contact Lists and Certified Coaches List. Cortez has provided West Division 1 Men's Collegiate Coaches list to the West Administrator and the Disciplinary Chair. Only the Collegiate Men have supplied an email contact list of its players. Bill Haffner wanted a list of the updated status of clubs by March 1, 2005.
- B. Position description for General Manager of the All Star Squads was not discussed as this is in process under the direction of David Jenkins who was not in attendance.
- C. A list of LAU Discipline Chairs has still not been provided to the West.
- D. The Elite Player Database is meeting resistance from players who do not want their information posted on the web—even if a security password must be used.
- E. The purpose of the West Collegiate All Star competition was reiterated to be a championship (first) and a selection vehicle for the West All Star player pool (second.)
- F. A Plan and Budget for the Senior Men's Developmental Squad was presented at the meeting.
- G. Membership of the Competition Committee was not discussed; however, ER President Rusert asked for a larger response window when ballots are sent out.
- H. The "Dan Hartwig Fair Play Award" for the men's division I championships will be further defined by Sexton prior to the championships.
- I. The previous new version of a West logo was rejected. It is still a work in slow progress.

### **Queensland Rugby Academy**

Old business matters were interrupted in order to hear a presentation from Roger Gould, ex-Wallaby, on elite player development camps and programs now being offered by the Queensland University. Additional information can be found at: <http://www.ug.edu.au/rugby/index.html>.

### **Other Old Business**

- A. Membership analysis (Tab G), as presented by Bill Haffner, shows the West with virtually no growth from 2003 to 2004 (1%), although dues collection was up 31.4%. Overall the West is seventh in TU growth rates. This rank may be misleading; however, since the West has generally done a better job of enrolling its membership. This suggests the other TU's are finally getting a better accounting of their membership. Locally, only the HOA union's numbers are down.
- B. Open Fines, Discipline Penalties and Dues Arrears (Tab H) were reviewed by Haffner. These fines and dues must be paid. All outstanding fines, dues arrears, and penalties **MUST BE PAID** prior to the next competitive season or clubs will be declared Not in Good Standing.
- C. Kit Design and Vendor for Western Squads: A consistent uniform design for all West teams was put on hold.

- D. 2004 Competition Results (Tab I) are posted on the web at [www.wrfu.org](http://www.wrfu.org).
- E. Open Referee Society Issues (Tab J) was postponed until later in the meeting. See separate heading below.
- F. Merger of Western and Central Division 1 Leagues (Tab K): Bill Haffner will present the reorganization to teams for their input. Those teams are: Denver Barbarians, Denver Highlanders, Boulder, St. Louis Bombers, GOATS, and Kansas City. Dan Ward (MO) objected to the inclusion of the Denver Barbarians if they are unable to advance, as well as expressing concern over the difficulty in confirming or limiting the number of players who are on the Super League squad for the Barbos. Haffner stated the teams must decide how the league structure will work. The recommendation from the Executive Committee was to approve the reorganization in principle with the details decided by the Competitions Committee and the respective clubs. Glentzer suggested referee input before final scheduling. Motion to accept the recommendation of the E.C. with final approval of the Competitions Committee was made by Steve Caruso and seconded by Mabry. On voice vote, the motion passed.
- G. Definition and requirements for DI and DII Clubs: pending with Dan Ward and David Jenkins.
- H. Western Presentation at USA Rugby TU Competition Meeting (Tab L): Bill Haffner said the meeting was a good opportunity for exchange of ideas among the TU's, including rules, league structures, etc. He also provided a list of West Rugby external issues and concerns, along with a listing of our internal procedures and issues.
- I. Open CIPP issues: Bill Sexton, chair of the USA membership committee, briefly reviewed the on-line registrations process. New editions of the on-line program are addressing the initial problems. There is no longer a 22 moratorium for registration prior to a West Championship. Since on-line registration is real time, a player must be registered by the Monday prior to the event. All clubs must also keep signed USA waivers from the players with them at the event. April 15 is the final cut-off date for player registrations prior to National Championships for 15's competitions. July 15 is the cut-off date for 7's. However, all other eligibility requirements remain in effect, as defined by USA Rugby.
- J. Summer Board Meeting in St. Louis, MO: Dan Ward will be coordinating the arrangements for the meeting to be held August 20-21, 2005 in St. Louis, MO.
- K. Proposal to Eliminate Western dues for Non-Contact Players (Tab M): Greg Smith (RG) presented a proposal to eliminate dues for youth (i.e., under 15 years), non-contact players. His position was that the West provides no oversight, administration, or benefit to these programs; and that only the LAU youth development plans are reviewed. Therefore, money is tied up in administration that provides no services. The West dues structure calls for \$5 youth non-contact dues. However, with the advent of the USA/West combined registration, all individuals must pay \$10 to register. The West rebates \$5/person to all youth non-contact clubs with the submission of a roster and letter from the LAU president.
  - a. In New Mexico, the Northern New Mexico Youth Rugby League has 250 participants, resulting in a payment of \$2,500.00. This money could be used for equipment, field rental and local administration. The program is an 8-week season with the West providing no refereeing or coaching support.

