

Sunday, February 24, 2013

Conference Call at Sunday February 24, 2013; UK, POR- 14:30; GER- 15:30; RSA - 16:30; USA NY, VA, MI – 09:30; USA CO, AZ - 07:30; USA CA, CAN BC - 06:30; Japan - 23:30; Taiwan - 22:30.

Board members present:

Robert "Nob" Rauch, Thomas Griesbaum, Sandie Hammerly, Patrick van der Valk, Si Hill, Michael Hu, Ryan Scott (as of 14:56h UTC,), Kevin Givens (by Proxy assigned to Griesbaum for certain decisions, and implied abstention on all other voting matters).

Also attending: Volker Bernardi, Executive Director, non-voting.

Board members absent or excused:

Brian Gisel, Fumio Morooka, Jack Cooksey, Kate Bergeron, Ryan Purcell (non-voting).

Call to order

The quorum is reached with 7 members being present including the Proxy by Givens, and with 8 members being present after Ryan Scott joined.

Report by the President

President Rauch welcomed all Board members and thanked them for joining the conference call. The meeting would be conducted following a revised agenda format per the suggestion of board members, moving the important discussions requiring votes to the beginning of the agenda with reports and updates at the end, instead of organizing on standard topical lines. The top priority issues for the meeting are the approval of certain new policies and discussions/voting on the new commissions proposed to the Board.

Previous Minutes

The revised Minutes of the meeting in New York of November 3/4, 2012, and of the meeting on December 16, 2012, and the new Minutes of the meeting on January 27, 2013 had been circulated to the Board members.

Hill noted that 136 teams had participated in WUCC 2010 (Prague) and asked that this be corrected on page 2 second paragraph in the November Minutes.

Meeting of November 3-4, 2012 (revised): the Board approves the Minutes with 6 yes votes and 1 abstention.

Meeting of December 16, 2012 (revised): the Board approves the Minutes with 5 yes votes and 2 abstentions.

Minutes of January 27, 2013 (new): the Board approves the Minutes with 5 yes votes and 2 abstentions.



Decisions between meetings

Proposal to the Board of Directors: The Frisbee Sport Federation of Iceland (FSFI) has applied for regular WFDF membership. You are asked for an expedited review and your vote on this issue for the application to be sent to Congress as soon as possible. Result: The proposal was accepted. Approve 9, No 0, Abstain 3, Total voting: 12 members. 19 February 2013

Proposal to the Board of Directors: The Uganda Ultimate Frisbee Association (UUFA) has applied for regular WFDF membership. You are asked for an expedited review and your vote on this issue for the application to be sent to Congress as soon as possible. Result: The proposal was accepted. Approve 11, No 0, Abstain 1. Total voting: 12 members. 15 February 2013

Van der Valk requested that for all assigned tasks we should keep track of what the Board members need to do and suggests using Asana systems (Asana.com) to facilitate the task management.

On the US Open, Van der Valk requested information whether the WFDF SOTG scoring system will be used during the event as discussed during the last Board meeting. Rauch indicated that this had not been nailed down yet but that USAU is looking for specific input from WFDF. Van der Valk stated that the feedback from US players is that it takes too long to fill in the WFDF SOTG scores and that we may be able to use the US Open as a teaching opportunity and to get further feedback on the issue.

Ultimate Events

Bid from Brazil (FPD) PAUCC 2013

The Proposal from FPD (Brazil) is the only complete bid that has been submitted for the PAUCC 2013 event. The Ultimate Committee have reviewed and recommended the bid to the Board for approval. Si Hill stated that the bid looks solid and Van der Valk recommended having a discussion with the organizers on the role of SOTG and making sure the event will use the SOTG sheets.

Rauch proposed to approve the bid, seconded by Hill, accepted unanimously.

Bernardi will arrange the contract to be signed with FPD as soon as possible.

