

WFDF Congress

Saturday, June 24, 2017

Royan, France
Briefing Book

WORLD FLYING DISC FEDERATION

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April 24, 2017

Dear WFDF members:

We are providing this briefing book to give you information in advance of WFDF's Annual Congress, which is scheduled for Saturday June 24, 2017 in Royan in conjunction with the WFDF 2017 World Championships of Beach Ultimate.

Our Annual Congress is composed of several types of discussions. First, there are the business matters of the federation requiring voting approval of the members: approval of the proposed budget, acceptance of the financial statements, approval of the Auditor, the annual risk assessment, and approval of key play related matters. Second there are a variety of presentations made to apprise you of our activities: the Census, survey, various WFDF sanctioned events, the disc sport committees, the work of the Commissions, development work, and anti-doping issues. Finally, we like to encourage an open dialogue among the Members on various topics of interest. This year will feature a discussion around WFDF's participation in Olympic Movement Multi-Sports Games and our activities relating to consideration for the 2024 Olympic Programme. In part related to this, we will also be considering adoption of a revised set of Bylaws, the first major revision since 2008, and we look forward to getting your input on this and all matters during our session.

Although we are sending this version of the briefing book out now to meet the minimum notice periods on issues requiring votes, we will be sending a revised version in late May to provide additional background materials relating to issues for review and discussion as opposed to voting. We are in the midst of completing our audit and so we include the management accounting statement for 2016 for your review and expect to provide the full audited financial statements in the final briefing package.

As always, thanks for your support and I look forward to seeing many of you in Royan in June.

Very truly yours,



Robert "Nob" Rauch
President

WFDF 2017 Annual Congress Agenda

Royan, FRA, June 24, 2017, 07:30am - 12:00pm

Agenda Item	Presenter	Time	Vote	Page
1 Call to order	President	10 min.		
2 Roll call of National Associations present & confirmation of votes allotted	Executive Director / Secretary	5 min.		
3 2015 Congress Minutes (already approved)	Secretary	1 min.		4
4 Decisions taken by Congress between 2016 and 2017 Congresses	Secretary	1 min.		
5 Report by the President	President	10 min.		
6 Report by the Executive Director	Executive Director	10 min.		
7 Review of 2017 Member Census and 2016 Disc Community Survey	Executive Director / President	10 min.	X	18
8 IOC Recognition - Overview and Update - WFDF participation in Multi-Sport Games - international governance issues	President / Executive Director	40 min.		
9 WFDF Bylaws Revision	President	30 min.	X	33
10 Ultimate Committee Discussion Topics		45 min.		
a) General Update	Ultimate Chair			
b) Upcoming WFDF events: 2017	Ultimate Chair			
c) World Games 2017 - Presentation	WOC/Poland			
d) Continental Championships 2017: Africa, Asia/Oceania, PanAmerica, Europe	Ultimate Chair			
e) Ultimate events 2018: WMUCC, WUCC, WU24 (2017) and WJUC	Ultimate Chair			
f) Masters: American Masters Games Vancouver, World Masters Games Kansai	Ultimate Chair			
g) Beach Ultimate - General Update and World Beach Games	Beach Ultimate Chair			
h) Spirit of the Game - General Update	SOTG Chair			
i) Game Advisors	Ultimate Chair			
j) Other variations: Indoor, Wheelchair	Executive Director			
k) Other	Ultimate Chair			
11 Disc Sports other than Ultimate		30 min.		
a) General Update	President			
b) Disc Golf	Disc Golf Chair			
c) Freestyle	Freestyle Chair or TBD			
d) Overall/Field Events	Overall Chair or TBD			
e) Guts	Guts Chair			
f) WFDF governance issues relating to non-Ultimate Disc Sports	President			
12 Annual Risk Assessment	President	10 min.	X	57
13 WFDF Anti-Doping Program & WADA Compliance	Executive Director	10 min.		
14 Financial Report	Treasurer	10 min.	X	59
a) Year to date financial report				
b) Vote: Approval of 2018 budget				
c) Presentation of year end 2016 and interim 2017 reports				
d) Vote: Approval of 2017 Auditor				
15 Commission Reports		30 min.		
a) Athletes' Commission	Commission Chair			
b) Women's commission	Commission Chair			
c) Youth Commission	Commission Chair			
d) Sport for All/Development Commission	Commission Chair			
16 Continental Association Reports		15 min.		
a) Africa - AAFDF	AAFDF President-TBD			
b) Asia/Oceania - AFDF	AFDF President			
c) Europe - EFDF	EFDF President			
d) PanAmerica - PAFDF	PAFDF President-TBD			
17 Other Business	President	2 min.		
18 Adjournment	President	1 min.		
		270 min.	4,5 hrs	

WFDF 2016 Annual Congress - Minutes

London, UK, June 18, 2016, 10:00 a.m. - 3:30 p.m.

Beales Hotel Hatfield

1 Call to order

Rauch welcomed all participants at 10:15 hrs and after a round of introductions introduced the WFDF representatives and Board members as well as guests. The list of participants is annexed to the minutes as Annex 1.

2 Roll call of National Associations present & confirmation of votes allotted

Australia (5):	Simon Wood, Anson Chun
Austria (5):	Christoph Nurschinger
Canada (5):	Brian Gisel
Colombia (4):	Mauricio Moore
Czech Republic (2):	Petr Kotesovec
Egypt (1):	Ibrahim El-Sayed
France (5):	Ludovic Romano
Germany (5):	Volker Schlechter
Hungary (2):	Dániel Kovács
India (1):	Thara Natesan, Sneha Patil, Manickam Narayanan
Ireland (3):	David Ferguson, Jennifer Cooper
Japan (5):	Fumio Morooka, Yuta Saito
Latvia (1):	Reinis Otisons, Martins Taurenis, Janis Bernans
Lithuania (0):	Gintarė Petrauskaitė, Barbora Kundelytė
Mexico (2):	Andrea Moreno, Rolando Garcia
Netherlands (4):	Jos Verhoeven
People`s Republic of China (2):	Su Ken
Poland (1):	Maciej Antoniak
Portugal (1):	Sofia Pereira van der Valk
Qatar (0):	Caz Malone
Russian Federation (2):	Ekaterina Barabanova, Alex Shebunyaev
Singapore (4):	Joanne Soh I Ting, Emily Wong Shu Wei
South Africa (2):	Nicholas Zaloumis, Jay Hart
Spain (3):	Nicolas Chauveau
Sweden (3):	Paul Eriksson
Switzerland (4):	Isa Güttinger
United Arab Emirates (1):	Patrick Fourcampe-Maye
United Kingdom (5):	Graham Mynott, Si Hill
USAU (5):	Tom Crawford
USGPA (1):	Steve Taylor
Venezuela (2):	Fred Burke

Discraft presentation

Pad Timmons made a presentation on Discraft as WFDF partner and underlined that he would be on-site for the week of WUGC in an attempt to encourage the growth of youth Ultimate in all countries. He brought 600 free discs and will hand out packs of 10 to youth or anybody trying to get more Ultimate involved in their countries. In the past 5 years Discraft has had three discs (molds) approved for championship play and are now poised to go into retail stores in the USA. Timmons presented the JStars which are smaller Ultimate disc for Juniors (145g), similar to UltraStar.

3 2015 Congress Minutes (already approved)

Rauch presented the minutes of the 2015 Congress, which had been previously approved by Congress in an electronic vote.

4 Decisions taken by Congress between 2015 and 2016 Congresses

Rauch referenced the decisions taken by Congress since the 2015 Congress in London in the briefing book.

5 Report by the President

Rauch referenced his written report in the briefing book and gave a summary of the highlights of WFDF's development and work since the 2015 Congress. He welcomed the new staff Rob McLeod, Director of Communications and Global Media, and Tim Rockwood, Managing Director, Broadcasting and Marketing, the latter of whom is spearheading the Broadcast production for WUGC 2016. Rauch reported about the WFDF Beach Ultimate Development Grant inaugural program and the WFDF Development Grant Program awards which have been attributed for the second year and presented results of the Coaches clinics at all three Continental Championships. The BULA MOU was renewed in December 2015. PDGA terminated their membership in February 2016 but Charlie Mead had been named WFDF Disc Golf Committee Chair to reconstitute the committee. WFDF has approved of new World Record standards and policies in October. Slovakia became the 13th WFDF NGB recognized by their NOC in May 2016, joining Chinese Taipei, Finland, Hong Kong China, Hungary, Czech Republic, Japan, Netherlands, Norway, Poland, Sweden, Switzerland and the United States. On the commercial development Rauch explained the Broadcast plan developed and funded to live stream two dozen games and have TV broadcast in the US on CBS Sports Network and acknowledged the huge crowdfunding campaign which made that possible.

6 Report by the Executive Director

Bernardi referenced topics like Anti-Doping matters and good governance. The work with Multisport-Games organisations like the IWGA or IMGA has increased and WFDF is preparing the World Games 2017 event in Poland for which WUGC 2016 serves as a qualification event. Communications are conducted with the continental associations to give a better structure for regional communication in particular when it comes to development work. Bernardi asked for members to respond in a more timely matter to official communications and particularly event deadlines. He thanked the members for improving co-operation and communication during the last years.

Generally the administrative demands are getting heavier. Bernardi reported on the application procedure for additional events at the 2020 Tokyo Olympic Games in which WFDF unsuccessfully applied.

7 Review of 2016 Member Census

Rauch thanked the members for responding to the census in a timely manner and provided summary statistics. The highlight is the total number of active players which has grown from 134,000 to 146,000. These figures only show active players involved with NGBs but noted many more individuals are playing on a less competitive basis in leagues and schools, as well as informally.

8 IOC Recognition - Overview and Update - WFDF participation in Multi-Sport Games - international governance issues

Bernardi highlighted the IOC session 2015 in Kuala Lumpur where the session awarded permanent recognition to WFDF as an International Federation by presenting the official IOC video which can be found on YouTube under (<https://www.youtube.com/watch?v=e-sjlUeNbk>). He underlined that after many years of work this is not the end of the story but the beginning, as it opens up many possibilities. But on the other hand there are many duties as the IOC is likely to evaluate the status of the recognition from time to time and WFDF must not lose progress or good governance standards.

Rauch added that WFDF needs participation in Multisport Games as much as possible and the IWGA World Games are the biggest showcase for WFDF. In the Olympic Agenda 2020 there are provisions making TWG important for the evaluation of the future Olympic programme. Additional opportunities are World Masters Games and Universiade following World University Championships. Each event has its challenges but WFDF needs to look into the opportunities. The first edition of the ANOC World Beach Games are another example, although the initial event seems to be postponed to 2019.

Rauch underlined that WFDF is considering the impact on current events which is quite crucial, as the WFDF event schedule is already packed. WFDF will be trying to set up schedules as early in advance so that NGBs, athletes, and teams can plan.

On University World Championships, there might be a need to co-ordinate with WU24 but it must be mentioned that WFDF is not yet close to Universiades. But if WFDF becomes a part of the University Sport Movement managed by FISU there would be a need to adapt the schedule and stagger events. On Masters Games, Rauch reported that WFDF has split off Masters Clubs for 2018. But it will take at least until 2025 before WFDF could become part of World Masters Games so there would be time to plan ahead and set up a long range plan. There were requests to have the World Championships earlier in the year (like late June) and this seemed to work out well for this year's WUGC. Consequently events can be moved around in the event year.

Wood (AUS) requested a clarification on the events to which members need to send teams in order to qualify for events like the World Games. He also suggested that WFDF should get African and Asian countries more involved in Multisport Games as

this would help WFDF increase chances for the Olympics. Rauch confirmed that for World Beach Games the previous World Championships of Beach Ultimate are planned to serve as qualifier. For 2017 this might be too short a notice but the event most probably will be rescheduled.

He underlined that in 2013 before TWG at Cali, WFDF made efforts to develop the sport in Colombia to raise their quality as participants for their home World Games, a project which greatly worked out as Team Colombia narrowly missed a medal rank.

The same project is planned for Poland with a coaches training program, which also was conducted in Uganda (Africa) and Hong Kong (Asia) as well as in Cancun (America). WFDF is doing what is possible with limited resources.

9 Discussion Topic 1: Flying Disc as a Spectator Sport

Rauch introduced the topic by underlining that in today's world professional sports are seen as "entertainment" and bind IFs to "Knowing Your Fan, Understanding Your Consumer" principles. WFDF must think about finding a balance to not lose focus on current players and at the same time present Flying Disc sports to a larger audience. WFDF is somewhat tapped out in resources and to get to a new level there is a need for more resources and these cannot come from mainly the players any more.

The idea is building up a spectator base as that can support efforts to develop new revenues. WFDF should consider the possibility of broadening its horizons and developing a fan base while at the same time not losing focus on the best aspects of our sport. That includes appealing to local or national interests, building up loyalty, people who want to watch and support their local club. Examples are Team India sending a Women's team for the first time building up excitement beyond just the Ultimate community. Or a call from the New York Times saying that they see people playing and someone mentioned WUGC. WFDF needs to show them that we are credible and accessible.

Spirit of the Game (SOTG) is one of WFDF's best branding tools. He feels that the semi-pro leagues have it wrong with saying the sport needs referees. Game Advisors can keep the game moving while keeping the game in the hands of the players and WFDF must focus on basics. WFDF must realize that in particular the Tournament Organizing Committee in London is very well organized, but some countries don't have the resources like good fields, or the ability to implement well organized scheduling, transport, accommodations. WFDF is trying to help centrally with e.g. registration systems.

On building a fan base McLeod added that people root for players but some of the best Ultimate players are not the best speakers. Van der Valk commented that teams do better in appealing to players and mentioned the AUDL and the Dallas Roughnecks as example.

Rauch commented that getting fan support for a franchise can help. Rooting for local teams is what sports entertainment is all about, but a second aspect are the stories that can be told about the sport, mostly about individuals, but also on how a team has done over the years.

Wood asked whether WFDF is aiming to have flying disc as a globally watched sport. If so, WFDF might think about focusing on the live streaming of events as AFDA did it for an event and that was very cheap. Rauch responded that as an international body, WFDF's focus is on world/global events. The drawback about live streaming is that one only reaches those who already know to search for it, but coverage on broadcast networks attract people who flip through channels. Live streaming can be fairly cost effective, but a well-produced stream is still costly.

Rockwood mentioned that WFDF would need to significantly grow the sport for there to be a commercially attractive endemic audience. The 2016 WUGC streams of WFDF are not behind a pay wall (like in Lecco 2014 or Sakai 2012) and WFDF is doing a legacy broadcast next Saturday for free at EUTEL SAT 10a transponder at 18.00 hrs. He acknowledged the huge crowdfunding support given by the community.

Crawford commented that USAU has been pursuing this with ESPN for years and have a lot of data on what works and what does not. There is a need to get youth involved. USAU does a lot of live streaming but this does not really help grow the sport. USAU provides a high quality stream and games often have less than 1,000 viewers. They have invested time and money towards ESPN. For them to be successful getting a broadcast partner, they need to have a schedule set four years in advance as otherwise it is difficult to get anything contracted. And the networks want to know all details well ahead in time. Crawford emphasized that one must get way ahead with the schedule and he encouraged other NGBs to look for broadcast contracts. On the ESPN viewership in the USA, he commented that the summer is potentially of interest to the network but in fall there are many competing sport events and there is limited broadcaster interest.

Rauch commented that Universities are a good platform to get fans excited about a sport. But this is not only about TV broadcasts as there is a need to make events interesting for people to come as spectators with their kids and one must take care of kids at events. Just having eight games going on across a big open field is not that accessible to spectators. The next level would be to sell tickets and get more resources and focus on providing an entertainment experience.

Crawford responded that there are some tradeoffs and there must be a communication with teams so that they are prepared. USAU has Observers enforcing language and this has caused pushback from certain players. But if you have parents watching with their kids you must discourage foul language, even if some players feel it is part of the playing culture. Sani requested that these questions should be framed in the SOTG and one should make the players realize they have a responsibility for the spectators. On the question whether players can be heard by people watching it was underlined that if you look at pro sports coverage globally players get microphones as well as game advisors. This can be a turnoff for parents.

Perreira commented that on the one hand you want the fans to get to know and feel the players and at the same time you would restrict players' behavior. This is trying to sell not the reality and something is lost for both. As such this is not suitable. Rockwood responded that in several sports athletes being sponsored sign an ethics clause within their contract. You need to behave like an adult, otherwise you won't get sponsored

Güttinger reported that in Switzerland the SUA is dealing with such questions as they got a sponsorship contract and it happens that people don't want a certain logo or don't want to participate in a video for the sponsor. Players sometimes need to adjust their attitude if they want the benefits of financial support, stated Rauch, and there is a need to communicate to the players that they are expected to behave well.