- b. Smith proposed the \$10/person West dues be returned to the non-contact youth club/organization within 5 days of CIPP registration and LAU approval.
- c. Rusert supported the proposal and suggested the TU function should be exclusively for National Championship playoffs.
- d. Haffner suggested that instead of approval of this proposal, the RG should seek a grant from the West.
- e. Mabry opined that USARFU and the West need the memberships.
- f. On the motion by Smith and seconded by Rusert, the proposal to eliminate youth non-contact dues was defeated 6 to 5 by roll call vote. Voting to eliminate the dues were: Smith (RG), Caruso (HOA proxy), Cortez (OZ proxy), Cortez (Secretary), and Rusert (ER). Voting to keep non-contact dues were Nelson (GP), Ward (MO), Mabry (TX proxy), Sexton (President), McPhail (Treasurer.), and Mabry (USA Director).
- g. On other issues, Smith also provided a CD-R with the following documents: 2005 RGRFU Report, Match Roster Forms, Coaching Certification Forms, RGRFU address/phone list, Disciplinary Regulations, Youth Dues Proposal, and Men's DII league regulations.

### **New Business**

- A. 2005 Competition Venues and Seeding: It was suggested the LAU presidents must be attentive to disseminating the information.
- B. Focus Items for 2005 (Tab N): Haffner stated match officials' organization needs to be more accountable regarding their funding and planned programs. He also suggested the West needs web site improvements (to which there was some disagreement), the All-Star Squad coaches and managers need to notify the LAU coaches and players about opportunities, and the West should attempt to secure a Game Development Officer for a West region or LAU.
- C. All Star Coaching Appointments: Applicants are sought for the Senior Men's, Senior Women's, Women's 7's, and Collegiate Men's head coaching positions.
- D. All Star Squad Budget Request:
  - a. The Senior Men's budget request of \$12,000 was approved by a 9-2 vote (HOA and ER voting no) PENDING receipt of a plan within 30 days. Three thousand dollars of the budget (\$3,000) is to be held in reserve until the plan is received (Motion by Sexton, second by Mabry).
  - b. The Senior Women's budget request of \$10,000 was approved by a 9-2 vote (HOA and ER voting no) on a motion by Mabry, seconded by Cortez.
  - c. The Men's 7's budget request of \$2,500.00 was approved unanimously on a motion by Sexton, seconded by McPhail.
  - d. The Women's 7's budget of \$2,500 was approved on a motion by Nelson, seconded by Smith on a vote of 10 to 1 (ER voting no.)
  - e. Women's U23 budget was increased over the request by \$1,000 to \$6,000, on a vote of 8 to 3 (ER, OZ, and Secretary voting no).
  - f. The Men's Collegiate budget was reduced from \$8,800 to \$8,000 by a vote of 9 to 0, with 2 abstentions (OZ and Secretary) on a motion by Mabry and seconded by McPhail.

## **Referees Restructuring Proposal**

The text of the proposal by Bill Sexton is herein presented in its entirety:

DATE: February 11, 2005

TO: Western Rugby Union Board of Directors  
Western Rugby Union Referee's Association

FROM: Bill Sexton, President Western Rugby Football Union (WRFU)

SUBJECT: Restructuring the relationship between the WRFU and the WRFU Referee's Association (WRFURA)

During the past year, it has become increasingly apparent that a significant gap exists between the officers of the WRFU and their counterparts in the WRFURA regarding level of performance of the WRFURA in its responsibilities. Communication with the officers of the WRFURA has been inconsistent and challenging, and WRFURA officials have been consistently slow to respond. The lines of communication and expectations between the WRFU and the WRFURA must improve. A review of the 2004 membership data revealed that there are only 66 registered referees in the West, which is too few to adequately cover the matches each week in the West. Clearly, referee recruitment and training must become a priority. The WRFU recognizes and appreciates the value of highly trained and responsible match officials to our members and the game. To date, little progress has been made to follow-up on the initiatives identified during the Referee Development Conference in January 2004. Lastly, there has been a consistent unwillingness by the WRFURA to provide the WRFU a complete financial report for 2004, despite repeated requests.