WFDF Governance

IOC Recognition Application Update

Rauch asked the Board members to look through the additional evaluation criteria questionnaire for the IOC application and pass on any remarks within the next week so that the final draft can be prepared.

On the objectives for the meeting, Rauch stated that he wanted to approve the proposed policies during this meeting and to approve the establishment of the proposed of the commissions and their members. If possible, the Board would review all the specific



candidates and try to come to a consensus today.

Hammerly inquired how the candidates had been identified, and Bernardi and Rauch indicated that it was through a combination of inquiries to Member associations or by the active work or reputation of the specific individuals in the particular areas covered by the respective Commissions.

Rauch started with a review of the draft of the questionnaire. Although the IOC had informed us that we only need to respond to the additional 26 evaluation criteria, he asked Bernardi whether it would it be better to submit all responses in the new format, using this to update our answers from last year. Bernardi confirmed that the IOC Sports Department wanted this questionnaire merely as an update, and there was no need to incorporate the previous answers into the new questionnaire. Any updates on the first questionnaire would be submitted as comments in the new document. Bernardi strongly advised that we try to send our document in advance of the deadline and asked that each Board member respond by March 1 whether or not they had any comments, suggestions, or questions. Rauch asked Bernardi to make sure that the questionnaire from last year was reviewed to see which responses needed to be updated.

Approval of WFDF 2013 policies (revised)

Code of Ethics (revised)

Van der Valk referred to page 62 of the briefing book and highlighted that section B1 of the proposed Code of Ethics stated that "getting money from an event" is forbidden. He agreed that Board members or decision makers should not be allowed to get money to support a particular bid but if Board members work for events this should be allowed. Hammerly confirmed that, the way it was currently written, it would not allow such a stipend. Rauch indicated that this provision should work consistently with the Conflict of Interest (COI) policy, and that the draft language should be amended in the Code of Ethics to provide for a review and approval on such arrangements (with appropriate transparency and disclosure). The Board agrees to amend the language to B1 of the Code of Ethics along those lines.

(Ryan Scott joins the meeting)

Rauch proposed to approve the Code of Ethics with such new provision. The Board approved the policy with 2 abstentions and no objections.

Rules against betting and match-fixing (revised)

Rauch proposed to approve the **WFDF Rules against Illegal and Irregular Betting and Match-fixing**. The Board approved the policy with 1 abstention and no objections.

Code of Conduct on sports betting integrity (revised)

Rauch proposed to approve the WFDF Code of Conduct on Sports Betting Integrity for Athletes, Officials and Event Participants. The Board approved the policy with 1 abstention and no objections.



Guidelines for Conduct of the Athletes' Entourage (revised)

Rauch proposed to approve the **WFDF Guidelines for Conduct of the Athletes' Entourage**. The Board approved the policy with 1 abstention and no objections.

WFDF Conflict of Interest Policy (NEW)

Van der Valk asked whether Commission members also have to complete a conflict of interest statement or was it only for Board, staff and Committee members with decision-making authority? Rauch replied that Commission members would have no decision-making power so this would not be applicable. If a Committee could make a decision on spending money then they would have power delegated by the Board and would have to comply with the requirements.

Rauch proposed to approve the Conflict of Interest Policy. The Board approved the policy with 1 abstention and no objections.

Rauch noted that these additional policies should improve WFDF's transparency and governance standards even further.

Hill asked whether if one felt they had a conflict of interest, should they fill in a form? For example, he as paid staff person for UK Ultimate could have a COI. Rauch indicated that as a Board member he would fill out the disclosure statement and then the Ethics Commission would review it, but that he does not expect to see a major change to the ways our current COI statement upon elections would be considered. The main difference would be that the new form would be done annually and would be more formally reviewed.

Hammerly added that, when Hill ran for Board, he acknowledged the potential COI and the Nominating Committee reviewed and did not note any concern. But in the future the Ethics Commission might be asked to review it if UKUA were to bid for a WFDF sanctioned event. Hammerly confirmed that going forward all Board members will be asked to update the form annually so we have the forms on file.

