

USA Ultimate Positions

| Staff | | | | | | | | | | | | | | | | | | | | | | | |
|-------|--|-----------------------------|---|----------------------------|----------------------|-----------------|----------------------|---------------------------|-------------------------|-------------------|--------------------------------------|--------------------|--------------------|---|-------------------------|--|-----------------------------|----------------------------|---------------------------------|---------------------------------|--|-----|--------------|
| | National Director / Executive Director | Managing Director | Treasurer / Finance Dir / Mgr Admin&Finan | Director of Int'l. Affairs | Archivist | Legal Counsel | Dir. of Mkt. & Comm. | Newsletter Editor | Dir. of Comm / PR/Media | Mgr. New Media | Director of Membership & Sport Devel | Membership Manager | Membership Manager | Dir. of Compel (DoC) / Dir. Championships / Man. Dir. Comp. & Athl. | Natl Event Coord. (NEC) | Mgr. Champ Series/ Mgr. Comp.&Ath. Prog. | Dir. Education and Training | Director Youth Development | Mgr., Education and Youth Prog. | Mgr., Education and Youth Prog. | Mgr. Champ Series/ Mgr. Comp.&Ath. Prog. | | |
| 1979 | Tom TK Kennedy | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1980 | Tom TK Kennedy (ND) | --- | Tom Kennedy | --- | --- | --- | --- | Tom Kennedy | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1981 | Tom TK Kennedy (ND) | --- | Carney Foy | --- | --- | --- | --- | Tom Kennedy | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1982 | Tom TK Kennedy (ND) | --- | Carney Foy | --- | --- | --- | --- | Tom Kennedy | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1983 | Brian Murphy(ND) | --- | Carney Foy | --- | --- | --- | --- | Jeff Durra | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1984 | Brian Murphy(ND) | --- | Carney Foy | --- | --- | --- | --- | Bart Merrill | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1985 | Brian Murphy(ND) | --- | Carney Foy | --- | --- | --- | --- | Bart Merrill | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1986 | Gary McGivney (ND) | --- | Carney Foy | --- | --- | --- | --- | S. Goodwin / S. Scoggin | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1987 | Gary McGivney (ND) | --- | Carney Foy | --- | --- | --- | --- | Shelly Scoggin | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1988 | Robert 'Nob' Rauch (ND) | --- | Carney Foy | --- | John Caporali | --- | --- | Shelly Scoggin | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1989 | Robert 'Nob' Rauch (ED) | Kathy Pufahl | Carney Foy | --- | John Caporali | Brian Murphy | --- | S. Scoggin / Kathy Pufahl | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1990 | Robert 'Nob' Rauch (ED) | Kathy Pufahl | Carney Foy | --- | John Caporali | Brian Murphy | --- | Kathy Pufahl | Andy Borinstein | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1991 | Neal Dambra (ED) | --- | Carney Foy | --- | John Caporali | Brian Murphy | --- | Cindy Fisher | Andy Borinstein | --- | --- | --- | --- | Mark Licata | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1992 | Neal Dambra (ED) | Cindy Fisher* | Carney Foy | --- | John Caporali | Brian Murphy | --- | Cindy Fisher | Andy Borinstein | --- | --- | --- | --- | Mark Licata | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1993 | Cindy Fisher (interim) | Cindy Fisher* | Carney Foy | --- | John Caporali | Brian Murphy | --- | Cindy Fisher | Andy Borinstein | --- | --- | --- | --- | Mark Licata | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1994 | Steve Goodfriend (ED) / Cindy Fisher (interim) / Holly Larsson (interim) | Cindy Fisher* | Carney Foy | --- | John Caporali | Brian Murphy | --- | Bill Penrose | J.R. Reynolds | --- | --- | --- | --- | Sholom (Eric) Simon | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1995 | Holly Larsson Mills (ED) / Jay Cohen (interim) | Cindy Fisher* | Carney Foy | --- | John Caporali | Brian Murphy | --- | Bill Penrose | J.R. Reynolds | --- | --- | --- | --- | Sholom (Eric) Simon | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1996 | Bob Byrne (ED)* | Cindy Fisher* / M. Guiletz* | Carney Foy | --- | John Caporali | Brian Murphy | --- | Frank Defazio | Bill Penrose | J.R. Reynolds | --- | --- | --- | Eric Simon / Rex O'Quinn | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1997 | Bob Byrne (ED)* | Michael Guiletz* | Carney Foy | --- | John Caporali | Brian Murphy | --- | Frank Defazio | Michelle Orton | woman in D.C. ??? | --- | --- | --- | Rex O'Quinn | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1998 | Bob Byrne (ED)* | Michael Guiletz* | --- | --- | John Caporali | Brian Murphy | --- | Frank Defazio | Michelle Orton | woman in D.C. ??? | --- | --- | --- | (handled by NOD) | Butch Brown | --- | --- | --- | --- | --- | --- | --- | --- |
| 1999 | Bob Byrne (ED)* | Michael Guiletz* | --- | --- | John Caporali | Brian Murphy | --- | Frank Defazio | Michelle Orton | woman in D.C. ??? | --- | --- | --- | (handled by NOD) | Butch Brown | --- | --- | --- | --- | --- | --- | --- | --- |
| 2000 | Joey Gray (ED)* | Michael Guiletz*+2 mos | --- | --- | --- | --- | --- | Joey Gray | --- | --- | --- | --- | --- | (handled by NOD) | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2001 | Joey Gray (ED)* | --- | --- | --- | --- | --- | --- | Joey Gray | --- | --- | --- | --- | --- | Will Deaver* | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2002 | Joey Gray (ED)* | --- | --- | --- | --- | outside counsel | --- | J.Gray/ S. Kurth* | Stephanie Kurth* | --- | --- | --- | --- | Will Deaver* | --- | --- | --- | --- | --- | --- | Kyle Weisbrod* (6 mos) | --- | --- |
| 2003 | Sandie Hammerly (ED)* | --- | --- | --- | --- | outside counsel | --- | Stephanie Kurth* | Stephanie Kurth* | --- | --- | --- | --- | Will Deaver* | --- | --- | --- | --- | --- | --- | Kyle Weisbrod* | --- | --- |
| 2004 | Sandie Hammerly (ED)* | --- | --- | --- | --- | outside counsel | --- | S. Kurth* / M. Degnan* | S. Kurth* / M. Degnan* | --- | --- | --- | --- | Will Deaver* | --- | --- | --- | --- | --- | --- | Kyle Weisbrod* | --- | --- |
| 2005 | Sandie Hammerly (ED)* | --- | --- | --- | --- | outside counsel | --- | Michael Degnan* | Michael Degnan* | --- | --- | --- | --- | Will Deaver* | --- | --- | --- | --- | --- | --- | Kyle Weisbrod* | --- | --- |
| 2006 | Sandie Hammerly (ED)* | --- | --- | --- | --- | outside counsel | --- | Ryan John* | Ryan John* | --- | --- | --- | --- | Will Deaver* | --- | Matthew Bourland* | --- | --- | --- | --- | Kyle Weisbrod* | --- | --- |
| 2007 | Sandie Hammerly (ED)* | --- | --- | --- | --- | outside counsel | --- | Ryan John* / open | Ryan John* / open | --- | --- | --- | --- | Will Deaver* | --- | Matthew Bourland* | --- | --- | --- | --- | Meredith Tosta* | --- | --- |
| 2008 | Sandie Hammerly (ED)* | --- | --- | --- | --- | outside counsel | --- | Kelly Kneib* | Kelly Kneib* / open | --- | --- | --- | --- | Will Deaver* | --- | Matthew Bourland* | --- | --- | --- | --- | Meredith Tosta* | --- | Byron Hicks* |
| 2009 | Sandie Hammerly (ED)* / Tom Crawford (CEO)* | --- | --- | --- | --- | outside counsel | --- | Kelly Kneib* | open / Chuck Menke* | --- | --- | --- | --- | Will Deaver* | --- | Matthew Bourland* | --- | --- | --- | --- | Meredith Tosta* | --- | Byron Hicks* |
| 2010 | Tom Crawford (CEO)* | --- | --- | --- | Ben Barnes (acting) | outside counsel | --- | Andy Lee* | Andy Lee* | --- | --- | --- | --- | Will Deaver* | --- | Matthew Bourland* | --- | --- | --- | --- | Meredith Tosta* | --- | Byron Hicks* |
| 2011 | Tom Crawford (CEO)* | --- | Julia Echterhoff | --- | M. Bourland (acting) | outside counsel | --- | Andy Lee* | Andy Lee* | --- | --- | --- | --- | Will Deaver* | --- | Michelle Nyr* (partial) | --- | --- | --- | --- | Meredith Tosta* (part) | --- | Baker Pratt* |
| 2012 | Tom Crawford (CEO)* | --- | Julia Echterhoff | --- | M. Bourland (acting) | outside counsel | --- | Andy Lee* | Andy Lee* | --- | --- | --- | --- | Will Deaver* | --- | Michelle Nyr* (partial) | --- | --- | --- | --- | Meredith Tosta* (part) | --- | Baker Pratt* |