Two years ago, in an effort to create greater accountability for scheduling of match officials for WRFU Championship events, we instituted a policy to reward the WRFURA scheduler a sum of \$1000 to make all assignments and to oversee the staffing the West Championship events. This has resulted in better performance and more accountability, and greater benefit to the members of the WRFU. Perhaps it is time to create greater incentive for the WRFURA to become a more proactive and cooperative partner in promoting the game in the West. To that end, the following proposal is being offered with the expectation that with greater recognition and opportunity for input into the WRFU operations, the WRFURA will accept a greater degree of accountability.

**PROPOSAL:** The Western Rugby Football Union Referee's Association will be designated a standing committee of the Western Rugby Football Union, and will be provided a seat and vote at the Board of Directors. The Referee's Association representative will also be included as a non-voting member of the WRFU Executive Committee.

As a standing committee of the Western Rugby Football Union:

- A. The WRFURA will nominate a Chair to be ratified by the WRFU Executive Committee.
- B. The WRFURA will nominate a representative to the WRFU BOD and the Executive Committee to be ratified by the WRFU Executive Committee.

- C. The WRFU Treasurer will assume responsibility for all financial transactions involving the Referee's Association, to include publication of complete financial reports on a semiannual basis for the West BOD meetings. The annual WRFURA budget will be based on a program plan submitted to the BOD, and will be drafted cooperatively with the West Treasurer and the WRFURA representative to the BOD. (Note, the current WRFURA Treasurer is requested to forward copies of all 2004 WRFURA bank statements to the West Treasurer to construct a complete final 2004 income statement.)
- D. The WRFURA scheduler and the WRFU Treasurer will each receive a stipend from the WRFU of \$1000 per annum for their services.
- E. WRFURA budget lines in the WRFU annual budget would include, but not be limited to:
  - a. Cost to staff WRFU championship events
  - b. Referee Scheduler (\$1000)
  - c. West Treasurer (\$1000)
  - d. Referee Development (to include recruiting, training, assessment and exchanges)
  - e. WRFURA attendance at meetings of the BOD and USARRA
- F. The WRFURA will be expected to assume complete responsibility for and to develop working plans for following responsibilities:
  - a. Scheduling of match officials for all West Championship events
  - b. Referee performance assessment and grade assignment
  - c. Referee recruitment and training initiatives in cooperation with each LAU
  - d. Creation of a job description and budget for a Referee Development Officer
  - e. Deliver referee training courses in each LAU
  - f. Deliver touch judge training courses in each LAU
  - g. Identification of exchange opportunities (both domestic and abroad) to afford high-performance experience and training for referees
  - h. Create an effective communication network within the WRFU to facilitate interaction among officials and dissemination of information to referees on a union-wide basis
  - i. Other items to be identified

If accepted and passed by the WRFU Board of Directors, the WRFU will implement this action at once, and will formally propose an appropriate amendment to the WRFU Bylaws at the next meeting of the BOD in August 2005.

This is a huge task. However, without better organization, communication, accountability, execution and follow-up, the rugby in the West will soon outstrip the limited resources and limited number of officials. It is hoped that by offering greater recognition and inclusion in West operations and policy considerations, the WRFURA will be positioned to provide greater service to the members of the WRFU and the referees.

(end of document)

- A. Much discussion ensued following the presentation of the proposal. Many opined the West Board has a fiduciary responsibility to the members of the West to know exactly how the members' dues are being spent. Others suggested the West Referee's Association should be treated as an "independent contractor" and that fees for events be negotiated and a lump sum payment provided.

- B. In due course, Haffner suggested a straw vote be taken. Mabry suggested voting on the structure, and then the individual components of the proposal could be addressed. Sexton moved for the straw vote, seconded by McPhail. Motion passed by voice vote.
- C. More discussion followed. Several members of the West Board wanted to see the books of the West Referees Association. Caruso (HOA) opined that the referees were not going to show the books to anyone. Cortez believes the West Referees Association has done a good job with the money they have been allocated, including coming in under budget for 2004. Mabry suggested the proposal was a positive solution for the referees and is much better than a boycott or threatening non-funding. Sexton allowed that the West has every intention to fund the referees AND provide money for extra programs upon receipt and approval of a budget from the referees.
- D. **Vote:** On a roll call vote, the motion to restructure the West Referees Association with the West was approved 7 to 4. Voting no were Rusert (ER), Cortez (OZ proxy), Ward (MO), and Cortez (Secretary).