Approval of WFDF Commissions

Rauch explained that the introductions of four of the proposed Commissions are in response to the IOC request and that this prompted us to decide if it made sense to also develop a Youth in Sport Commission. After our last board meeting, Bernardi was charged with trying to identify suitable candidates for each commission. We have CVs from all proposed candidates. While we did not decide what should be the right size for the commissions we tried to find people interested in working in the various fields and people who have proven proficiency. At the beginning a one year arrangement is planned. These are advisory commissions to the Board and could help in implementing programs as well. While the full scope of the charge for these commissions is still being developed, we have had a positive experience from the Athlete's Commission.

Hammerly expressed concern that there had been no public announcement about the creation of these new Commissions and asked how individuals had been approached to apply for candidacy. Rauch explained that this was due to the short period of time given



to set up the commissions and that while strong candidates had been found for this year, the process would be opened up for subsequent years. A brief discussion ensued about the difference between "Commissions" and "Committees." It was noted that Commission is basically the term that is used by the IOC instead of the word Committee. It was also pointed out that the WFDF Bylaws allow the Board to name committees, but only the chairs of the disc sport committees are mandated to have a position on the Board. Hill complimented Bernardi on doing an unbelievably good job in identifying qualified candidates in a very short time.

In talking about the general structure of the Commissions, Rauch stated we would want to have at least one Board member to be member of each Commission to ensure that there was an understanding of the overall business of WFDF in any Commission discussions. Other objectives would be to have geographic diversity and representation of various disc disciplines. Rauch asked that each Commission be charged with electing a chair in their first meeting. In terms of the number of members, it was agreed that there is no ideal number, as we will need to balance diversity with the unwieldiness of Commissions that become too large.

Women in Sport Commission

Bernardi indicated that there many qualified candidates for this Commission, and that all of them were excited to be part of the Commission. For the initial group the board agreed that taking a more inclusive approach made sense.

Rauch proposes to establish the Women in Sport Commission with 11 members listed below, charging them with meeting and reporting by April 30. Second: Hammerly. The Board approved the Women in Sport Commission with 1 abstention and no objections:

- Bergeron, Kate (USA, Americas) WFDF Board member
- Gangemi, Melissa (AUS, Oceania) fmr President AFDA Australia
- Huicochea, Mariel (MEX, Americas) fmr President of AJUM Mexico
- Houtrow, Beth (KOR, Asia) Vice President KUPA South Korea
- Kalpala, Jarna (FIN, Europe) EUF Women's co-ordinator
- McCullough, Melanie (PAN, Americas) President AUFP Panama
- Richter, Marlise (RSA, Africa) nominated by SAFDA South Africa
- Schacht, Valeska (GER, Europe) nominated by DFV Germany, ECBU Women's Masters
- Tekamp, Wendi (CAN, Americas) member Competition Committee Ultimate Canada
- Tong, Apple (HKG, Asia) President HKUPA Hong Kong
- Withers, Adriana (CAN, Americas) Founder and President VC Ultimate

Hammerly commented that no one on the Commissions represented disc sports other than Ultimate. Rauch asked Bernardi to approach Givens and Cooksey to see if they would propose anyone. For Guts, Scott mentioned that Japanese women play Guts, although it is not active in the USA, and said he would approach Japan for a possible candidate.

Entourage Commission

Rauch stated that this Commission may not seem important today but will likely become more relevant over the time. Candidates were reviewed and it was indicated that Givens had volunteered to participate as the board contact in this Commission.