Kalpala reported that in Finland they have made progress with Broadcasting. They started with Juniors and needed to make contracts with them through their parents. They told the players that when representing their country one must behave well. Last year a Finnish broadcasting partner attended EUC and checked to see if every player was aware of such clause.

Petz mentioned that players are sometimes afraid that their sport might change but ÖFSV tells them that if they want to benefit then they also have duties and making player contracts is a good way to communicate this.

Crawford asked whether WFDF has explored co-operation opportunities through the new Olympic channel network. OC needs content and now is the time to get on it. Bernardi confirmed that WFDF has discussed with the IOC whether non-Olympic sports could join the network and it was confirmed that all recognized IFs and their sports can and should contribute and this does not end the existence and co-operation with the World Games channel.

VC Ultimate presentation

Adriana Withers was invited to give a presentation as WFDF Merchandise and Apparel partner VC Ultimate. Rauch thanked VC for their support during the last year. Withers reported on the official supplier partnership with WFDF which exists since 1.5 years and acknowledged the growth of the sport. VC does the event merchandise and is supporting WFDF in any way they can.

Attending continental events is difficult but VC found a good solution to get WFDF merchandise with pre-orders for the Asian championship. They started a new initiative with Disc Golf and they are doing the team world disc golf event in Vancouver.

Hill thanked Withers and VC for the co-operation at last year's event and at WUGC 2016.

10 Ultimate Committee Discussion Topics

a) General Update

Gisel reported that WFDF has now a more packed event schedule but it is WFDF's intention to increase possibilities to play Ultimate in the World. Results show up immediately and as an example he highlighted the regular participation of UPAL India in WFDF events.

b) Upcoming WFDF events: 2016 - WUGC and WJUC report

Gisel reported that WFDF is looking forward to WUGC as best world championship event ever.

WJUC will be held in Poland in August and the preparations are looking fine.

c) World Games 2017 - Presentation

Gisel reported that WUGC 2016 serves as qualification event for the Ultimate event of the 2017 World Games, which will be staged in Wroclaw (POL) from 20 to 30 July 2017. The qualification will be decided based on the finishing positions of the teams in Open, Women's and Mixed divisions with a new tie breaker which is the standing of the Mixed division. Six teams will participate with Poland as host nation qualified automatically, with the remaining five spots to be earned.

Bernardi added that the Ultimate event of the World Games will be held from 18/19 July (depending on the jet-lag arrival day for teams from outside of Europe) to the departure day on 24 July 2017. The Competition Manager is Polish Federation President Michal Dul.

A political shift in Poland has impacted the venue master plan as the local organizers must use now venues owned by the government or the city of Wroclaw. This is why a new venue is proposed which belongs to the University of Physical Education in Wroclaw (AWF), the Marsowe fields venue. But WFDF will not have reliable information until end of August 2016, when the 2nd Competition Managers meeting is held and when WJUC is finished as a test event, where we will be checking on the quality of the artificial turf on the field being proposed for the event.

Team sizes for Ultimate will include 6 teams with 14 athletes and one coach each with arrival on 18 or 19 July depending on the travel distance, a training day on 20 July, games being staged from 21 to 23 July. and departures on 24 July. This schedule will not be changed even if a new venue is approved by WFDF.

The report was followed by a presentation of Maciej Antoniak, who works as Team manager of Poland Mixed on behalf of Competition Manager Michal Dul. He reported that this event is a lifetime opportunity for a small federation like Poland and the Team is trying to develop skills as much as possible to stage a good home event.

d) Continental Championships 2017: Africa, Asia/Oceania, PanAmerica, Europe

EUFC reported that in 2017 there will be the next edition of the European Ultimate Masters Club Championship (EUMCC). The EUFC Club Championship in the Masters divisions is played every 4 years. The EUFC Board has decided to hold the Masters divisions separate in time and location from the divisions without age limits.

Continental Championships sanctioned by WFDF will be held in 2017 in Manila (PHI) for Asia/Oceania and Buenos Aires (ARG) for PanAmerica. The African event will be held in Nairobi (KEN).

e) Ultimate events 2018: WMUCC, WUCC, WU24 (2017) and WJUC

Gisel reported that WFDF aims to announce its major events at least 24 months in advance. The WMUCC will be held in Winnipeg in 2018 and the applications for other events are under review. WUCC and WJUC are well going through an event review phase and results are expected to be announced by July/August 2016. Gisel was very satisfied with the high quality of all bids.

WUCC have become too big to run and even WUGC has gotten much larger than WFDF ever expected, so it had been decided to separate out the Masters division from the other divisions, which will permit more teams to participate while keeping logistics manageable. The bid from Winnipeg in Canada is very strong and they possess a great Ultimate community and organizing experience.

f) Masters: American Masters Games Vancouver, World Masters Games Kansai

Gisel reported about WFDF's participation in the American Masters Games in Vancouver (CAN) at the end of August until 4 September 2016 as a demonstration sport. Vancouver is asking for at least 500 athletes attending which would be some 25 teams. It is unlikely we could achieve this with such short notice but Gisel is asking for interest now and expects to decide whether to move forward by end of June.

On the 2021 Kansai World Masters Games Morooka informed that WFDF was not able to include Flying Disc as a sport but a demonstration event would be likely.

In response to a question by Woods, Gisel responded that it is unlikely that Masters will be able to further participate at WUGC and even without Masters WFDF might be forced to stage qualification rounds.

g) Beach Ultimate - General Update and World Beach Games

Van der Valk reported about the renewal of the Memorandum of Understanding between WFDF and BULA for the next 4 years. The next WCBU will be held from 18 June 2017 in Royan (FRA). In 2011 there were 1,000 players participating and WCBU 2017 should hit the mark of 1,500 players.

The WFDF Beach Ultimate Committee was rejuvenated and van der Valk is still looking for someone from Spain to be added as a Committee member.

The 2016 Beach Ultimate Grants were awarded to the Philippines (Youth), Venezuela (small fishing villages, sports for kids) and a Beach Ultimate events for Women in Lisbon and India.

The World Beach Games were expected for 2017 but now it looks like they will be pushed back to 2019. WFDF will need to decide on the qualification procedure. The Beach committee is reviewing how the SOTG rating might be taken into consideration.

h) Spirit of the Game - General Update

Moore reported that he took over the office as SOTG Sub-Committee chair from van der Valk in January 2016. SOTG is formalized in Ultimate but the Sub-Committee is looking into expanding this into other Flying Disc sports. They are consolidating the Committee with some people stepping down and are trying to expand to more countries like Colombia and South Africa. They are creating a list with SOTG contact persons for every country and created a document to suggest a national Spirit Directors in National Associations. The document is displayed on wfdf.org. There is also some documentation added about being a Spirit director at a tournament. Completely new is the "What is Spirit?" document which will be published soon and also be available as a poster print at WUGC 2016.

Barabanova reported on how the Committee is working in Russia and recommended to set up a Spirit Director position in each NF. All Committee members in Russia are from different teams.

i) Other variations: Indoor, Wheelchair

Bernardi reported about the correlations between Indoor and Wheelchair Ultimate as both are played indoors. Wheelchair Ultimate might have complicated classification rules on who may participate. A representative from IWAS (International Wheelchair and Amputee Sports Federation) will visit WUGC in London and he will discuss with CEO Hooper the co-operation possibilities to develop Wheelchair Ultimate and the requirements of classification and rules. Bernardi will attend the new IF learning stream workshop at the Rio 2016 Paralympics to learn more about the disabled sport questions. Bernardi asked the Congress delegates to inform him about any wheelchair or Indoor Ultimate in their countries.

He also underlined that, while PDGA was a WFDF member, WFDF had asked them to participate in the WFDF Para sports working group activities, but they had not responded.

j) Other

11 Disc Sports other than Ultimate

a) General Update

Rauch reported that WFDF has tried to increase activities of all Flying Disc sports in the last year and that the respective Committees have increased tasks like new WFDF events (like TDGWC 2016 and WOFC 2017).

b) Disc Golf

Mead referenced his discussion paper to be used as a discussion brief within the member associations and asked how Disc Golf might fit into the WFDF national organizational structure of its members. PDGA represents individuals. Delegates represent countries which are national members. PDGA only represents individual PDGA members. UK Disc Sports represents all Disc Golfers, not just PDGA members. The Team World Disc Golf event in 2016 will not attract many teams due

to a clash with the European Disc Golf Championships. In 2017 the date will be better and many more players will attend. He asked delegates to find someone in their NGB who has a responsibility for Disc Golf and have him find players who will represent the country in Colchester in 2017. Mead asked the Congress for a budget to develop the sport and delegates would have to vote for that. Disc Golf is moving forward in Great Britain to have disabled athletes play disc golf (going through army with soldiers coming from conflict zones). Mead recommended to try that with armed active forces in other countries.

Mead confirmed that, for development of the sport, courses are needed in India and Africa. There is a gender mix for teams at the World Championships as teams have 2 open and 2 women and 2 Masters playing (6 players) and in 2017 there would be additional 2 Women masters

Rauch commented that the early WFDF member associations were set up to oversee all disciplines but over the last 30 years a specialization happened. In the last 12 years of WFDF, many new members are Ultimate only. If WFDF follows the Olympic Movement model there needs to be one national body to be an interface for all Flying Disc sports. This also can be achieved by establishing a Confederation between including both national Disc Golf and Ultimate associations. This should be the medium to long term plan.

c) Freestyle

There was no report from the Freestyle Committee.

d) Overall/Field Events

Rauch reported that WFDF has put out a call for 2017's WOFC and the incoming bids are under review with an announcement to be expected shortly

e) Guts

Taylor reported on Guts. The sport was developed in 1958 and the sport used to be quite big, but faded as Ultimate and disc golf took off; he believes that it is growing again. It is great to see 2 teams from Germany and a team from Belgium attend WUGC 2016. The growth in Europe is going forward.

f) WFDF governance issues relating to non-Ultimate Disc Sports

The topic was discussed under the Disc Golf report.

12 Annual Risk Assessment

Rauch referenced the Annual Risk Assessment 2016 in the briefing book and added that WFDF permanently is working on detecting risks and controlling them. There are eight types of risks identified and Rauch asked for a vote to approve this risk assessment report.

A motion was made by Hill to approve of the assessment, seconded by van der Valk. The report was approved unanimously.

13 WFDF Anti-Doping Program & WADA Compliance

Bernardi reported that the global fight against doping continues to intensify and is leading WADA to new measures. If an IF is not WADA code compliant there are sanctions so WFDF's full compliance is vital. There were changes in the WADA Code taking effect on 1 January 2015 and these were implemented in WFDF's rules. But there are International Standards annexed to the Code which change every year. Meldonium for example was added to the Prohibited List as of 1 January 2016. Other changes are published on the WFDF website annually. The TUE process will be much stricter in the future and TUEs must be registered in the WADA ADAMS system.

As a consistent principle WFDF always tries to minimize the burden on the athletes.

On education Bernardi reported that increasing education helps keep the numbers of tests low. Athletes must take the education quiz every year as the rules change every year.

Bernardi added that when WFDF enters Multisport Games there is a need to do testing for that sport. It would add one more test, and it is likely that if WFDF enters the ANOC World Beach Games there would be a need to test a Beach Ultimate player.

14 Financial Report

a) 2017 Dues proposal

Rauch informed the Congress that the last dues increase happened in 2010 and that we are putting forward a proposal to increase membership dues from US\$1.50 to US\$1.65 per player within a country, with the minimum fee remaining at US\$ 300 and the maximum increasing pro-rata.

There was a motion to approve of the proposal by Crawford, seconded by Wood. The motion was approved unanimously.

b) Vote: Approval of 2017 budget

Bergeron reported that the four year event cycle has a major impact on the budget and WFDF tries to be conservative in odd years as income won't be that large. The majority of income comes from the dues and player fees. On sponsorship, WFDF is working with Tim Rockwood. We hope to be successful and put US\$ 80,000 into the proposed budget. There is a larger sanctioning event fee income. Interest rates are too low to be insignificant. The largest expenses are the full time staff. WFDF also spends on events like Congress and a biannual face-to-face Board meeting. Also there are costs in getting officials to WFDF events. WFDF spends money for marketing and dues to memberships like SportAccord, and IWGA. Other costs are the Anti-Doping program and development grants or projects.

For 2017 there is a proposal for negative revenue of US\$ 35,000, but WFDF might get close to a balanced budget with cost containment.

There was a motion to approve of the budget by Taylor, seconded by Morooka. The motion was approved unanimously.

c) Presentation of year end 2015 and interim 2016 reports

Bergeron reported on the financial reports included in the briefing book.

d) Vote: Approval of 2016 Auditor

Bergeron referenced the preliminary auditor report. WFDF uses a professional auditor used to auditing large companies. With a new bookkeeper WFDF has a recommendation for an auditor to which WFDF would like to change for 2016 (Ken Law & Partners).

There was a motion to approve of the change of the auditor by Crawford, seconded by Gisel. The motion was approved unanimously.

Rauch added that WFDF has looked into possibilities to move the office to Lausanne which has obvious benefits. However, the expenses in Switzerland are high and WFDF might have to re-incorporate from USA to SUI. There not being any concerns Rauch explained that WFDF would be investigating options over the coming months.

15 Discussion Topic 2: Targeting the 2024 Olympic Games

Rauch informed the Congress that the IOC will decide on the host of the 2024 Olympic Games in 2017 at the session September in Lima (PER). As per the Olympic Agenda 2020 proposal the host can propose up to 5 additional sports with their events (additional events) and WFDF will try to see if disc sports can be considered for 2024. WFDF will assemble an Advisory Council to help here.

16 Commission Reports

a) Athletes' Commission

There was no report of the Athletes Commission.

b) Women's commission

There was no report of the Commission.

c) Youth Commission

There was no report of the Commission.

d) Sport for All/Development Commission

Gisel referenced the 2015 report and reported on the grants which were awarded and also on the plan to approve grants for 2016.

17 Continental Association Reports

a) Africa - AAFDF

There was no report of AAFDF.

b) Asia/Oceania – AFDF

Morooka reported that there are now 18 member countries in AFDF and that Hu was re-elected as Secretary General.

c) Europe - EFDF

The EUF Board has announced that the EUCF2016 will take place from 30 September through 2 October 2016 in Frankfurt am Main (GER).

Bernardi added that the EOC (European Olympic Committees) would only accept EFDF as a partnering organization and that the European Games 2019 most likely will be withdrawn from Russia.

d) PanAmerica - PAFDF

There was no report of PAFDF.

18 Discussion Topic 3: WFDF 75 member target - project and strategies

Sani reported on new member countries prospects including Serbia, Cambodia, Armenia, Bolivia, Uruguay, Guatemala, Brunei, Romania, Sri Lanka, Palestine and Ecuador. These are working to be able to apply as members. In many countries it is difficult to set up registered associations.

Bernardi added that WFDF must take a careful approach as it is easy to get more members but we want to ensure that applicants are institutionalized and have a solid position in promoting disc sports. WFDF receives applications from certain developing countries every week and one cannot accept just any members. WFDF uses as its initial screen evidence that there is real disc sports activity in the country before moving further.

19 Other Business

Rauch informed that the date and venue for the next Congress in 2017 is not decided yet. This would be decided at the next Board meeting as there are many events offering options in 2017.

Crawford thanked WFDF and its members and staff for their work on behalf of USAU.

Rauch responded thanking the member associations and representatives for their support and Congress participation.

20 Adjournment

There being no other business, the Congress was adjourned at 15:43 hrs.

Submitted by Thomas Griesbaum, WFDF Secretary

WFDF 2016 Global Disc Sports Community Survey

Summary Results



WFDF 2016 Global Disc Sports Community Survey Results

1. What is the primary disc sport in which you are involved or the one in which you have participated at the highest competitive level?

Answer Options	Response Percent	Response Count
Disc Golf	9.5%	494
Field Events (Overall)	0.4%	23
Freestyle	0.8%	40
Guts	0.9%	47
Ultimate (more than one type)	40.7%	2112
Ultimate (primarily on grass)	44.0%	2284
Ultimate (primarily Beach)	0.9%	49
Ultimate (primarily Indoor)	0.6%	32
I am active in several or all disc sports	1.7%	89
Other (please specify)	0.3%	16
<i>answered question</i>		5186
<i>skipped question</i>		0

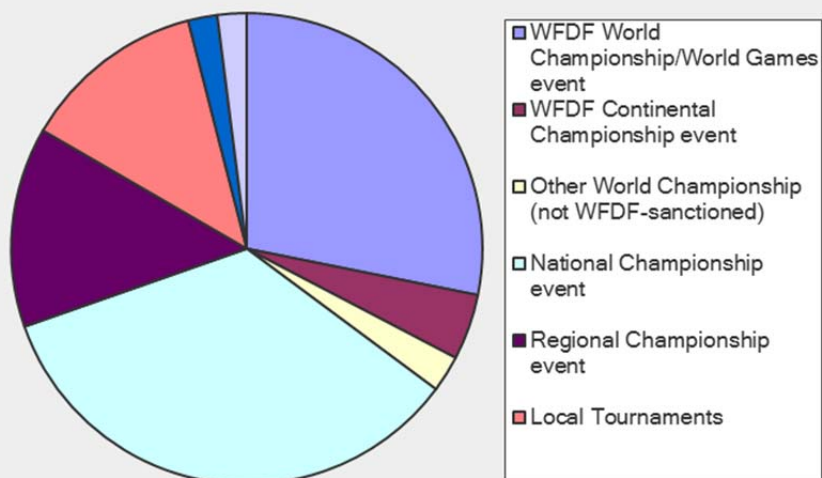
2. Which disc sports have you been involved in actively (check all that apply)?