### **More New Business**

- A. Revised League Regulations (Tab O): Sexton moved to accept the league regulations as presented, seconded by Caruso. Before a vote, discussion highlighted some issues. A suggestion was made to move the deadline for match and score reporting to Monday, noon. Also, late kick off penalties were reduced for the second offense. Field condition issues needed clarification. A Conference Call for colleges and clubs was suggested as a way to explain and review the revised regulations. On a voice vote, the motion by Sexton, seconded by Ward, was approved. The revised regulations will be posted on the West web site. Proposed changes to the league sanctions structure were not considered.
- B. Proposed Updated Host Responsibilities (Tab O): Minor changes to the document were during discussion. Reference to challenge matches was deleted. The West will pay hosting fees and field rental fees. On a motion to approve by Sexton, seconded by Ward, the changes were approved on a voice vote.
- C. LAU Responsibilities Draft (Tab P): The proposed list of LAU responsibilities document was distributed for review to the LAU Presidents and discussion was tabled on a voice vote.
- D. Proposal for Men's DII Western Regional Leagues (Tab R): On a voice vote, motion by Sexton, seconded by Cortez, and discussion by the LAU presidents, the proposal was withdrawn. Haffner mentioned that automatic inclusion into the DII West Championships is available to any LAU with at least 4 teams competing in their league.
- E. USA Rugby Update: Neal Brendel attended the AGM and provided a brief report about USA Rugby activities and programs.
- F. Election of Officers: On a motion by Caruso, seconded by Mabry, the following officers were elected unanimously: President, Bill Sexton; Vice-President, David Jenkins; Secretary, Rich Cortez; Treasurer, David McPhail. On a voice vote, motion by Sexton, seconded by McPhail, USA Director, Paul Mabry was reelected to a two-year term.

### **2005 West Budget**

The following adjustments were made, after discussion, to the 2005 draft budget:

1. Member dues income increased from \$91,500.00 to \$100,000.00 to reflect trend for greater registration and revenue.
2. Prior year's (2004) dues income projection reduced to \$500.
3. West Tourney Income (fees) was eliminated reflecting the West decision to eliminate entry fees for all championship events.
4. Administration Office Expense was reduced from \$3,000 to \$2,400.

5. Travel to WRFU meetings was increased from \$500 to \$900.
6. YDO expense was eliminated.
7. New Team Development upped from \$1,000 to \$1,500. This line item represents rebates to first-time enrolled new clubs.
8. CIPP collection fee was eliminated
9. Competitions equipment increased to \$2,500.
10. Host Awards for championship events was increased to \$4,000.
11. Travel Cost for competitions was reduced to \$3,000.
12. Field Rental for championship events was added at \$2,000.
13. Men's Collegiate Budget was reduced to \$8,000.
14. Equity spending (from reserves) will be adjusted to balance the budget.

**Draft Budget:** The draft budget is below.

### Western RFU 2005 Budget - Draft 2/15/05

Projected Revenues		Prior Year '04	Inc / <Dec>	Current Year '05	
1	Member Dues - Current Cycle	\$90,000.00	\$10,000.00	\$100,000.00	
2	Member Dues - Prior Years	\$7,500.00	\$ (6,950.00)	\$550.00	
3	Fines -Per VP / EC	\$2,000.00	\$500.00	\$2,500.00	
4	West Tourney Income	\$6,000.00	\$(6,000.00)	\$ -	
5	Interest Income	\$1,500.00	\$500.00	\$2,000.00	
6	Equity (Savings)	\$10,000.00	\$12,000.00	\$22,000.00	
7	Other Income not yet defined	\$ _	\$ -	\$ -	
	<b>Total Income</b>	<b>\$117,000.00</b>	<b>\$10,050.00</b>	<b>\$127,050.00</b>	
			<b>\$ 10,050.00</b>		
<b>Executive Committee</b>	<b>6.58%</b>	<b>\$7,700.00</b>		<b>\$8,100.00</b>	<b>6.38%</b>
8	President	\$800.00	\$100.00	\$900.00	
9	Vice President	\$800.00	\$100.00	\$900.00	
10	Secretary	\$800.00	\$100.00	\$900.00	
11	Treasurer	\$800.00	\$100.00	\$900.00	
12	Director - Latham	\$1,500.00	\$ -	\$1,500.00	
13	Director - Mabry	\$1,500.00	\$ -	\$1,500.00	
14	Director - Sexton	\$1,500.00	\$ -	\$1,500.00	
			<b>\$400.00</b>		
<b>Administration</b>	<b>12.69%</b>	<b>\$14,850.00</b>		<b>\$14,550.00</b>	<b>11.45%</b>
15	Retainer (Semi)	\$5,200.00	\$ -	\$5,200.00	
16	Office / CIPP / Competition	\$3,000.00	\$ (600.00)	\$2,400.00	
17	WRFU meeting expenses	\$3,000.00	\$ -	\$3,000.00	
18	Travel to WRFU Meetings	\$500.00	\$400.00	\$900.00	
19	Communications	\$150.00	\$50.00	\$200.00	
20	Web Page	\$300.00	\$ (50.00)	\$250.00	
21	National Directory	\$600.00	\$ -	\$600.00	
22	Youth Development Officer(s)	\$500.00	\$ (500.00)	\$ -	
23	New Team Development (Cipps)	\$1,600.00	\$ (100.00)	\$1,500.00	
24	USA Web site Upgrade	\$ -	\$500.00	\$500.00	
25	Cipp Collection Fee's	\$ -	\$ -	\$ -	
			<b>\$(300.00)</b>		
<b>Competitions</b>	<b>9.40%</b>	<b>\$11,000.00</b>		<b>\$11,500.00</b>	<b>9.05%</b>
26	Equipment	\$3,500.00	\$ (1,000.00)	\$2,500.00	
27	Host Awards	\$3,000.00	\$1,000.00	\$4,000.00	
28	Travel Costs / Competitions	\$3,500.00	\$(500.00)	\$3,000.00	
29	Field Rental	\$1,000.00	\$1,000.00	\$2,000.00	
			<b>\$500.00</b>		