Hammerly asked whether a team manager should also be on the list. Hill indicated that our most active entourages currently are those that accompany youth teams. It suggested that Bernardi solicit Australia for a candidate, indicating we are looking for someone with expertise in travelling with youth teams. For our youth teams an Entourage group (i.e. managers, chaperones, etc) is essential, so this is a valuable way to improve the Entourage group's perspective

Rauch proposed to approve of the establishment of the Commission with the proposed group mentioned below (and additionally ask Australia about a Youth entourage person), seconded by Si Hill. The Board approved the composition of the Commission with one abstention and no objections.

- Cruickshanck, Jeff (CAN, Americas) coaches
- Givens, Kevin "Skippy" (USA, Americas), WFDF Board Member
- Nuwer, Jamie (USA, Americas) physicians, to be confirmed
- Partridge, Laura (GBR, Europe) physiotherapists
- Dr. Otto, Bernhard (GER, Europe) scientists

Ethics Commission

Rauch explained that the IOC rules request that this commission be composed of individuals largely completely independent from WFDF. We will also try to profit from outside perspectives in reviewing our policies and procedures. This Commission will make recommendations to the Board for final decisions, per Article II, Section 5 of the Conflict of Interest Policy, which states "Any final decision on sanctions or actions will be taken by the WFDF Board of Directors based on the procedures of the WFDF Conduct Policy."

Rauch proposed to approve of the Ethics Commission in the proposed structure, seconded by Si Hill. The Board approved the Ethics Commission with 1 abstention and no objections.

Chair:

- WFDF President - Robert "Nob" Rauch (USA)

Members:

- Palmer, Richard, OBE, CBE (GBR)
- Prof. Dr. Preuss, Holger (GER)
- Dr. Schnitzer, Martin (ITA)
- Prof. Seguin, Benoit (CAN)

Sport for All / Development Commission

Van der Valk suggested that this Commission should include representatives of other disc sports .

Rauch proposed to go forward with the following slate of candidates to be supplemented with one or two additional individuals suggested by Givens (freestyle) and Cooksey (overall), seconded by Van der Valk. The Board approved the Commission in the composition as proposed with 1 abstention and no objections.

Chair: WFDF Board of Directors member – Brian Gisel, approved by the Board of Directors in November 2012 **Members:**

- Fourcampre-Maye, Patrick (UAE – Asia - Middle East)



- Furlan, Andrea "Oddi" (ITA, Europe) EUF President nominated by EFDF and EUF
- Gottschalk, Martin (ARG, South America, South)
- Labuscagne, Nic (RSA, Africa Central/South English speaking area)
- Loreto, Jesus (VEN, Americas Central/South, Caribbean)
- Matovu, Alex "Queenie" (UGA, Africa Central/North)
- Prof. Morooka, Fumio (JPN, Asia-Oceania) board member, nominated by AFDF Asia

Youth and Sport Commission

Rauch proposed to accept the establishment of the commission with the following slate of candidates, seconded by Sandie Hammerly. The Board approved the Commission with 1 abstention and no objections.

- Booth, Tiina (USA, North America)
- Delafortrie Eric (BEL, Europe)
- Kendall, Mark (USA, North America)
- Lucisano, Dario (ITA, Europe)
- Prof. Morooka, Fumio (JPN, Asia) board member, proposed by AFDF
- Rodriguez, Luis (COL, Americas)
- Smyth, Dominick (IRL, Europe)
- Tapuach, Dan (ISR, Europe)

Peace and Sport - Colombia proposal (Rauch)

Rauch proposed to support a project in Colombia being sponsored by Peace and Sport and being implemented with our member association AJUC. They intend to establish a program in Cali that will operate initially from March through July, culminating in a program around the World Games. With the work that had been done through Ultimate Peace around the Pan American Ultimate Championship in Medellin in 2011, this in effect completes the Colombian development project begun just over two years ago. We had signed an MOU with P&S in April 2011.