Answer Options	Response Percent	Response Count
Disc Golf	28.2%	1460
Field Events (Overall)	4.5%	232
Freestyle	3.2%	164
Guts	3.8%	196
Ultimate (on grass)	88.9%	4611
Ultimate (Beach)	52.5%	2723
Ultimate (Indoor)	57.7%	2992
Other (please specify)	3.1%	162
<i>answered question</i>		5186
<i>skipped question</i>		0

3. What is the highest level of competition in which you have competed?

Answer Options	Response Percent	Response Count
WFDF World Championship/World Games event	28.1%	1457
WFDF Continental Championship event	4.5%	235
Other World Championship (not WFDF-sanctioned)	2.5%	132
National Championship event	34.4%	1783
Regional Championship event	13.7%	713
Local Tournaments	12.6%	655
Organized Local Leagues	2.0%	106
Recreation/Pickup/School	2.0%	105
Other (please specify)		106
<i>answered question</i>		5186
<i>skipped question</i>		0

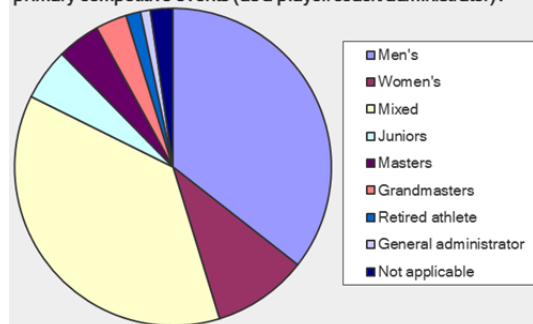
What is the highest level of competition in which you have competed?



4. In which division of play are you currently involved in your primary competitive events (as a player, coach, administrator)?

Answer Options	Response Percent	Response Count
Men's	35.6%	1847
Women's	9.7%	503
Mixed	37.1%	1922
Juniors	5.3%	274
Masters	4.4%	227
Grandmasters	3.2%	164
Retired athlete	1.5%	77
General administrator	1.0%	54
Not applicable	2.3%	118
answered question		5186
skipped question		0

In what division of play are you currently involved in your primary competitive events (as a player/coach/administrator)?



5. In your primary competitive event, what is your role?

Answer Options	Response Percent	Response Count
Athlete (team captain)	11.9%	618
Athlete (spirit captain)	3.6%	189
Athlete	65.2%	3379
Athlete and coach/manager/administrator	13.6%	705
Coach or manager (had been an elite athlete)	1.6%	82
Coach or manager (had previously played disc sports)	1.3%	67
Coach or manager (had not played disc sports)	0.2%	9
Administrator or event organizer (had been an elite athlete)	0.9%	49
Administrator or event organizer (had previously played disc sports)	1.5%	78
Administrator or event organizer (had not played disc sports)	0.2%	10
Other (please specify)		59
answered question		5186
skipped question		0

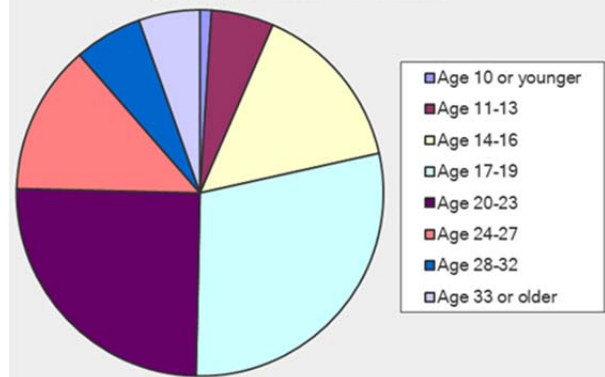
6. Have you ever run as the primary tournament director a disc sports event that had more than 75 participants?

Answer Options	Response Percent	Response Count
Yes	26.0%	1347
No	74.0%	3839
<i>answered question</i>		5186
<i>skipped question</i>		0

7. At what age did you first begin playing organized disc sports (beyond just casual throw/catch)?

Answer Options	Response Percent	Response Count
Age 10 or younger	1.0%	53
Age 11-13	5.5%	286
Age 14-16	15.0%	779
Age 17-19	28.8%	1496
Age 20-23	25.0%	1297
Age 24-27	13.2%	686
Age 28-32	6.0%	309
Age 33 or older	5.4%	280
<i>answered question</i>		5186
<i>skipped question</i>		0

At what age did you first begin playing organized disc sports (beyond just casual throw/catch)?



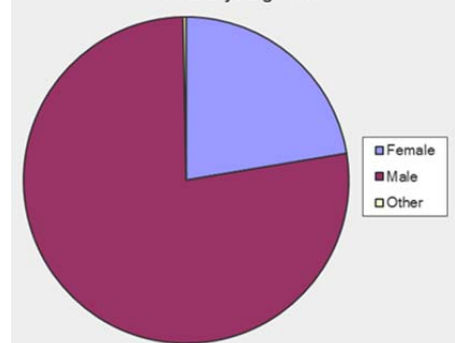
8. Recently, how many times per year on average do you travel outside of your local city in connection with disc sports?

Answer Options	Response Percent	Response Count
I do not travel outside my community	5.5%	284
1x - 3x a year	22.1%	1148
4x - 6x a year	24.4%	1265
7x - 9x a year	17.7%	918
10x-12x a year	11.7%	608
More than 12x a year	18.6%	963
<i>answered question</i>		5186
<i>skipped question</i>		0

9. What is your gender?

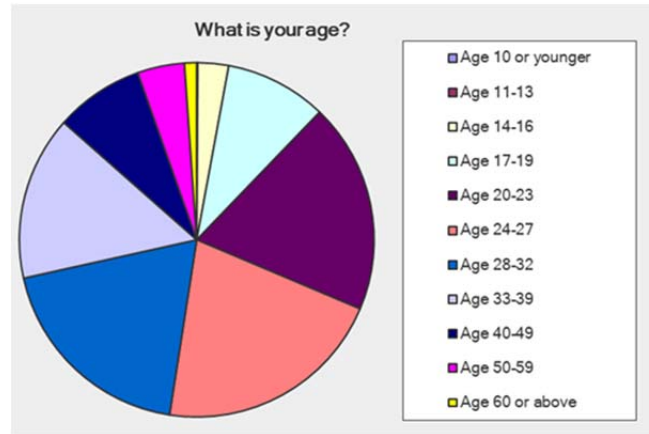
Answer Options	Response Percent	Response Count
Female	22.4%	1139
Male	77.4%	3939
Other	0.3%	13
<i>answered question</i>		5091
<i>skipped question</i>		95

What is your gender?



10. What is your age?

Answer Options	Response Percent	Response Count
Age 10 or younger	0.0%	2
Age 11-13	0.1%	4
Age 14-16	2.8%	141
Age 17-19	9.3%	472
Age 20-23	19.2%	977
Age 24-27	21.1%	1073
Age 28-32	19.1%	970
Age 33-39	15.0%	764
Age 40-49	8.1%	413
Age 50-59	4.3%	220
Age 60 or above	1.1%	55
answered question		5091
skipped question		95



11. In what country do you currently reside (or consider your primary residence)?

Answer Options	Response Percent	Response Count	Answer Options	Response Percent	Response Count
AD - Andorra	0.1%	3	JO - Jordan	0.0%	2
AE - United Arab Emirates	0.3%	13	JP - Japan	0.3%	16
AI - Anguilla	0.0%	2	KE - Kenya	0.0%	1
AM - Armenia	0.0%	1	KH - Cambodia	0.1%	4
AO - Angola	0.0%	1	KR - Korea, South	0.2%	9
AQ - Antarctica	0.0%	1	LB - Lebanon	0.0%	2
AR - Argentina	0.4%	18	LT - Lithuania	0.3%	15
AT - Austria	1.9%	99	LU - Luxembourg	0.0%	2
AU - Australia	4.5%	230	LV - Latvia	0.4%	18
BA - Bosnia and Herzegovina	0.0%	1	MA - Morocco	0.1%	6
BD - Bangladesh	0.0%	1	MD - Moldova	0.0%	2
BE - Belgium	1.9%	96	MX - Mexico	0.2%	12
BG - Bulgaria	0.0%	1	MY - Malaysia	0.8%	40
BN - Brunei	0.1%	5	MZ - Mozambique	0.0%	1
BR - Brazil	0.3%	16	NI - Nicaragua	0.0%	2
BY - Belarus	0.1%	6	NL - Netherlands	1.4%	70
CA - Canada	7.0%	355	NO - Norway	0.4%	19
CH - Switzerland	1.1%	57	NZ - New Zealand	1.3%	66
CI - Cote d'Ivoire	0.0%	1	PA - Panama	0.1%	7
CL - Chile	0.3%	14	PE - Peru	0.0%	1
CN - China	0.2%	11	PH - Philippines	2.2%	113
CO - Colombia	0.8%	43	PL - Poland	1.1%	58
CZ - Czech Republic	1.7%	86	PN - Pitcairn Islands	0.0%	1
DE - Germany	12.7%	645	PT - Portugal	0.5%	25
DK - Denmark	1.2%	61	QA - Qatar	0.1%	3
DO - Dominican Republic	0.0%	2	RO - Romania	0.3%	15
EE - Estonia	0.1%	7	RU - Russia	1.2%	61
EG - Egypt	0.1%	5	RW - Rwanda	0.0%	2
ES - Spain	1.8%	93	SE - Sweden	1.0%	52
ET - Ethiopia	0.0%	1	SG - Singapore	0.7%	38
FI - Finland	1.0%	52	SI - Slovenia	0.4%	22
FO - Faroe Islands	0.0%	1	SK - Slovakia	0.4%	21
FR - France	2.1%	108	SZ - Swaziland	0.0%	1
FX - France, Metropolitan	0.1%	5	TC - Turks and Caicos Islands	0.0%	1
GB - United Kingdom	6.9%	351	TH - Thailand	0.1%	3
GE - Georgia	0.0%	2	TR - Turkey	0.3%	16
GR - Greece	0.0%	2	TW - Taiwan	0.0%	2
GU - Guam	0.0%	1	UA - Ukraine	0.3%	16
HK - Hong Kong	0.4%	21	UG - Uganda	0.1%	5
HR - Croatia	0.2%	9	UM - United States Minor Outlying Islands	0.0%	1
HU - Hungary	0.4%	19	US - United States	28.7%	1460
ID - Indonesia	0.0%	2	UY - Uruguay	0.1%	3
IE - Ireland	2.5%	126	VE - Venezuela	0.1%	7
IL - Israel	0.4%	19	VN - Vietnam	0.1%	3
IM - Isle of Man	0.0%	1	ZA - South Africa	1.9%	96
IN - India	1.1%	58			
IS - Iceland	0.0%	2			
IT - Italy	2.3%	117			
			answered question		5091
			skipped question		95

12. Which of the following best describes your current relationship status?

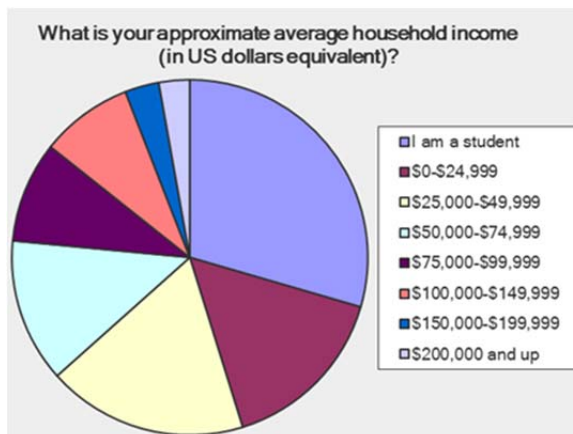
Answer Options	Response Percent	Response Count
Married	21.4%	1087
Widowed	0.3%	17
Divorced/Separated	1.9%	97
In a domestic partnership or civil union	12.0%	609
Single, but cohabiting with a significant other	14.5%	740
Single, never married	49.9%	2541
<i>answered question</i>		5091
<i>skipped question</i>		95

13. Which of the following best describes your current occupation?

Answer Options	Response Percent	Response Count
Currently a student	33.7%	1716
Business/Financial/Management	8.3%	423
Computers/Science/Engineering	20.3%	1032
Professional (medical/law/architecture, etc)	8.1%	412
Community and Social Service	2.4%	120
Education/Training/Library	7.2%	368
Arts/Design/Entertainment/Media	3.8%	195
Sports/Sports Event Planning/Sports Administration	3.3%	169
Retail/Service Businesses	2.7%	135
Sales	2.0%	102
Office and Administrative Support	2.2%	113
Farming/Fishing/Forestry	0.5%	27
Construction/Production/Transportation/Materials	2.7%	138
Moving		
Running a household	0.6%	31
Unemployed or not seeking employment	2.2%	110
<i>answered question</i>		5091
<i>skipped question</i>		95

14. What is your approximate average household income (in US dollars equivalent)?

Answer Options	Response Percent	Response Count
I am a student	29.5%	1502
\$0-\$24,999	15.7%	801
\$25,000-\$49,999	18.2%	925
\$50,000-\$74,999	13.1%	667
\$75,000-\$99,999	9.2%	467
\$100,000-\$149,999	8.4%	430
\$150,000-\$199,999	3.1%	157
\$200,000 and up	2.8%	142
<i>answered question</i>		5091
<i>skipped question</i>		95

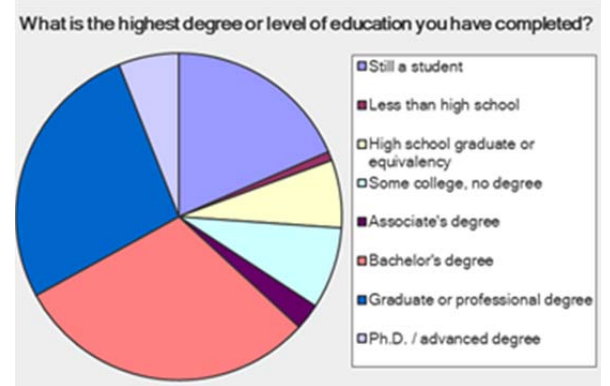


15. In which type of housing do you currently live?

Answer Options	Response Percent	Response Count
I live with my parents	22.5%	1146
I live in student housing	8.6%	439
I rent an apartment/house	44.7%	2277
I own an apartment/house	24.1%	1229
Other (please specify)		80
answered question		5091
skipped question		95

16. What is the highest degree or level of education you have completed?

Answer Options	Response Percent	Response Count
Still a student	18.5%	941
Less than high school	0.9%	46
High school graduate or equivalency	6.7%	341
Some college, no degree	8.1%	411
Associate's degree	2.6%	133
Bachelor's degree	30.2%	1536
Graduate or professional degree	27.0%	1375
Ph.D. / advanced degree	6.0%	308
answered question		5091
skipped question		95



17. WFDF Report Card. Please grade WFDF on its performance according to the following scale: give a 1 for excellent, 2 for good, 3 for fair, 4 for poor, 5 for horrible, or N/A for "don't know."