<b>Referee Society</b>	<b>14.53%</b>		<b>\$17,000.00</b>		<b>\$18,000.00</b>	<b>14.17%</b>
30	WRFU Referee's		\$16,000.00	\$ (4,000.00)	\$12,000.00	
31	WRFU Referee Development		\$ -	\$5,000.00	\$5,000.00	
32	Referee Scheduler - (Semi)		\$1,000.00	\$ -	\$1,000.00	
				<b>\$1,000.00</b>		
<b>All Star Teams</b>	<b>36.15%</b>		<b>\$42,300.00</b>		<b>\$43,600.00</b>	<b>34.32%</b>
33	Senior Men - Wolf		\$12,000.00	\$ -	\$12,000.00	
34	Senior Men - Travel		\$400.00	\$ -	\$400.00	
35	Men's Collegiate - Cortez		\$8,800.00	\$ (800.00)	\$8,000.00	
36	Men's Collegiate - Travel		\$400.00	\$ -	\$400.00	
37	Men's Seven's - McPhail		\$2,200.00	\$300.00	\$2,500.00	
38	Senior Women - Coates		\$9,300.00	\$700.00	\$10,000.00	
39	Senior Women - Travel		\$400.00	\$ -	\$400.00	
40	Women's U23 - George		\$5,000.00	\$1,000.00	\$6,000.00	
41	Women's U23 - Travel		\$400.00	\$ -	\$400.00	
42	Women's Sevens - TBN		\$2,200.00	\$300.00	\$2,500.00	
43	Jersey repair & replacement		\$1,200.00	\$ (200.00)	\$1,000.00	
				<b>\$1,300.00</b>		
<b>Programs</b>	<b>14.10%</b>		<b>\$16,500.00</b>		<b>\$16,500.00</b>	<b>12.99%</b>
44	Grants / Clinics		\$2,500.00	\$ -	\$2,500.00	
45	Special Projects		\$2,000.00	\$ -	\$2,000.00	
46	Player Development (Seniors)		\$4,000.00	\$ -	\$4,000.00	
47	Youth Development (U19 & U23)		\$8,000.00	\$ -	\$8,000.00	
				<b>\$ -</b>		
<b>Other</b>	<b>6.54%</b>		<b>\$7,650.00</b>		<b>\$14,800.00</b>	<b>11.65%</b>
48	Bounced Checks / Collections		\$150.00	\$(100.00)	\$50.00	
49	Equity Spending		\$7,500.00	\$6,500.00	\$14,000.00	
50	LA Sevens Tickets / Etc		\$ -	\$750.00	\$750.00	
51	Other Expense not yet defined		\$ -	\$ -	\$ -	
	<b>Total Expenses</b>		<b>\$117,000.00</b>	<b>\$7,150.00</b>	<b>\$127,050.00</b>	
						<b>100.00%</b>

The budget received tentative approval by voice vote on a motion by Sexton and seconded by Smith. The final budget will be sent out for consideration and approval by email ballot, after consultation with the referees regarding their program plans.

**Motion to Adjourn:** On a motion by Nelson, seconded by Smith, the meeting adjourned at 6:00 pm of the same day by a unanimous vote.

Respectfully submitted,  
 Rich Cortez  
 WRFU Secretary