| Staff | | | | | | | | | | | | | | | | | | | | | | | |
|--|------------------------------|---------------------------|------------------------|----------------------------|------------------------|--------------------------|--------------------------|---------------------|----------------------------|------------------------------|------------------------------|------------------------------|---------------------------|------------------------|------------------------|--------------------------|------------------------|-----------------------------|---------------------------|----------------------------|-----------------------|-----------------|------------------------|
| People Holding Position Longest thru 2011: | | | | | | | | | | | | | | | | | | | | | | | |
| Volunteer | Bob Byrne 4 years | Cindy Fisher 4.5 years | Carney Foy 17 years | Andy Borinstein 7 years | John Caporali 8 yrs | Brian Murphy 13 years | Frank Defazio 5 years | multiple 3 years | Andy Borinstein 4 years | Stephanie Kurth 2.5 years | Stephanie Kurth 2.5 years | Matthew Bourland 2+ years | Melanie Byrd 8.5 years | Anna Schott 4+ year | Anna Schott 4+ year | Will Deaver 11+ years | Butch Brown 2 years | Matthew Bourland 5 years | Meredith Tosta 1+ year | Kyle Weisbrod 4.5 years | Baker Pratt 1 year | Mike Lovinguth* | Byron Hicks 4+ year |
| Salaried | Sandie Hammerly 6.5 years | | | | | | | | | | | | | | | | | | | | | | |

* Salaried position

+ currently in position

* Salaried position

+ currently in position

* Salaried position