Answer Options	1 - excellent	2 - good	3 - fair	4 - poor	5 - horrible	N/A	Rating Average	Response Count
a. World Ultimate and Guts Championships (eg	625	1251	279	71	8	1927	1.92	4161
b. World Juniors Ultimate Championships (eg Wroclaw	273	734	201	39	8	2906	2.02	4161
c. World Overall Championships (eg Sweden 2015)	154	419	131	21	2	3434	2.03	4161
d. World Under-24/-Under 23 Ultimate Championships	431	744	153	21	1	2811	1.83	4161
e. World Championships of Beach Ultimate (eg Dubai	439	718	178	24	9	2793	1.86	4161
f. World Ultimate Club Championships (eg Lecco	214	592	485	314	85	2471	2.68	4161
g. Continental Championships (eg European, PanAm,	203	564	234	34	7	3119	2.12	4161
h. Overall Communications	260	1436	1076	234	39	1116	2.46	4161
i. Web site	230	1227	1173	489	70	972	2.67	4161
j. Facebook page	280	1327	947	207	27	1373	2.42	4161
k. Marketing of flying disc sports	218	1000	1302	507	76	1058	2.75	4161
l. Growth of flying disc sports	576	1554	914	229	33	855	2.27	4161
m. Support of Member Associations	186	770	872	230	51	2052	2.62	4161
n. Development of disc sports in new countries	272	939	693	236	42	1979	2.47	4161
o. Development of disc sports in Member countries	218	951	895	358	38	1701	2.61	4161
p. Enhanced understanding of Spirit of the Game	555	1587	766	241	54	958	2.27	4161
q. Advancement within the Olympic Movement (World	1032	1552	563	126	40	848	1.97	4161
r. Anti-Doping Education	381	975	745	369	101	1590	2.55	4161
s. Management of business activities	130	655	666	128	33	2549	2.55	4161
answered question								4161
skipped question								1025

18. For the following questions, please state whether over the last year WFDF's performance in the following areas has: 1- generally improved, 2-stayed about the same, 3-generally worsened, or N/A for "don't know."

Answer Options	1-generally improved	2-stayed about the same	3-generally worsened	N/A	Rating Average	Response Count
a. World Championships	1317	679	59	2106	1.39	4161
b. Communications	975	1368	38	1780	1.61	4161
c. Web site	579	1688	65	1829	1.78	4161
d. Marketing of flying disc sports	823	1371	65	1902	1.66	4161
e. Growth of flying disc sports	1564	893	44	1660	1.39	4161
f. Support of Member Associations	449	1243	88	2381	1.80	4161
g. Development of disc sports in new countries	934	828	62	2337	1.52	4161
h. Development of disc sports in Member countries	655	1261	88	2157	1.72	4161
i. Enhanced understanding of Spirit of the Game	1204	1155	130	1672	1.57	4161
j. Advancement within the Olympic Movement (World Games, Sport Accord, IOC)	2055	541	61	1504	1.25	4161
k. Anti-Doping Education	884	1059	87	2131	1.61	4161
l. Management of business activities	340	1028	45	2748	1.79	4161
answered question						4161
skipped question						1025

19. WFDF Priorities. Although we realize such rankings are subjective and difficult, please provide the priority rank you believe WFDF should give to the following activities (1 is most important, 7 is least important).

Answer Options	1 - Most important	2	3	4 - Neutral	5	6	7 - Least important	Rating Average	Response Count
a. World Championships	1826	1264	534	404	43	21	47	1.99	4139
b. Regional/Continental Championships	607	1433	1095	738	126	39	68	2.69	4106
c. World Games	942	1220	887	793	123	59	78	2.62	4102
d. Communications	1001	1266	956	712	88	23	43	2.48	4089
e. Web site	505	1093	1030	1047	237	106	69	3.00	4087
f. Facebook page	385	853	982	1137	321	205	206	3.39	4089
g. Marketing of flying disc sports	961	1117	905	762	177	92	73	2.67	4087
h. Growth of flying disc sports	1793	1114	641	442	63	26	50	2.07	4129
i. Support of Member Associations	755	1051	1054	957	161	52	52	2.78	4082
j. Development of disc sports in new countries	1286	1234	863	558	103	34	47	2.33	4125
k. Development of disc sports in Member countries	916	1154	978	755	170	70	61	2.65	4104
l. Enhanced understanding of Spirit of the Game	1577	1020	671	576	116	58	100	2.32	4118
m. Advancement within the Olympic Movement (World Games, Sport Accord, IOC)	1710	878	616	482	154	110	172	2.40	4122
n. Anti-Doping education	635	704	798	1043	358	239	330	3.44	4107
o. Management of business activities	322	650	888	1561	296	168	209	3.54	4094
answered question									4161
skipped question									1025

20. Olympic and International Sports Movement Involvement. Currently, WFDF is associated with the "Olympic Movement" -- broadly defined -- through its membership in SportAccord (formerly known as GAISF) and the International World Games Association (IWGA), and as a signatory to the World Anti-Doping Agency (WADA) Code. To be included in the program of the Olympic Games, an Olympic sport must be widely practiced by men in at least seventy-five countries and on four continents, and by women in at least forty countries and on three continents. The final line-up of sports is decided by the IOC seven years before any given Olympic Games, requiring a majority vote of vote by all IOC members, most of whom are federations of sports currently in the Games. Also, an important distinction of which to be aware is that a sport and its International Federation may be "recognized" by the IOC (with a minimum of 50 countries) but still not be admitted into the Olympic Games program. Moreover, there is recognition at the national level by National Olympic Committees (which usually first requires international recognition). In all cases, compliance with WADA's anti-doping standards is a prerequisite. WFDF received provision International Olympic Committee recognition on 31 May 2013 and permanent recognition on 2 August 2015, but acceptance in the Olympic program may take a generation. International and National Olympic Committee recognition would likely have significant benefits for WFDF and its Member associations, although it will require time and resources to maintain. With this background, how important a priority for WFDF should the pursuit of participation in the Olympic games be?

Answer Options	Response Percent	Response Count
a. Olympic games participation should be the highest priority for WFDF.	21.4%	766
b. Olympic games participation should be an extremely high priority for WFDF.	31.5%	1130
c. Olympic games participation should be pursued by WFDF but not to the exclusion of other priorities.	36.9%	1322
d. Olympic games participation should not be a high priority but WFDF should keep open the possibility in the future.	7.4%	267
e. Olympic games participation should not be pursued by WFDF.	2.8%	101
answered question		3586
skipped question		1600

21. As stated above, compliance with the WADA code is required if WFDF is to continue to participate in the Olympic Movement at any level. What this means is that flying disc athletes may be subject to anti-doping testing when they participate in a WFDF event (typically, the targets will be the elite athletes from the top teams). WFDF is currently considered compliant with the WADA anti-doping code, and we started testing in 2011, with no issues to date. What do you think about WFDF's participation in anti-doping activities?

Answer Options	Response Percent	Response Count
a. If flying disc sports are to be taken seriously, I realize we need to fully embrace anti-doping.	62.3%	2233
b. I recognize that anti-doping programs need to be maintained in flying disc sports, but hope that the impact can be minimized.	29.2%	1048
c. I am uncomfortable with the idea of a WFDF anti-doping program, but am willing to let WFDF continue with the program and see how it impacts athletes and our association.	6.7%	242
d. I am opposed to anti-doping programs in WFDF events in any form.	1.8%	63
<i>answered question</i>		3586
<i>skipped question</i>		1600

22. It is possible that, in the future, anti-doping programs may be required for all Member Associations of WFDF on a national basis (and there may be costs that get passed on to players). What do you think about anti-doping programs at a national level?

Answer Options	Response Percent	Response Count
a. I understand that my Association already has an anti-doping program and that is fine with me.	20.7%	741
b. I understand that my Association is already considering the introduction of an anti-doping program as it is required for us in order to gain/maintain recognition by our nationals sports association which can lead to certain benefits/resources, and that is fine with me.	24.7%	885
c. I have never considered the issue.	41.1%	1474
d. I am uncomfortable with the introduction of an anti-doping program for my Association, but I am willing to consider the issue and see how it impacts me and my Association.	9.9%	355
e. I am opposed to anti-doping programs being introduced into my National Association in any form.	3.7%	131
<i>answered question</i>		3586
<i>skipped question</i>		1600

23. Have you or anyone you have personally known ever taken performance enhancing drugs or PEDs (substances such as steroids, human growth hormone, amphetamines, etc. - but not cannabis or caffeine) in training or competitions for disc sports? As mentioned at the beginning of the survey, we only report aggregate answers so please be honest.

Answer Options	Response Percent	Response Count
Yes, with regular and regimented usage.	1.5%	54
Yes, have experimented with them.	1.6%	56
No	91.6%	3285
I have no direct knowledge but have heard of some athletes using PEDs.	5.3%	191
<i>answered question</i>		3586
<i>skipped question</i>		1600

24. Have you or anyone you have known personally ever bet on a disc sports competition or been involved in match fixing? As mentioned at the beginning of the survey, all answers are anonymous so please be honest.

Answer Options	Response Percent	Response Count
Yes, on a regular basis	1.0%	34
Yes, but only rarely or on occasion	2.9%	102
No	93.7%	3352
I do not have direct knowledge but have heard of some betting or match-fixing in disc sports.	2.5%	90
answered question		3578
skipped question		1608

25. In considering hosts for WFDF competitions, please rank the following (1 most important, 7 least important).

Answer Options	1 - Most important	2	3	4 - Neutral	5	6	7 - Least important	Rating Average	Response Count
a. Keeping costs low	682	1008	903	743	162	55	33	2.72	3586
b. Maximizing the number of teams/participants	968	1053	728	522	185	62	68	2.54	3586
c. Rotating hosts around the world	524	976	844	757	259	128	98	3.01	3586
other services), which would mean fewer teams/participants and higher costs.	565	691	789	766	469	176	130	3.26	3586
e. Good quality competition environment (fields and other services) but with trade-offs for cost.	989	1222	709	480	131	39	16	2.37	3586
f. Hosting the events in the same year close to each other in time and location	171	375	531	1236	433	427	413	4.20	3586
answered question									3586
skipped question									1600

26. For Ultimate, which is more important in the context of planning the events and setting competition rules (e.g. formats, eligibility, qualification) at WUGC, WUCC and Regional Championships?

Answer Options	Response Percent	Response Count
a. Worldwide development of Ultimate	29.1%	1042
b. Elite competition	10.1%	362
c. Both should be weighed equally	47.6%	1708
d. Unsure or no opinion	13.2%	474
answered question		3586
skipped question		1600

27. Should WFDF put a lot more emphasis on the commercial aspects of its World Championship events (such as television coverage, sponsorship, spectators) even if that meant that events would have to be adapted to the needs of those commercial providers?

Answer Options	Response Percent	Response Count
a. There should be much more emphasis on the commercial aspects of the events even if that meant that events would have to be adapted to the needs of those commercial providers.	20.2%	726
b. Although it would be nice to bring in more commercial aspects into event staging, it should not be done at the expense of participation or the focus on play.	56.7%	2035
c. The current level of commercialism is fine.	6.6%	238
d. WFDF should maintain the focus on participation and play.	10.6%	380
e. Not sure or no opinion.	5.8%	207
answered question		3586
skipped question		1600

28. For Ultimate, do you think that some form of Continental championship should be introduced as a qualifying round and/or for establishing seeding for WUGC in the future?

Answer Options	Response Percent	Response Count
a. Uncategorically yes.	17.0%	608
b. We would be willing to see a well-designed program introduced in the future but our region is not ready for that yet.	22.8%	818
c. Although we recognize space limitations, we think it is best to still let all nations compete in the WUGC.	40.2%	1442
d. We think Continental Qualifiers is a bad idea.	4.5%	160
e. Not applicable.	15.6%	558
answered question		3586
skipped question		1600

29. For Ultimate, do you think that some form of National Championship should be conducted by a National association before that country/Member would qualify to send teams to the WUGC or WUCC?

Answer Options	Response Percent	Response Count
a. Yes, a national association must host a national championship with no fewer than 3-4 club teams in a respective division before it should be eligible to participate.	18.9%	678
b. A national association must either run a national championship event with at least 3-4 club teams in a division (see choice a) OR must attend a regional (Continental) championship in order to be eligible to participate in the WUGC or WUCC.	34.7%	1246
c. All Regular Members of WFDF should be entitled to send at least one team to World Championship events without any qualification requirements.	30.8%	1103
d. Not applicable.	15.6%	559
answered question		3586
skipped question		1600

30. For Ultimate, a question has been raised whether the minimum masters division age for women in the women's division of Beach Ultimate should be adjusted. There will be no change for the 2017 WCBU, but this raises the question about whether a change is warranted and, if so, should apply to both beach and grass ultimate. With which of the following choices do you most agree?

Answer Options	Response Percent	Response Count
a. It is OK for differences in the minimum age for masters between beach and grass Ultimate: the minimum age for women in Beach Ultimate should be raised to 33 over the next three years to be consistent with men, with no change for grass Ultimate.	9.6%	345
b. The minimum age for masters should be the same for beach and grass Ultimate: the minimum age for women should remain at 30 while for men it should remain at 33.	13.6%	489
c. The minimum age for masters should be the same for beach and grass Ultimate: the minimum age for women should be raised to 33 over the next three years to be consistent with men.	21.7%	778
e. Actually, the minimum masters age for men for Ultimate should be reduced to 30 to be consistent with women.	3.6%	129
f. Actually, the minimum masters age for both men and women for Ultimate should be increased.	7.7%	277
g. Don't care.	29.0%	1041
h. Not applicable.	14.7%	527
answered question		3586
skipped question		1600

31. Is WFDF investing the proper amount of time and resources on the World Games and other events which may be considered to have limited opportunities for participation by all nations?

Answer Options	Response Percent	Response Count
a. WFDF is spending too much of its time and resources on such events.	7.8%	278
b. WFDF is spending about the correct amount of its time and resources on such events.	30.5%	1095
c. WFDF should be spending more of its time and resources on such events.	5.0%	178
d. Don't know.	56.7%	2035
answered question		3586
skipped question		1600

32. In terms of organization, WFDF largely follows the Olympic model where athletes are represented by National Associations. In recent years, many new associations have been established as Ultimate-only associations and there is no national body to oversee activity in other disciplines such as guts, overall events, freestyle, or golf. If a plan to broaden the mandate were presented, do you think your association should be willing to oversee disciplines other than Ultimate (and likely coordinating with established groups such as Freestyle Players Association or PDGA)?

Answer Options	Response Percent	Response Count
a. It is already a multi-discipline national association.	22.6%	810
b. It should be willing to consider taking on that responsibility.	30.0%	1075
c. Don't see why we would be interested in anything but Ultimate.	17.7%	633
d. Not only would that be a bad idea, but I think WFDF should just focus on Ultimate.	12.9%	464
e. Not applicable to my Association.	16.8%	604
answered question		3586
skipped question		1600

33. For Ultimate players, have you ever played in a game with Game Advisors, Observers, or referees? In case you aren't sure, WFDF introduced Game Advisors at world championships a few years ago to provide support and advice to players on the field regarding calls and for monitoring the time in between points or for discussions on disputed calls; all calls remain the responsibility of the players on the field. Observers were introduced 35 years ago in North America and play a more active role in governance of on-field play; while players still make most of their own calls, Observers make active line and time calls and rulings on contested fouls if needed. Referees were introduced by the North American semi-professional leagues and are officials who actively make all calls on the field.

Answer Options	Response Percent	Response Count
I have not played in games with either Game Advisors, Observers, or referees.	46.0%	1651
I have played in games with Game Advisors but not Observers or referees.	14.9%	535
I have played in games with Observers but not Game Advisors or referees.	14.7%	526
I have played in games with referees but not Game Advisors or Observers.	0.4%	15
I have played in games with Game Advisors and Observers but not referees.	6.7%	241
I have played in games with Observers and referees but not Game Advisors.	2.6%	93
I have played in games using Game Advisors, Observers, and referees.	2.7%	96
Not applicable.	12.0%	429
answered question		3586
skipped question		1600

34. For Ultimate players, under which governance mechanism do you believe that top level competition (eg World Championships, National Championships, etc) should be played?

Answer Options	Response Percent	Response Count
Pure self-officiating by players, with no third-party officials.	11.4%	405
Self-officiating supported by WFDF-style Game Advisors (no active calls, non-binding advice on calls)	42.6%	1520
Self-officiating supported by North American-style Observers (active line and time calls, rulings on contested fouls if needed)	28.6%	1020
Referees making all calls, with the option for a player to overrule in favor of his opponent.	5.5%	197
Referees making all calls, with no player input.	1.4%	51
Not applicable/no opinion.	10.5%	375
answered question		3568
skipped question		1618

b

35. As you may know, two semi-professional ("pro") Ultimate leagues were introduced in North America since 2012 and they have generated a lot of publicity but also debate within the Ultimate community, especially surrounding their use of referees. Regarding these semi-pro leagues, do you agree or disagree with the following statements.