The proposal reads: WFDF will contribute US\$1,500 in cash to AJUC / Peace and Sport to support their development program in Cali in 2013. WFDF will also make every effort to secure a disc sponsor and t-shirt sponsor for the event and, if we are unsuccessful, we will purchase the 300 discs and 200 t-shirts and donate them. Upon approval, the WFDF Executive Committee will negotiate the final budgets and work plan with AJUC/P&S to identify their "champion" and sort out how to support the local program with training.

Van der Valk asked what P&S knew about Ultimate and SOTG. Rauch stated that P&S knows of our sport and culture but relies on the local and international governing bodies to design and implement the on-the-ground program (see letter from Luis Rodriguez on page 154 of the briefing book). Van der Valk expressed concerns on whether there would be proper SOTG education and wanted to be sure there was a commitment in their program to this element. Rauch indicated that P&S looks to incorporate aspects of this into all their programs per their charter but that he would be in touch with our local representative to ensure proper training.

Hill requested clarification on the cost, which Rauch indicated depended on the deal that might be negotiated with providers. Hammerly has committed to put together an RFP to approach disc and t-shirt suppliers. Rauch indicated that customs duties would be covered under the project budget. Rauch noted that David Barkan of Ultimate Peace had outlined the differences between the approaches of the two organizations, with UP



operating on a project basis while P&S took more of an event focus. Nonetheless, with the World Games in Cali this summer and with UP unable to organize a project as they had previously planned, the project with P&S should be quite effective.

Rauch proposed to accept the proposal to support the project in Colombia. Seconded by Patrick van der Valk. The Board unanimously approved the proposal.

Hammerly asked whether the youth in the project would be given an opportunity to watch matches at the World Games and meet the players. Rauch stated that Peace and Sport would like to see this happen and is in talks with the local organizing committee on this and other support. Hammerly asked about publicity and reflected that it would be critical in attracting sponsors.

Ultimate Events

The World Games 2013: update / proposed WFDF officials

Rauch explained that WFDF has to allocate the 15 credentials which we have been provided by IWGA/CLOC for the World Games competitions as outlined on page 156 of the briefing book. There was a discussion of possible allocations. The president and executive director are not included in this 15. There was broad agreement on 10 of the allocations: WFDF Technical Delegate to TWG 2013 (Mauricio Moore); TWG Ultimate Events Co-ordinator/Spirit of the Games Co-ordinator (Si Hill); Womens' Representative WFDF General Staff and on the TRG (Sandie Hammerly); TWG Rules Co-ordinator (Rueben Berg); and one slot for each of the six participating team.

Other potential allocations that were discussed were: a media officer, a photographer, or a medical officer. We also discussed whether slots should be allocated to key sponsors or prospects. It was also discussed whether any available positions would be given to the teams and the cost savings shared among the six.

It was agreed that the working group would discuss further and make a recommendation to the board.

US Open

Rauch stated that Bernardi, Hill, Hammerly, and he had conducted a one hour conference call with USAU regarding the US Open. WFDF has committed to support USAU in identifying international competitors. Van der Valk reminded the group of the importance of obtaining agreement with USAU on using WFDF SOTG scoring system at the event. USAU are close to finalizing their broadcasting deal. Hill plans a follow-on call next week to agree on logistics and will make sure that SOTG will be discussed as well as the WUCC 2014 question.

Communications

Facebook



Rauch has initiated a campaign to increase Facebook 'likes" which has proved to be very successful, as we reached 13,027 "likes" just before the meeting. He had activated the Facebook page during WUGC just last summer and we had around 500 likes at year end. This now provides a much more direct communication link to the community and we continue to target more than 15,000 likes by the end of February. Any suggestions to improve the way he has managing the page are welcome.

Reports

Rauch referenced the various reports contained in the briefing book on events, finances, Annual Member Census, anti-doping, and the Athletes Commission.

Next Meeting

Proposed date: March 17 at 15:00h UTC. A poll on availability will be circulated soon.

Closing

The meeting closed at 17:15h UTC.

Submitted by Thomas Griesbaum, WFDF Secretary