Answer Options	1 - Strongly agree	2 - Mildly agree	3 - Neutral	4 - Mildly disagree	5 - Strongly disagree	N/A	Rating Average	Response Count
a. The introduction of these pro leagues are good for Ultimate.	b	1127	364	210	92	262	1.86	3582
b. Publicity for Ultimate is good, no matter what changes to the rules.	514	1056	468	731	590	219	2.95	3578
c. Publicity for Ultimate is good, but the pro leagues should stick to existing rules.	1172	1090	555	371	146	245	2.17	3579
d. The game as played by the pro leagues should not be called Ultimate because of the use of referees.	336	547	706	702	1020	269	3.46	3580
e. The pro leagues are negative for Ultimate because the use of referees is misleading or confusing about the real sport.	325	723	611	834	840	246	3.34	3579
f. Pro leagues are negative for Ultimate because the use of referees will create a model that other leagues or events may emulate over time.	422	885	690	671	638	277	3.07	3583
g. Pro leagues are negative for Ultimate because the use of referees will erode the Spirit of the Game and change the emphasis on player responsibility and fair play.	915	976	437	507	500	247	2.61	3582
h. The pro leagues should work with established associations governing Ultimate.	1217	1165	650	111	46	380	1.94	3569
answered question								3586
skipped question								1600

36. Regarding "spirit of the game," please rate whether you agree or disagree with the following statements as they relate to the "self-refereeing" aspect of Ultimate.

Answer Options	1 - Strongly agree	2 - Mildly agree	3 - Neutral	4 - Mildly disagree	5 - Strongly disagree	N/A	Rating Average	Response Count
a. Ultimate is not "Ultimate" without self-refereeing, it is a different sport.	1119	966	389	501	447	164	2.47	3586
b. Referees are positive for the sport because they speed up the action.	279	776	738	861	751	181	3.30	3586
c. Being self-officiated is a great branding opportunity for Ultimate.	1797	963	396	162	77	191	1.75	3586
d. Ultimate will never be credible in the world of sport unless there are referees	277	629	543	840	1106	191	3.55	3586
e. The use of Game Advisors or Observers to assist players preserves the best aspects of spirit of the game.	1036	1337	621	246	125	221	2.13	3586
f. It is not feasible to ask elite players to make their own calls.	241	443	518	880	1206	298	3.72	3586
g. Ultimate would lose a lot of what makes it special if it had referees like every other sport.	1551	844	369	382	271	169	2.12	3586
h. Elite Ultimate players have shown that they are not able to play without referees.	142	357	689	861	940	597	3.70	3586
i. Introduction of referees will result in more cheating and "win at all cost" behavior.	886	1165	527	461	318	229	2.45	3586
j. Having referees will make the sport more interesting to watch.	232	536	768	921	915	214	3.52	3586
k. Having referees will make the sport more interesting to play.	142	272	642	821	1478	231	3.96	3586
l. More youth programs are likely to adopt Ultimate if there were referees.	136	264	658	813	1328	387	3.92	3586
m. Ultimate in its best form emphasizes Spirit of the Game as a key element, including at the highest level.	2242	695	330	70	32	217	1.50	3586
<i>answered question</i>								3586
<i>skipped question</i>								1600

37. WFDF introduced Game Advisors in 2014, who provide guidance to players on the field but do not determine calls; they only provide guidance to players in cases of disputes, assist in moving the game along, and add a perspective when players disagree on a call.

Answer Options	Response Percent	Response Count
a. I have not played with Referees, Observers, or Game Advisors and do not think WFDF should continue to experiment with Game Advisors.	10.2%	365
b. I have not played with Referees, Observers, or Game Advisors but I do think WFDF should continue to experiment with Game Advisors.	38.6%	1385
c. I have played with Referees, Observers, or Game Advisors and think that Referees are preferable.	2.6%	93
d. I have played with Referees, Observers, or Game Advisors and think that Observers are preferable.	15.1%	541
e. I have played with Referees, Observers, or Game Advisors and think that Game Advisors are preferable.	13.5%	485
f. I have not played with Game Advisors, but have played with Observers or referees, but think Game Advisors may be preferable.	4.0%	142
No opinion/not applicable.	16.0%	575
<i>answered question</i>		3586
<i>skipped question</i>		1600

38. For Ultimate Players, if Ultimate were to continue to be played with Game Advisors at WFDF World Championships, which of the following roles should be undertaken (check as many as applicable):

Answer Options	Response Percent	Response Count
Providing advice on Time limits	70.6%	2532
Enforcing time limit penalties, whether the players call it or not	32.2%	1155
Providing advice on Offside calls	62.2%	2231
Enforcing offside penalties, whether the players call it or not	26.9%	965
Providing advice on in/out calls	66.5%	2386
Making active in/out line calls	37.1%	1329
Providing advice on foul calls	66.6%	2388
Making the final determination on foul calls, when asked	41.6%	1490
<i>answered question</i>		3586
<i>skipped question</i>		1600

39. For Ultimate players, do you think WFDF and USA Ultimate should work to play by the same rules (ie should there only be one set of rules for Ultimate wherever it is played)?

Answer Options	Response Percent	Response Count
Yes.	78.7%	2822
No.	7.0%	252
No opinion/not applicable	14.3%	512
<i>answered question</i>		3586
<i>skipped question</i>		1600

Introduction of New Bylaws for WFDF

Attached is a draft of the revised Bylaws for Congress consideration, together with a blackline showing revisions.

The main changes are:

1. Redefinition of Members to only have one Member per country and to require each Member to oversee all disc sports within the country
2. Elimination of Organizational Members
3. Establishment of a new class of Members, Associates (which could include current Organizational Members)
4. Transition phase of up to five years to allow time for implementation of required changes
5. Revision and expansion of the Board, to include Continental representatives, Spirit of the Game Committee Chair, addition of the chair of the Medical Commissions, and reduction to two at-large members to be appointed by the board instead of elected
6. Formalizing the role of the Vice President
7. Formalization of Commissions and Continental Associations within the Bylaws

We believe that the expansion of the board and the role of the Vice President should be straightforward changes. Further, the additions of the Articles on Commissions and Continental Associations are just formalizing what is already in effect.

On the other hand, we recognize that the changes to the definition of membership will have a major impact on a number of our current Members. We note that this is driven by the need to conform to the Olympic Movement structure, where there is only one national governing body (NGB) per country overseeing all “disciplines” under the umbrella “sport” of flying disc. This has become more important for us as NGBs apply for National Olympic Committee approvals and as we get closer to our objective of becoming a part of the Olympic Programme. While we have discussed this in each of the last two Congresses, we nonetheless understand that our members will now need to consider the practical ramifications of this move. As we recognize that this may be quite complicated to consider, we have provided for a five year transition period before changes would absolutely have to be in place.

For Member associations which are already multi-discipline associations, there will be no impact. This model was the original governance model used by the early national flying disc associations, such as Japan Flying Disc Association.

For Member associations which have been established as single discipline associations within a country, and for which there is no other single discipline association in the country, we will need the association to broaden its mandate to include all of the flying disc sports.

For Member associations which have been established as single discipline associations within a country, and for which there is one or more other single discipline associations in the country, we will need these various associations to discuss some form of cooperation in order to consolidate their interaction with both WFDF and the Olympic Movement through their National Olympic Committee or Sports Ministry. This could occur through a consolidation under combined organization, or through some form of confederation among the various incumbent associations for the purpose of their interaction with both WFDF and the Olympic Movement.

For Members that are Organizational Members, full membership would within five years no longer be available. Single sport associations could still participate directly within WFDF as Associate members. Their activities would be a matrix, where they would still maintain direct control over the activities within their sport globally, but certain activities would also be handled at a national level by the NGBs. The Disc Sport Committees would remain unchanged, and the chair of such committees would still be on the board of WFDF.

We understand that there is a lot to consider and look forward to an active dialogue on implementing this in a way that strengthens all organizations. The world of sport is largely organized on a national boundary basis, and our challenge and objective will be to ensure that we preserve the best of what exists today and we are all able to take advantage of the benefits of conforming to the traditional sports structure that exists across the globe.



**BYLAWS OF THE
WORLD FLYING DISC FEDERATION**
(a Colorado Nonprofit Corporation, approved by Congress on ____, 2017)

ARTICLE I - PURPOSES

The World Flying Disc Federation ("WFDF") is organized exclusively for educational purposes and to foster national and international amateur sports competition within the meaning of and pursuant to Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (or under the corresponding provision of any future United States Internal Revenue law), including, but not limited to, such purposes as:

1. To serve as the international governing body of all flying disc sports, with responsibility for sanctioning world championship and other international flying disc events, establishing uniform rules, and setting standards for and recording of world records;
2. To promote and protect the "spirit of the game" of flying disc sports play;
3. To promote flying disc sports play throughout the world and foster the establishment of new national flying disc sports associations, advising them on all flying disc sports activities and general management;
4. To promote and raise public awareness of and lobby for official recognition of flying disc play as sport;
5. To provide an international forum for discussion of all aspects of flying disc sports play; and
6. Consistent with above principles, to transact any and all other lawful business or businesses for which a corporation may be incorporated pursuant to the Colorado Revised Nonprofit Corporation Act, as it may be amended from time to time.

ARTICLE II – DEFINITIONS OF DISC SPORTS AND SANCTIONED EVENTS

1. A **Disc Game** is a game or event played with a flying disc that is recognized as a Disc Game by WFDF. The designation as a WFDF Disc Game is granted and revoked in an annual or special meeting or other vote of the voting members of WFDF ("Congress"). The list of Disc Games shall be maintained on the WFDF web site and updated as necessary.

2. A **Disc Discipline** is a Disc Game which is played according to a set of rules approved by WFDF but for which there is no WFDF World Championship event.

The designation as a WFDF Disc Discipline is granted and revoked by Congress. The list of Disc Disciplines shall be maintained on the WFDF web site and updated as necessary. Rules and regulations of each Disc Discipline or the standards for World Records are governed by their respective standing or ad hoc Committees, must be written in the English language, and must be approved by the Board of Directors.

3. A **Disc Sport** is a Disc Game which conforms to the following definition:

- a. it is a Disc Game played according to a set of rules approved by WFDF;
- b. it is a Disc Game for which a WFDF Disc Sport Committee has been established; and
- c. it is a Disc Game for which a WFDF World Championship is played on a regular basis, meeting the standards for such tournaments as set forth in these Bylaws and as otherwise established by the Board of Directors.

The designation as a WFDF Disc Sport is granted and revoked by Congress. The list of Disc Sports shall be maintained on the WFDF web site and updated as necessary. Rules and regulations of each Disc Sport or the standards for World Records are governed by their respective standing Committees, must be written in the English language, and must be approved by the Board of Directors.

4. A **WFDF World Championship** is a Sanctioned Event that is a tournament or event designated by Congress as a “WFDF World Championship” for a particular Disc Sport. Such tournament or event may be held on a standalone basis or in conjunction with the WFDF World Championship for other Disc Sports. Such events must meet the minimum standards for determination of tournament formats, player and team selection processes, etc., as set by the policies established by the Board of Directors. Furthermore, for a tournament or event for a Disc Sport to be designated and maintained as a WFDF World Championship, it must be held on no less than a quadrennial basis and must regularly involve participants from at least eight different countries from three continents.

5. A **Sanctioned Event** is a tournament or event designated by Congress as a “Sanctioned Event” for a particular Disc Discipline or Disc Sport. Although it includes all WFDF World Championships, it may also include regional events or variations on the rules of play for a Disc Discipline or Disc Sport. A Sanctioned Event fee shall be paid to WFDF for each participating player in any WFDF Sanctioned Event, according to the schedule established by Congress.

ARTICLE III – MEMBERSHIP AND VOTING

1. **Membership Classes.** There shall exist the following classes of membership:

1.1 National Member: A National Member shall be a flying disc association which is the governing body for Disc Games solely within a single national boundary. There can be only one National member per country and they must represent all Disc Games. To become a National Member and/or remain in good standing, a flying disc association must meet all of the following criteria, receive preliminary approval of WFDF’s Board of Directors, and be confirmed by Congress. If an incumbent National Member fails to continue to meet the membership criteria, their membership may be revoked by Congress.

- (a) must be organized with bylaws acceptable to WFDF;
- (b) must operate under the rules, policies, and programs which are in compliance with all agreements to which WFDF is a party;
- (c) must be open to participation without regard to race, color, religion, national origin, sex, or sexual orientation;
- (d) must represent a minimum of 25 individual disc players who are members of its organization (“Constituents”);
- (e) must hold an annual meeting and/or have another representative mechanism for its Constituents to elect a board of directors;
- (f) must fairly represent the interests of Constituents for all Disc Games within the country; and
- (g) must pay dues to WFDF as established by the Congress, and report annually regarding the number of its Constituents per the requirements as established by the Board of Directors (the “Census”).

1.2 Provisional National Member: Provisional National Members are flying disc associations which are the governing body for all Disc Games solely within a single national boundary which have not met all of the qualifications of a national Member. To become a Provisional Member and/or remain in good standing, a flying disc association must meet all of the following criteria, receive preliminary approval of WFDF’s Board of Directors, and be confirmed by Congress. If an incumbent Provisional Member fails to continue to meet the membership criteria, their membership may be revoked by Congress.

- (a) must be open to participation without regard to race, color, religion, national origin, sex or sexual orientation;
- (b) must operate under the rules, policies and programs, which are in compliance with all agreements to which WFDF is a party;
- (c) must fairly represent the interests of all Constituents in the applicable sport, region and/or country; and

(d) must report annually per the Census requirements as established by the Board.

1.3 Associate Member: An Associate Member is an association with ties to disc sports that is not a national governing body for flying disc sports within a country. These may include not-for-profit organizations that provide services to disc sports or which represent particular disc sports organizations. Associate Members do not have any voting rights but may attend Congress. They must meet the requirements for membership set out by the Board of Directors and receive approval by Congress.

1.4 Transition Phase: Up until mid-2017, WFDF permitted more than one Member per country as long as they represented different Disc Games in that country, or Members who only represented the interests of athletes of one Disc Game within the country and not the others. It also permitted Disc Game Organizational Members which were flying disc association which were the governing body for a single Disc Game across numerous national boundaries. From the date of the adoption of these Bylaws until December 2020, any current Members of WFDF shall be grandfathered in their membership, but should seek to conform to the new definition of membership outlined in this Article I of the Bylaws. Members not conforming to the updated definition of membership will be notified by WFDF of such non-conformance and will be required to provide an action plan of how they intend to conform by June 2021 and complete their transition by December 2021. Any Member in non-conformance by June 2022 may, per a vote of Congress upon the recommendation of the Board, have their membership terminated.

1.5 Resolution of Conflicts in Defining Responsibility: There can only be one Member representing each disc sports in each country. Through the Transition Phase Expiration, there can be only one Member representing each Disc Game per country. If there is a Member in a country, and a separate association in the country requests consideration as a member in WFDF, the prospective Member's application must specifically address the issue of representation and the incumbent Member must also comment on the application. In case of such conflict, Congress will make the decision as to which association should be the Member within the country.

2. Reporting by Members. As a prerequisite of initial membership and as an ongoing requirement to remain in good standing, each Member shall report the number of Constituents in its association and the basis for such calculation to WFDF. Such number shall typically be the greater of the (a) the number of dues paying members in the Member organization or (b) the number of different individuals participating in the national or organizational flying disc championships sanctioned by the Member organization. WFDF reserves the right to review the basis for the calculation of members for a Member association and to require revisions in order to establish consistency among Members in the basis for such calculations. Such ongoing reporting shall occur in the form of an annual Census, the requirements of which shall be established and amended from time to time by the Board.

3. Rights of Members: Voting and Play in Sanctioned Events.

3.1 Voting. All National Members in good standing ("Voting Members") shall be entitled to vote on all matters coming before the Congress, including the selection of Board members and other officers, fiscal matters of the Corporation, and on play related matters. Provisional members are not entitled to any vote.

3.2. Play in Sanctioned Events. National Members in good standing may designate Constituent players or teams to participate in Sanctioned Events, per the allocation rules established by the Committee responsible for the respective Disc Sport event and confirmed by the Board. Except as otherwise provided in Section 3.4 of this Article III, players represented by Provisional Members are not eligible for participation in Sanctioned Events.

3.3. Good Standing. A National Member shall be considered in Good Standing for voting purposes or play in a Sanctioned Event if it has paid all of its membership fees prior to the Sanctioned Event or Congress, respectively, and has fulfilled all its other obligations to WFDF including submission of Census data.

3.4. Provisional Member Play Exemption. To encourage participation in Sanctioned Events by players from countries or a Disc Game not previously represented by a National but by a Provisional Membership only, there is a one-time exemption from the full membership requirement for the participation of a player or team in a Sanctioned Event. However, concurrent with such participation, representatives of that country or Disc Game will have the obligation to apply for National Membership (as applicable) as soon as practicable. Players from such countries will be precluded from participation in subsequent Sanctioned Events until such time as such membership application is made and approved by the Congress, up to a maximum of nine years from the initial exemption event.

4. **Voting.** In matters requiring a vote of Congress, each Voting Member in good standing shall have a number of votes reflective of the number of Constituents that organization represents, as reported in the Census for the respective year, according to the following table (the “Voting Schedule”):

<u>Number of Constituents</u>	<u>Number of Votes</u>
From 0 to 200	1
From 201 to 400	2
From 401 to 800	3
From 801 to 1,600	4
From 1,601 to 3,200	5
From 3,201 to 6,400	6
From 6,401 to 12,800	7
From 12,801 to 25,600	8
From 25,601 to 51,200	9
51,201 and above	10

Votes of Members with more than one vote may be split in favor of alternative choices on a whole number basis per the Member’s discretion.

Notwithstanding the foregoing, the Congress may establish limits based on the number of Constituents for a maximum and minimum number of votes per Member, which must also be directly reflected in the dues required for such Member.

4.1. **Decisions by all Voting Members.** All Voting Members shall vote on matters affecting the general business and functions of WFDF, including: (a) electing the directors and officers of WFDF; (b) reviewing and approving the previous year’s financial statements and auditors’ reports; (c) approving WFDF’s annual budget and electing an Audit Committee; (d) setting membership dues and sanctioning fees for WFDF events; (e) approving the WFDF event calendar; (f) authorizing the basic strategic direction and policies of WFDF; (g) approving new members or terminating members; (h) making amendments to the WFDF Bylaws; (i) adding new disc sports to the WFDF program; and (j) other matters affecting WFDF generally. Each Voting member shall have the number of votes as per the Voting Schedule, adjusted by any such minimum or maximum caps as determined by Congress.

4.2. **Voting by Representatives of Specific Disc Disciplines.** For matters only involving a specific Disc Game, as determined by the Board of Directors, only Voting Members with responsibility for that Disc Game may vote. Each Voting Member with responsibility for a specific Disc Game shall have the number of votes as per the voting Schedule (adjusted by any such minimum or maximum caps as determined by Congress) without consideration of the share of its Constituents involved with such Disc Game.

4.3. **Requisite Majorities.** In most votes put forward before Congress, except as noted as follows, affirmative votes constituting a simple majority (50% plus 1) of the votes available to be cast are required to approve an action or motion. For (a) motions to revoke the membership of a current Member as provided for in Article III, (b) the removal of a Director as provided for in Article IV, Section 4, or (c) the amendment of the Bylaws as provided for in Article VIII, a two-thirds (2/3) majority of the votes available to be cast are required for approval. Approval of the dissolution of the corporation as provided for in Article VII requires the affirmative vote of a three-quarters (3/4) majority of the votes available to be cast. In all cases, notice must be duly given and the required quorum must be met for any such vote to be valid.

5. **Meetings and Voting Outside of a Meeting.** Annual or Special Meetings of the members of WFDF, or votes by Voting Members held outside of an in-person meeting, shall be known as a Congress.

5.1. **Annual Meeting.** The Annual Meeting of the Members shall be held each calendar year at a place and time to be fixed by the Board of Directors. The purposes of the annual meeting shall be to: (a) review and approve the previous year’s financial statements and auditors’ reports, (b) approve WFDF’s annual budget and elect an Audit Committee, (c) authorize the basic strategic direction and policies of WFDF, (d) serve as a forum for discussion of general disc sports issues, and (e) to take such other action as may properly come before the Congress. The Secretary shall cause to be given to each member notice of the time and place of the annual meeting not less than three (3) calendar months prior to the date of such scheduled meeting. Members must submit all motions for consideration at the annual meeting to the Board of Directors not less than 75 days prior to the date of such scheduled meeting, and the Board shall forward to all members a meeting agenda, along with copies of all motions, reports and other relevant material for consideration at the Congress, not less than two (2) calendar months prior to the date of such scheduled meeting.

5.2. **Special Meetings.** Special Meetings outside of the Annual Meeting may be called at any time by the Board of Directors. The Secretary shall cause to be given to each Voting Member notice of the time, place and purpose of such meeting, along with background materials requiring consideration, not less than two (2) calendar months prior thereto. The Board shall also be required to call a Special Meeting of the Congress upon the written demand of Voting Members in good standing representing twenty-five percent (25%) of the total Member votes.

5.3. **Votes Outside of a Meeting.** Votes outside of the Annual Meeting or a Special Meeting may be called at any time by the Board of Directors. The Secretary shall cause to be given to each Voting Member notice of the time, place and purpose of such meeting or required vote outside of a meeting, along with background materials requiring consideration, not less than one calendar month prior thereto. Whenever the Voting Members are required or permitted to take any action by vote outside of an Annual Meeting or Special Meeting, such vote shall take place through electronic or written voting mechanisms as established by the Board of Directors.

5.4. **Quorum.** So long as the Annual Meeting or a Special Meeting has been duly called as provided above, the presence, in person, by telephone or video conference, electronic correspondence, or by proxy, of any Voting Members shall constitute a quorum and shall be sufficient for the transaction of any business. For votes outside of an Annual or Special Meeting, the participation of no fewer than 50% of the Voting Members (before consideration of the actual votes per the Voting Schedule) shall constitute a quorum.

5.5. **Proxies.** Each Voting Member entitled to vote may authorize a person or persons to vote on behalf of such Voting Member by proxy. A proxy shall be in writing, signed by a duly authorized officer of a Voting Member, and revocable at the pleasure of the Voting Member executing it, and may be delivered electronically or in paper format. Such proxy must be delivered to the Secretary prior to the meeting or action and shall be valid only for the meeting or action named therein.

6. **Membership Fees.** The annual dues of Members shall be determined from time to time by the Congress, upon recommendation of the Board. Membership dues for each National and Disc Game Organizational Member are to be determined on the basis of the number of Constituents represented directly or indirectly by that organization, as reported in the Census for that year. Notwithstanding the foregoing, the Congress may establish limits for a maximum and minimum rate for dues per Member, which will be directly reflected in the Voting Schedule for such Member. In addition, the Congress, at the recommendation of the Board of Directors, may provide for a discounted rate for dues for Members in developing countries (the "Special Terms of Payment"), which shall not affect the Voting Schedule for any such Member.

If a member declines to report the number of players it represents in the Census, the Board is authorized to estimate the number for that member at its discretion and set dues accordingly.

7. **Sanctioned Event Fees.** The Sanctioned Event fee schedule shall be determined from time to time by Congress upon the recommendation of the Board. Such schedule of sanctioning fees shall be reflective of the type of event, expected number of participants, and length of event, and shall be stated as a per participant fee collected by the Sanctioned Event Organizer on behalf of WFDF.

In any case, the one time exemption for provisional Members from the Membership requirement provided for in Article III Section 3.4 does not excuse the participants from being required to pay the Sanctioned Event fee in order to participate in the Sanctioned Event.

8. **Hold Harmless.** Each Member, as a condition of its membership, agrees to hold WFDF and its directors, officers, coordinators, agents and consultants harmless from claims of any kind, nature or description arising out of the Member's participation in or observance of any game, tournament or event sponsored or sanctioned by WFDF.

9. **Meetings By Telephone or Other Electronic Means.** Members may hold or participate in a meeting of the Congress by means of conference telephone or other electronic means provided that all such persons so participating in such meeting can hear each other at the same time.

ARTICLE IV - DIRECTORS

1. **Management of the Corporation.** WFDF shall be managed by the Board of Directors. Directors shall be selected without regard to race, color, religion, national origin, sex or sexual orientation. The Board shall consist of the President, Secretary, Treasurer, the current chairs of each Disc Sport Committee, the chair of the Spirit of the Game Commission, the Presidents of each of the Continental Associations, the chair of the Athletes Commission, the Medical Commission Chair, and two at-large directors. The President, Secretary,

Treasurer, and the chairs of each Disc Sport Committee and the Spirit of the Game Committee shall be elected by the Congress, the chair of the Athletes Commission shall be chosen by the members of the Athletes Commission, and the Chair of the Medical Commission and the two at-large directors shall be appointed by the board.

The Board may engage outside consultants to assist on a day to day basis with the management of the corporation, within the constraints of the budget approved by the Congress.

2. **Election and Term of Directors.** An annual election by Congress will be held during the final two months of each calendar year to elect directors to hold office for the designated term of office. Each director shall hold office until the expiration of the term for which he or she was elected and until his or her successor has been elected and shall have qualified, or until his or her resignation or removal. Directors shall serve for two year terms, to be staggered as determined by the Congress. Elections are held electronically to accommodate all Members, and shall be open for no less than thirty (30) calendar days. Votes by Congress for Directors shall be via a commonly accepted voting mechanism as determined by the Board.

3. **Increase or Decrease in Number of Directors.** The number of directors may only be changed by Congress through an amendment to the Bylaws. No decrease in number of directors shall shorten the term of any incumbent director.

4. **Removal, Resignation, Replacement.** Any director or directors may be removed by Congress. A director may resign at any time by giving written notice to the Board. Unless otherwise specified in the notice, the resignation shall take effect upon receipt thereof by the Board. In the case of the resignation, death, or removal of a Board member, the deputy director (if any) shall replace such Board member. In the absence of a deputy director to replace a vacancy, the Board in its discretion may appoint a successor to serve in the position through the end of the scheduled term.

5. **Meetings.** There shall be no less than four (4) meetings of the Board annually, at such places and times to be fixed by the President. The Secretary shall cause to be given to each member of the Board notice of the time and place of the annual meeting not less than thirty (30) days prior to the date of such meeting. Such Board meetings may take place in person or by means of conference telephone or similar communications equipment, provided that all such persons so participating in such meeting can hear each other at the same time.

6. **Special Meetings and Actions Taken Without a Meeting.** A special meeting of the Board may be called by the President or by the majority of the Board. The Secretary shall cause each director to be notified of the time, place and purpose of such meeting not less than thirty (30) calendar days prior thereto. A vote of the Board taken without a meeting may be called by the President or by a majority of the Board, with each director to be notified of the time, place and purpose of such vote not less than seven (7) calendar days prior thereto. Whenever members of the Board are required or permitted to take any action by vote without a meeting, such vote shall be conducted through electronic or written voting mechanisms as established by the Board of Directors.

7. **Quorum and Required Majority.** The presence of a number of members of the Board not less than 50% of the total members (rounded up to the nearest whole integer), plus one, shall constitute a quorum and shall be necessary for the transaction of business. The consent of a majority of the directors present at any meeting at which a quorum is present shall be required for passage of any measure before the Board. One or more vacancies on the Board shall not change the required minimums for Quorum.

8. **Proxies.** Each Board Member entitled to vote may authorize another Board Member to vote on behalf of such Board Member by proxy. A proxy shall be in writing, signed by the Board Member, and revocable at the pleasure of the Board Member executing it, and may be delivered electronically or in paper format. Such proxy must be delivered to the Secretary prior to the meeting or action and shall be valid only for the meeting or action named therein.

9. **Committees.** The Board may designate such temporary or standing committees as it shall deem advisable, and such committee or committees shall have such powers as may be specified by resolution of the Board. In addition to such committees as may be authorized by resolution of the Board, there shall exist the following standing committees:

9.1 **Executive Committee.** The Executive Committee shall consist of the President, the Vice President, the Secretary and the Treasurer. The Executive Committee shall administer the daily affairs of WFDF, and shall have and exercise the authority of the Board in the management of WFDF, except as may be limited by resolution of the Board or by law.

9.2. Disc Sport Committees: A Disc Sport Committee shall be established for each Disc Sport with the responsibility to oversee the play-related activities of the specific Disc Sport. Each Disc Sport Committee shall consist of a Chair and a number of members. The Chair of each Disc Sport Committee will be chosen by Congress per the voting procedures established for Board elections for a two year term and members of the Committee shall be nominated by such Chair, subject to approval by the Board.

Each Disc Sport Committee shall address such issues as may affect participants in the specific Disc Sport, including: (a) maintaining and proposing revisions of the official WFDF rules for the Disc Sport; (b) soliciting bids for Sanctioned Events for the Disc Sport; (c) overseeing the Sanctioned Events for the Disc Sport, determining tournament formats, player and team selection processes, all in accordance with policies established by the Board of Directors, (d) arbitrating on any WFDF play-related issues within the Disc Sport; and (e) maintaining world records, and proposing revisions to the standards for such world records, if relevant within the Disc Sport. Although each Disc Sport Committee or a subcommittee designated for such purpose shall have the responsibility for soliciting bids for Sanctioned Events, the Board of Directors shall make the decision on which bid to accept. All decisions of a Disc Sport Committee may be appealed to the Board. Further, the Board will determine in advance which issues are subject to approval by all Voting Members of WFDF, which are subject to approval solely by Voting Members responsible for that Disc Sport, and which are issues subject to approval by the Board.

If there is no Committee for a Disc Sport, an official WFDF version of the rules may be proposed by any Voting Member responsible for that Disc Sport and approved by the Board of Directors. If there is a proposal for a Sanctioned Event but no Committee has yet been constituted, the Board of Directors shall appoint an interim Disc Sport Committee and chair to oversee event discussions until a Disc Sport Committee chair can be elected at the next Congress.

9.3. Disc Discipline Committees: A Disc Discipline Committee may be established for Disc Disciplines at the discretion of the Board, with the responsibility to oversee the play-related activities of the specific Disc Discipline. Each Disc Discipline Committee shall consist of a Chair and a number of members. The Chair and members of each Disc Discipline Committee will be chosen by the Board of Directors. The Chair of a Disc Discipline Committee need not be a member of the Board.

Each Disc Discipline Committee shall address such issues as may affect participants in the specific Disc Discipline, including: (a) maintaining and proposing revisions of the official WFDF rules for the Disc Discipline; (b) soliciting bids for Sanctioned Events for the Disc Discipline; (c) overseeing the Sanctioned Events for the Disc Discipline, determining tournament formats, player and team selection processes, all in accordance with policies established by the Board of Directors, (d) arbitrating on any WFDF play-related issues within the Disc Discipline; and (e) maintaining world records, and proposing revisions to the standards for such world records, if relevant within the Disc Discipline. Although each Disc Discipline Committee or a subcommittee designated for such purpose shall have the responsibility for soliciting bids for Sanctioned Events, the Board of Directors shall make the decision on which bid to accept. All decisions of a Disc Discipline Committee may be appealed to the Board. Further, the Board will determine in advance which issues are subject to approval by all Voting Members of WFDF, which are subject to approval solely by Voting Members responsible for that Disc Discipline, and which are issues subject to approval by the Board.

If there is no Committee for a Disc Discipline, an official WFDF version of the rules may be proposed by any Voting Member responsible for that Disc Discipline and approved by the Board of Directors. If there is a proposal for a Sanctioned Event but no Committee has yet been constituted, the Board of Directors shall appoint an interim Disc Discipline Committee and chair to oversee event discussions.

9.4. Auditor. The Congress shall elect a professional Auditor each year, who may not be a member of the Board. The term of the Auditor shall be approximately one year, until the next annual Congress. The Auditor shall review the financial records of the Corporation, and report to the Congress no less than annually. If the Auditor resigns prior to the completion of the term, the board shall designate a replacement to serve until the next Congress.

10. Meetings by Telephone or Other Electronic Means. Members of any Committee designated thereby may hold or participate in a meeting of the Committee by means of conference telephone or other electronic means provided that all such persons so participating in such meeting can hear each other at the same time, or by means of conference via email or similar communications such as electronic chat sessions provided that all such persons so participating in such meeting can participate equally. Whenever members of any Committee are required or permitted to take any action by vote without a meeting, such vote may be conducted through electronic or written voting mechanisms as established by the Board of Directors.

ARTICLE V - OFFICERS

1. **Election, Appointment, Term, Compensation.** Except as otherwise provided herein, officers shall be elected by Congress and shall serve for the designated term. All officers may be reappointed or reelected to succeeding terms without limitation. No two offices may be held by the same person.

2. **Removal, Resignation, Replacement.** Any Officer elected by Congress may only be removed by Congress. Any officer appointed by the Board may be removed by the Board at any time with or without cause. In the event of the death or resignation or removal of an officer the Board in its discretion may appoint a successor to serve in the position through the end of the scheduled term.

3. **President.** The President shall be elected by Congress and shall serve for a term of two (2) years. The President shall preside at all meetings of the Congress and of the Board, and shall act as Chair of the Executive Committee. The President shall be the chief executive officer of WFDF. The Board of Directors may authorize the President to enter into or execute and deliver any instrument in the name of and on behalf of WFDF. Such authority may be general or confined to specific instances.

4. **Vice President.** The Vice President shall be elected by the Board from among the board members, shall serve on the Executive Committee, and shall serve for a term of one (1) year. In the absence of the President, or in the event of his/her inability or refusal to act, the Vice President (if any) shall perform the duties of the President, and when so acting, shall have all the powers of and be subject to all of the restrictions upon the President. The Vice President (if any) shall perform such other duties as from time to time may be assigned to him or her by the President or by the Board of Directors.

5. **Treasurer.** The Treasurer shall be elected by Congress and shall serve for a term of two (2) years. The Treasurer shall serve on the Executive Committee and shall act as the treasurer and controller of WFDF. The Treasurer shall have the care and custody of all the funds and securities of WFDF and shall deposit all such funds in the name of WFDF in such bank or trust company as the Board of Directors may elect. He or she shall keep an account of all monies received and expended for use of WFDF, and shall sign all checks, drafts, notes and orders for the payment of money authorized by the Board of Directors. The Treasurer shall also negotiate all loans and/or other financial transactions on behalf of WFDF at the direction of the Board. The Board may, in its sole discretion, authorize the Treasurer to make such payments as may be customary and normal in the ordinary course of business; all extraordinary disbursements must be approved by the Executive Committee, subject to the discretion of the Board. The Treasurer shall maintain an up-to-date list of members in good standing, shall present a report on the financial affairs of WFDF to the Annual Meeting and the Board of Directors, shall be responsible for the filing of all tax returns (if any) as may be required from time to time and shall prepare a report to the membership to be distributed by electronic mail or posted on the web site each year.

6. **Secretary.** The Secretary shall be elected by Congress and shall serve for a term of two (2) years. The Secretary shall serve on the Executive Committee and shall have the duty to see that all notices are duly given in accordance with the provisions of these Bylaws or as required by law, shall keep the minutes of the meetings of the Board of Directors and the Congress in a book or books provided for such purposes, and shall maintain a file of such other books and papers of WFDF as the Board of Directors may direct. The Secretary shall prepare, under the direction of the Board of Directors, periodic reports as may be required under applicable law.

7. **Other Officers.** The Board shall appoint such other officers as may be necessary to conduct the business of WFDF. In addition, the Board may designate special consultants or agents at any time. Compensation, if any, for all such officers, consultants and agents shall be fixed by the Board, so long as such officers, consultants or agents are not Board members or affiliated with Board members.

ARTICLE VI - COMMISSIONS

1. **Standing Commissions.** WFDF shall maintain a number of standing Commissions

1.1. **Athletes' Commission.** The Athletes' Commission shall:

- Serve as a non-political group which can offer advice, feedback, and assistance to WFDF on matters and issues of relevance to all Ultimate athletes;
- Promote high standards of sportsmanship and ethical performance when athletes are competing/participating at the international level;
- Provide regular reports and recommendations to the WFDF Board on issues of relevance to athletes;
- Examine the WFDF business plan and give feedback to the Board on areas of improvement and/ or concerns that require input from athletes;

- Bring the athletes point of view to the Medical & Anti-Doping Committee on issues concerning athletes health and anti-doping issues
 - Relate directly to and represent athletes competing at the highest level and establish relationships to promote feedback to WFDF on matters concerning elite athletes; and
 - Act as a promotional tool available for the purposes of promoting Ultimate to sponsors, the media and the general public.
- 1.2. **Medical & Anti-Doping Commission.** The Medical & Anti-Doping Commission shall:
- Be comprised of at least three physicians demonstrating specialized knowledge of anti-doping and sports
 - Be responsible for review of Therapeutic Use Exemptions (“TUEs”) submitted by WFDF athletes
- 1.3. **Women in Sport Commission.** The Women in Sport Commission shall:
- to advise the WFDF Board of Directors on the development of policy related to promoting women in sport
 - to co-ordinate efforts to increase participation of women in Flying Disc sports
 - to develop ideas and initiatives to promote the role of women in Flying Disc sports
 - to ensure representation of women within WFDF governance structures
 - to deliver advocacy on gender issues in Flying Disc sports
 - to be active in raising awareness about gender equality in their respective domains
- 1.4. **WFDF Sport for Active Society and Development Commission.** The WFDF Sport for Active Society and Development Commission shall:
- Advise the WFDF Board of Directors on Sport for all and Development issues
 - Co-ordinate efforts to increase global participation in Flying Disc sports
 - Develop ideas and initiatives to promote Flying Disc sports on all continents
 - Ensure representation of the continental associations within WFDF governance structures
 - Deliver advocacy on development questions in Flying Disc sports
 - Develop ideas and initiatives for the development of Flying Disc sports on a Sport for all/grassroots level
- 1.5. **Entourage Commission.** The Entourage Commission shall:
- Advise the WFDF Board of Directors on questions related to the Athletes’ Entourage
 - Develop ideas and initiatives to make sure that the Entourage serves in the best interest of athletes
 - Ensure representation of the Entourage within the WFDF governance structures
 - Promote WFDF rules and regulations concerning the Entourage within their domains
 - Monitor and develop the WFDF Guidelines for the Conduct of the Athletes’ Entourage and make recommendations to the Board of Directors
- 1.6. **Ethics Commission.** The Ethics Commission shall:
- Assume responsibilities and duties as defined in the WFDF Code of Ethics
 - Assume responsibilities and duties as defined in the WFDF Conflict of Interest policy
 - Advise the WFDF Board of Directors on questions related to the Ethics in Sport
 - Ensure the presence of ethical principles within the WFDF governance structures
 - Monitor and develop the WFDF Code of Ethics and make recommendations to the Board of Directors
- 1.7. **Youth and Sport Commission.** The Youth and Sport Commission shall:
- Advise the WFDF Board of Directors on Youth and Sport issues
 - Co-ordinate efforts to increase global participation of young people in Flying Disc sports
 - Develop ideas and initiatives to promote and develop Flying Disc sports for young people on all continents
 - Deliver advocacy on youth questions in Flying Disc sports

2. **Selection of Members to Standing Commissions.** Members of the Athletes' Commission shall be selected in a direct election by elite athletes in a mechanism to be determined by the Board. The Chairs and members of the other Commissions shall be selected and approved by the Board.

3. **Other Commissions.** The Board may establish any other Commissions it determines are necessary and appoint the members at its discretion.

ARTICLE VII – CONTINENTAL ASSOCIATIONS

Members affiliated with WFDF and geographically situated on the same continent shall belong to their respective Continental Associations. WFDF shall have the following Continental Associations: Africa, Americas, Asia-Oceania, and Europe.

The Continental Association Board shall assist, support and advise the WFDF Board of Directors and the Congress regarding the following issues:

1. The promotion and coordination of the development and activities of Flying Disc sports within the respective Continents;
2. Matters of common interest of the members in their Continent;
3. Organization of Continental club and national team's competitions;
4. Organization and coordination of development efforts across the Continent; and
5. Preparation of the budget and plan of action to be submitted to the WFDF board.

The Board of WFDF is allowed to delegate some of its duties and powers to any Continental Association in its discretion.

The President and the other persons on the board of the Continental Associations must be a national or resident of a country which is represented by the Continental Association they represent. The members of the board including the President will be elected by the representatives of countries in the Continental Association and the President shall serve on the WFDF Board of Directors.

ARTICLE VIII - INDEMNIFICATION

Any person who shall at any time serve, or have served, as a director, officer, or Committee member of WFDF, of any other enterprise at the request of WFDF, and the heirs, executors, and administrators of such person, shall be indemnified by WFDF against all costs and expenses reasonably incurred in the defense of, or paid in the settlement of, any claim, action, suit or proceeding, to the extent such indemnification is permitted by the Colorado Revised Nonprofit Corporation Act, as amended. WFDF may in its discretion, but shall not be required to, advance to any such person expenses reasonably incurred in connection with such claim, action, suit or proceeding, and may indemnify and advance expenses to an employee or agent of WFDF to the same extent as to an officer or director. The foregoing indemnification shall not be exclusive of any other rights to which those indemnified may be entitled to under any agreement, vote of members, or otherwise.

ARTICLE IX - FISCAL YEAR

The fiscal year of WFDF shall commence on January 1 of each year and end on December 31.

ARTICLE X – COMMUNICATION WITH MEMBERS

WFDF shall maintain a website and group emails which shall serve as the primary vehicle for the dissemination of information to the Members. The information shall be distributed to all Members as a benefit of membership in WFDF. WFDF shall be required to publish minutes of all meetings of the Board and the Congress, and shall be required to publish a financial report from the Treasurer not less than once annually, distributing the above to Members through such means as determined by the Board.

Each Member shall provide to WFDF an official contact address, including contact person, telephone number, full mailing address per international standards, and an electronic e-mail address, to be confirmed at least annually in the Census (and any time such information changes in the interim). Communications to such address shall be deemed to constitute due notice by WFDF to Members.

ARTICLE XI – BYLAWS AMENDMENTS AND DISSOLUTION OF THE CORPORATION

These Bylaws may be amended, repealed or altered in whole or in part by a by the affirmative vote of not less than two thirds of the votes available to be cast at any duly held meeting of the Congress. Proposed amendments to the Bylaws may be submitted to the Board by any member at any time at least 75 calendar days prior to the Annual Meeting. A copy of all proposed amendments shall be forwarded to all Members not less than two (2) calendar months prior to the date of such scheduled vote.

The Corporation may be dissolved by the affirmative vote of not less than three quarters of the votes available to be cast at any duly held meeting of the Congress. If the corporation is dissolved, the assets shall be liquidated in an orderly fashion and distributed to a globally recognized charitable organization or organizations as designated by Congress.

ARTICLE XII - DISPUTE RESOLUTION

The Board shall have the authority to establish policies, subject to approval of the Congress, to adjudicate disputes among Members or between Members and itself. Such disputes may include, but shall not be limited to, disputes regarding eligibility for membership, eligibility for individual participants in Sanctioned Events, rulings with regard to world records, rulings involving anti-doping violations, and rulings with regard to disciplinary issues concerning tournaments or events sanctioned by WFDF. The Board, with the approval of the Congress, shall establish conduct policies for the on-site adjudication of disputes at tournaments or other events sanctioned by WFDF and for the off-site decision-making procedures for dispute resolution. In addition, such policies shall provide for a fair and appropriate appeal process within WFDF. No matter what the difference between the disputing parties, no case may be taken to a court of law and, as a condition of membership, WFDF shall require Members to renounce the right to take a dispute before a court of justice. WFDF will only recognize and accept the decisions of the Court of Arbitration for Sport (CAS) in Lausanne (Switzerland) should the necessity of an appeal against a WFDF decision arise.



BYLAWS OF THE WORLD FLYING DISC FEDERATION

(a Colorado Nonprofit Corporation, approved by Congress ~~in April 2012~~ on , 2017)

ARTICLE I - PURPOSES

The World Flying Disc Federation ("WFDF") is organized exclusively for educational purposes and to foster national and international amateur sports competition within the meaning of and pursuant to Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (or under the corresponding provision of any future United States Internal Revenue law), including, but not limited to, such purposes as:

1. To serve as the international governing body of all flying disc sports, with responsibility for sanctioning world championship and other international flying disc events, establishing uniform rules, and setting standards for and recording of world records;
2. To promote and protect the "spirit of the game" of flying disc sports play;
3. To promote flying disc sports play throughout the world and foster the establishment of new national flying disc sports associations, advising them on all flying disc sports activities and general management;
4. To promote and raise public awareness of and lobby for official recognition of flying disc play as sport;
5. To provide an international forum for discussion of all aspects of flying disc sports play; and
6. Consistent with above principles, to transact any and all other lawful business or businesses for which a corporation may be incorporated pursuant to the Colorado Revised Nonprofit Corporation Act, as it may be amended from time to time.

ARTICLE II – DEFINITIONS OF DISC SPORTS AND SANCTIONED EVENTS

1. A **Disc Game** is a game or event played with a flying disc that is recognized as a Disc Game by WFDF. The designation as a WFDF Disc Game is granted and revoked in an annual or special meeting or other vote of the voting members of WFDF ("Congress"). The list of Disc Games shall be maintained on the WFDF web site and updated as necessary.

2. A **Disc Discipline** is a Disc Game which is played according to a set of rules approved by WFDF but for which there is no WFDF World Championship event.

The designation as a WFDF Disc Discipline is granted and revoked by Congress. The list of Disc Disciplines shall be maintained on the WFDF web site and updated as necessary. Rules and regulations of each Disc Discipline or the standards for World Records are governed by their respective standing or ad hoc Committees, must be written in the English language, and must be approved by the Board of Directors.

3. A **Disc Sport** is a Disc Game which conforms to the following definition:
- a. it is a Disc Game played according to a set of rules approved by WFDF;
 - b. it is a Disc Game for which a WFDF Disc Sport Committee has been established; and
 - c. it is a Disc Game for which a WFDF World Championship is played on a regular basis, meeting the standards for such tournaments as set forth in these Bylaws and as otherwise established by the Board of Directors.

The designation as a WFDF Disc Sport is granted and revoked by Congress. The list of Disc Sports shall be maintained on the WFDF web site and updated as necessary. Rules and regulations of each Disc Sport or the standards for World Records are governed by their respective standing Committees, must be written in the English language, and must be approved by the Board of Directors.

4. A **WFDF World Championship** is a Sanctioned Event that is a tournament or event designated by Congress as a “WFDF World Championship” for a particular Disc Sport. Such tournament or event may be held on a ~~stand-alone~~standalone basis or in conjunction with the WFDF World Championship for other Disc Sports. Such events must meet the minimum standards for determination of tournament formats, player and team selection processes, etc., as set by the policies established by the Board of Directors. Furthermore, for a tournament or event for a Disc Sport to be designated and maintained as a WFDF World Championship, it must be held on no less than a quadrennial basis and must regularly involve participants from at least eight different countries from three continents.

5. A **Sanctioned Event** is a tournament or event designated by Congress as a “Sanctioned Event” for a particular Disc Discipline or Disc Sport. Although it includes all WFDF World Championships, it may also include regional events or variations on the rules of play for a Disc Discipline or Disc Sport. A Sanctioned Event fee shall be paid to WFDF for each participating player in any WFDF Sanctioned Event, according to the schedule established by Congress.

ARTICLE III – MEMBERSHIP AND VOTING

1. **Membership Classes.** There shall exist the following classes of membership:

1.1 National Member: A National Member shall be a flying disc association which is the governing body for ~~one or more~~ Disc Games solely within a single national boundary. ~~A National Member may represent a single Disc Game or multiple Disc Games, but there~~ There can be only one National member per ~~Disc Game per~~ country and they must represent all Disc Games. To become a National Member and/or remain in good standing, a flying disc association must meet all of the following criteria, receive preliminary approval of WFDF’s Board of Directors, and be confirmed by Congress. If an incumbent National Member fails to continue to meet the membership criteria, their membership may be revoked by Congress.

- (a) must be organized with bylaws acceptable to WFDF;
- (b) must operate under the rules, policies, and programs which are in compliance with all agreements to which WFDF is a party;
- (c) must be open to participation without regard to race, color, religion, national origin, sex, or sexual orientation;
- (d) must represent a minimum of ~~50~~25 individual disc players who are members of its organization (“Constituents”);
- (e) must hold an annual meeting and/or have another representative mechanism for its Constituents to elect a board of directors;
- (f) must fairly represent the interests of Constituents for ~~the all~~ Disc ~~Sports they represent in~~Games within the country; and
- (g) must pay dues to WFDF as established by the Congress, and report annually regarding the number of its Constituents per the requirements as established by the Board of Directors (the “Census”).

1.2 Disc Game Organizational Member: ~~A Disc Game Organizational Member shall be a flying disc association which is the governing body for a single Disc Game across numerous national boundaries. There can be only one Disc Game Organizational Member per Disc Game. To become a Disc Game Organizational Member and/or remain in good standing, a flying disc association must meet all of the following criteria, receive preliminary approval of WFDF’s Board of Directors, and be confirmed by Congress. If an incumbent Disc Game Organizational Member fails to continue to meet the membership criteria, their membership may be revoked by Congress.~~

- ~~(a) must be organized with bylaws acceptable to WFDF;~~

~~(b) must operate under the rules, policies and programs which are in compliance with all agreements to which WFDF is a party;~~

~~(c) must be open to participation without regard to race, color, religion, national origin, sex or sexual orientation;~~

~~(d) must represent a minimum membership of 50 Constituents;~~

~~(e) must hold an annual meeting and/or have another representative mechanism for its Constituents to elect a board of directors;~~

~~(f) must fairly represent the interests of participants of the applicable Disc Game for a region (multi-national) or worldwide; and~~

~~(g) must pay dues to WFDF as established by the Congress and report annually per the Census requirements as established by the Board.~~

~~**1.3 Provisional National Member:** Provisional members~~**National Members** are ~~(a) flying disc associations which are the governing body for one or more all~~ Disc Games solely within a single national boundary, ~~or (b) flying disc associations which are the governing body for a single Disc Game across numerous national boundaries,~~ which have not met all of the qualifications of a national Member ~~or Disc Game Organizational Member, and which are not already represented by a Member in that country or Disc Game.~~ To become a Provisional Member and/or remain in good standing, a flying disc association must meet all of the following criteria, receive preliminary approval of WFDF's Board of Directors, and be confirmed by Congress. If an incumbent Provisional Member fails to continue to meet the membership criteria, their membership may be revoked by Congress.

~~(a) must be open to participation without regard to race, color, religion, national origin, sex or sexual orientation;~~

~~(b) must operate under the rules, policies and programs, which are in compliance with all agreements to which WFDF is a party;~~

~~(c) must fairly represent the interests of all Constituents in the applicable sport, region and/or country; and~~

~~(d) must report annually per the Census requirements as established by the Board.~~

1.43 Associate Member: An Associate Member is an association with ties to disc sports that is not a national governing body for flying disc sports within a country. These may include not-for-profit organizations that provide services to disc sports or which represent particular disc sports organizations. Associate Members do not have any voting rights but may attend Congress. They must meet the requirements for membership set out by the Board of Directors and receive approval by Congress.

1.4 Transition Phase: Up until mid-2017, WFDF permitted more than one Member per country as long as they represented different Disc Games in that country, or Members who only represented the interests of athletes of one Disc Game within the country and not the others. It also permitted Disc Game Organizational Members which were flying disc association which were the governing body for a single Disc Game across numerous national boundaries. From the date of the adoption of these Bylaws until December 2020, any current Members of WFDF shall be grandfathered in their membership, but should seek to conform to the new definition of membership outlined in this Article I of the Bylaws. Members not conforming to the updated definition of membership will be notified by WFDF of such non-conformance and will be required to provide an action plan of how they intend to conform by June 2021 and complete their transition by December 2021. Any Member in non-conformance by June 2022 may, per a vote of Congress upon the recommendation of the Board, have their membership terminated.

1.5 Resolution of Conflicts in Defining Responsibility: There can only be one Member representing each disc sports in each country. Through the Transition Phase Expiration, there can be only one Member representing each Disc Game per country. If there is a National multi-game Member which represents players~~Member~~ in a ~~Disc Game~~country, and a separate association in the country requests consideration as a member in WFDF, the prospective Member's application must specifically address the issue of representation

and ~~both the National multi-game Member and the Disc Sport or Disc Discipline Committee, if any, must also comment on the application. If there is a conflict, Congress will make the decision as to which group represents the players in the Disc Game in question within the country, as part of the overall decision regarding admission of the prospective member. Further, if there is a National multi-game Member which represents players in a particular Disc Game, and a respective Disc Game Organizational Member seeks to represent such overlapping Constituents in WFDF, the Disc Game Organizational Member's application must specifically address the issue of representation and both the National multi-game Member and the Disc Sport or Disc Discipline Committee, if any, must also comment on the application. If there is a conflict, Congress will make the decision as to which Member represents the Constituents in the Disc Game in question.~~ the incumbent Member must also comment on the application. In case of such conflict, Congress will make the decision as to which association should be the Member within the country.

2. **Reporting by Members.** As a prerequisite of initial membership and as an ongoing requirement to remain in good standing, each Member shall report the number of Constituents in its association and the basis for such calculation to WFDF. Such number shall typically be the greater of the (a) the number of dues paying members in the Member organization or (b) the number of different individuals participating in the national or organizational flying disc championships sanctioned by the Member organization. WFDF reserves the right to review the basis for the calculation of members for a Member association and to require revisions in order to establish consistency among Members in the basis for such calculations. Such ongoing reporting shall occur in the form of an annual Census, the requirements of which shall be established and amended from time to time by the Board.

3. **Rights of Members: Voting and Play in Sanctioned Events.**

3.1 **Voting.** All National ~~and Disc Game Organizational~~ Members in good standing- (“Voting Members”) shall be entitled to vote on all matters coming before the Congress, including the selection of Board members and other officers, fiscal matters of the Corporation, and on play related matters. Provisional members are not entitled to any vote.

3.2. **Play in Sanctioned Events.** National Members in good standing may designate Constituent players or teams to participate in Sanctioned Events, per the allocation rules established by the Committee responsible for the respective Disc Sport event and confirmed by the Board. ~~Disc Game Organizational Members may not designate players or teams to participate in Sanctioned Events unless there is no National Member with responsibility for such designation of a participant from such country.~~ Except as otherwise provided in Section 3.4 of this Article III, players represented by Provisional Members are not eligible for participation in Sanctioned Events.

3.3. **Good Standing.** A National ~~or Disc Game Organizational~~ Member shall be considered in Good Standing for voting purposes or play in a Sanctioned Event if it has paid all of its membership fees prior to the Sanctioned Event or Congress, respectively, and has fulfilled all its other obligations to WFDF including submission of Census data.

3.4. **Provisional Member Play Exemption.** To encourage participation in Sanctioned Events by players from countries or a Disc Game not previously represented by a National ~~or Disc Game Organizational Member~~, but by a Provisional Membership only, there is a one-time exemption from the full membership requirement for the participation of a player or team in a Sanctioned Event. However, concurrent with such participation, representatives of that country or Disc Game will have the obligation to apply for National Membership ~~or Disc Game Organizational Membership~~ (as applicable) as soon as practicable. Players from such countries will be precluded from participation in subsequent Sanctioned Events until such time as such membership application is made and approved by the Congress, up to a maximum of nine years from the initial exemption event.

4. **Voting.** In matters requiring a vote of Congress, each Voting Member in good standing shall have a number of votes reflective of the number of Constituents that organization represents, as reported in the Census for the respective year, according to the following table (the “Voting Schedule”):

<u>Number of Constituents</u>	<u>Number of Votes</u>
From 0 to 200	1
From 201 to 400	2
From 401 to 800	3
From 801 to 1,600	4
From 1,601 to 3,200	5
From 3,201 to 6,400	6
From 6,401 to 12,800	7

From 12,801 to 25,600	8
From 25,601 to 51,200	9
51,201 and above	10

Votes of Members with more than one vote may be split in favor of alternative choices on a whole number basis per the Member's discretion.

Notwithstanding the foregoing, the Congress may establish limits based on the number of Constituents for a maximum and minimum number of votes per Member, which must also be directly reflected in the dues required for such Member.

4.1. Decisions by all Voting Members. All Voting Members shall vote on matters affecting the general business and functions of WFDF, including: (a) electing the directors and officers of WFDF; (b) reviewing and approving the previous year's financial statements and auditors' reports; (c) approving WFDF's annual budget and electing an Audit Committee; (d) setting membership dues and sanctioning fees for WFDF events; (e) approving the WFDF event calendar; (f) authorizing the basic strategic direction and policies of WFDF; (g) approving new members or terminating members; (h) making amendments to the WFDF Bylaws; (i) adding new disc sports to the WFDF program; and (j) other matters affecting WFDF generally. Each Voting member shall have the number of votes as per the Voting Schedule, adjusted by any such minimum or maximum caps as determined by Congress.

4.2. Voting by Representatives of Specific Disc Disciplines. For matters only involving a specific Disc Game, as determined by the Board of Directors, only Voting Members with responsibility for that Disc Game may vote. Each Voting Member with responsibility for a specific Disc Game shall have the number of votes as per the voting Schedule (adjusted by any such minimum or maximum caps as determined by Congress) without consideration of the share of its Constituents involved with such Disc Game.

4.3. Requisite Majorities. In most votes put forward before Congress, except as noted as follows, affirmative votes constituting a simple majority (50% plus 1) of the votes available to be cast are required to approve an action or motion. For (a) motions to revoke the membership of a current Member as provided for in Article III, (b) the removal of a Director as provided for in Article IV, Section 4, or (c) the amendment of the Bylaws as provided for in Article VIII, a two-thirds (2/3) majority of the votes available to be cast are required for approval. Approval of the dissolution of the corporation as provided for in Article VII requires the affirmative vote of a three-quarters (3/4) majority of the votes available to be cast. In all cases, notice must be duly given and the required quorum must be met for any such vote to be valid.

5. Meetings and Voting Outside of a Meeting. Annual or Special Meetings of the members of WFDF, or votes by Voting Members held outside of an in-person meeting, shall be known as a Congress.

5.1. Annual Meeting. The Annual Meeting of the Members shall be held each calendar year at a place and time to be fixed by the Board of Directors. The purposes of the annual meeting shall be to: (a) review and approve the previous year's financial statements and auditors' reports, (b) approve WFDF's annual budget and elect an Audit Committee, (c) authorize the basic strategic direction and policies of WFDF, (d) serve as a forum for discussion of general disc sports issues, and (e) to take such other action as may properly come before the Congress. The Secretary shall cause to be given to each member notice of the time and place of the annual meeting not less than three (3) calendar months prior to the date of such scheduled meeting. Members must submit all motions for consideration at the annual meeting to the Board of Directors not less than 75 days prior to the date of such scheduled meeting, and the Board shall forward to all members a meeting agenda, along with copies of all motions, reports and other relevant material for consideration at the Congress, not less than two (2) calendar months prior to the date of such scheduled meeting.

5.2. Special Meetings. Special Meetings outside of the Annual Meeting may be called at any time by the Board of Directors. The Secretary shall cause to be given to each Voting Member notice of the time, place and purpose of such meeting, along with background materials requiring consideration, not less than two (2) calendar months prior thereto. The Board shall also be required to call a Special Meeting of the Congress upon the written demand of Voting Members in good standing representing twenty-five percent (25%) of the total Member votes.

5.3. Votes Outside of a Meeting. Votes outside of the Annual Meeting or a Special Meeting may be called at any time by the Board of Directors. The Secretary shall cause to be given to each Voting Member notice of the time, place and purpose of such meeting or required vote outside of a meeting, along with background materials requiring consideration, not less than one calendar month prior thereto. Whenever the

Voting Members are required or permitted to take any action by vote outside of an Annual Meeting or Special Meeting, such vote shall take place through electronic or written voting mechanisms as established by the Board of Directors.

5.4. **Quorum.** So long as the Annual Meeting or a Special Meeting has been duly called as provided above, the presence, in person, by telephone or video conference, electronic correspondence, or by proxy, of any Voting Members shall constitute a quorum and shall be sufficient for the transaction of any business. For votes outside of an Annual or Special Meeting, the participation of no fewer than 50% of the Voting Members (before consideration of the actual votes per the Voting Schedule) shall constitute a quorum.

5.5. **Proxies.** Each Voting Member entitled to vote may authorize a person or persons to vote on behalf of such Voting Member by proxy. A proxy shall be in writing, signed by a duly authorized officer of a Voting Member, and revocable at the pleasure of the Voting Member executing it, and may be delivered electronically or in paper format. Such proxy must be delivered to the Secretary prior to the meeting or action and shall be valid only for the meeting or action named therein.

6. **Membership Fees.** The annual dues of Members shall be determined from time to time by the Congress, upon recommendation of the Board. Membership dues for each National and Disc Game Organizational Member are to be determined on the basis of the number of Constituents represented directly or indirectly by that organization, as reported in the Census for that year. Notwithstanding the foregoing, the Congress may establish limits for a maximum and minimum rate for dues per Member, which will be directly reflected in the Voting Schedule for such Member. In addition, the Congress, at the recommendation of the Board of Directors, may provide for a discounted rate for dues for Members in developing countries (the "Special Terms of Payment"), which shall not affect the Voting Schedule for any such Member.

If a member declines to report the number of players it represents in the Census, the Board is authorized to estimate the number for that member at its discretion and set dues accordingly.

7. **Sanctioned Event Fees.** The Sanctioned Event fee schedule shall be determined from time to time by Congress upon the recommendation of the Board. Such schedule of sanctioning fees shall be reflective of the type of event, expected number of participants, and length of event, and shall be stated as a per participant fee collected by the Sanctioned Event Organizer on behalf of WFDF.

In any case, the one time exemption for provisional Members from the Membership requirement provided for in Article III Section 3.4 does not excuse the participants from being required to pay the Sanctioned Event fee in order to participate in the Sanctioned Event.

8. **Hold Harmless.** Each Member, as a condition of its membership, agrees to hold WFDF and its directors, officers, coordinators, agents and consultants harmless from claims of any kind, nature or description arising out of the Member's participation in or observance of any game, tournament or event sponsored or sanctioned by WFDF.

9. **Meetings By Telephone or Other Electronic Means.** Members may hold or participate in a meeting of the Congress by means of conference telephone or other electronic means provided that all such persons so participating in such meeting can hear each other at the same time.

ARTICLE IV - DIRECTORS

1. **Management of the Corporation.** WFDF shall be managed by the Board of Directors. Directors shall be selected without regard to race, color, religion, national origin, sex or sexual orientation. The Board shall consist of the President, Secretary, Treasurer, the current chairs of each Disc Sport Committee, ~~along with three~~ the chair of the Spirit of the Game Commission, the Presidents of each of the Continental Associations, the chair of the Athletes Commission, the Medical Commission Chair, and two at-large directors; ~~as. The President, Secretary, Treasurer, and the chairs of each Disc Sport Committee and the Spirit of the Game Committee shall be elected by the Congress. The Congress may also elect one (1) deputy director, who shall serve as a full voting member of the Board in the event that any director resigns or is removed prior to the end of his/her stated term, the chair of the Athletes Commission shall be chosen by the members of the Athletes Commission, and the Chair of the Medical Commission and the two at-large directors shall be appointed by the board.~~

The Board may engage outside consultants to assist on a day to day basis with the management of the corporation, within the constraints of the budget approved by the Congress.

2. **Election and Term of Directors.** An annual election by Congress will be held during the final two months of each calendar year to elect directors to hold office for the designated term of office. Each director shall hold office until the expiration of the term for which he or she was elected and until his or her successor has been elected and shall have qualified, or until his or her resignation or removal. Directors shall serve for two year terms, to be staggered as determined by the Congress. Elections are held electronically to accommodate all Members, and shall be open for no less than thirty (30) calendar days. Votes by Congress for Directors shall be via a commonly accepted voting mechanism as determined by the Board.

3. **Increase or Decrease in Number of Directors.** The number of directors may only be changed by Congress through an amendment to the Bylaws. No decrease in number of directors shall shorten the term of any incumbent director.

4. **Removal, Resignation, Replacement.** Any director or directors may be removed by Congress. A director may resign at any time by giving written notice to the Board. Unless otherwise specified in the notice, the resignation shall take effect upon receipt thereof by the Board. In the case of the resignation, death, or removal of a Board member, the deputy director (if any) shall replace such Board member. In the absence of a deputy director to replace a vacancy, the Board in its discretion may appoint a successor to serve in the position through the end of the scheduled term.

5. **Meetings.** There shall be no less than four (4) meetings of the Board annually, at such places and times to be fixed by the President. The Secretary shall cause to be given to each member of the Board notice of the time and place of the annual meeting not less than thirty (30) days prior to the date of such meeting. Such Board meetings may take place in person or by means of conference telephone or similar communications equipment, provided that all such persons so participating in such meeting can hear each other at the same time.

6. **Special Meetings and Actions Taken Without a Meeting.** A special meeting of the Board may be called by the President or by the majority of the Board. The Secretary shall cause each director to be notified of the time, place and purpose of such meeting not less than thirty (30) calendar days prior thereto. A vote of the Board taken without a meeting may be called by the President or by a majority of the Board, with each director to be notified of the time, place and purpose of such vote not less than seven (7) calendar days prior thereto. Whenever members of the Board are required or permitted to take any action by vote without a meeting, such vote shall be conducted through electronic or written voting mechanisms as established by the Board of Directors.

7. **Quorum and Required Majority.** The presence of a number of members of the Board not less than 50% of the total members (rounded up to the nearest whole integer), plus one, shall constitute a quorum and shall be necessary for the transaction of business. The consent of a majority of the directors present at any meeting at which a quorum is present shall be required for passage of any measure before the Board. One or more vacancies on the Board shall not change the required minimums for Quorum.

8. **Proxies.** Each Board Member entitled to vote may authorize another Board Member to vote on behalf of such Board Member by proxy. A proxy shall be in writing, signed by the Board Member, and revocable at the pleasure of the Board Member executing it, and may be delivered electronically or in paper format. Such proxy must be delivered to the Secretary prior to the meeting or action and shall be valid only for the meeting or action named therein.

9. **Committees.** The Board may designate such temporary or standing committees as it shall deem advisable, and such committee or committees shall have such powers as may be specified by resolution of the Board. In addition to such committees as may be authorized by resolution of the Board, there shall exist the following standing committees:

9.1 **Executive Committee.** The Executive Committee shall consist of the President, the Vice President, the Secretary and the Treasurer. The Executive Committee shall administer the daily affairs of WFDF, and shall have and exercise the authority of the Board in the management of WFDF, except as may be limited by resolution of the Board or by law.

9.2. **Disc Sport Committees:** A Disc Sport Committee shall be established for each Disc Sport with the responsibility to oversee the play-related activities of the specific Disc Sport. Each Disc Sport Committee shall consist of a Chair and a number of members. The Chair of each Disc Sport Committee will be chosen by Congress per the voting procedures established for Board elections for a two year term and members of the Committee shall be nominated by such Chair, subject to approval by the Board.

Each Disc Sport Committee shall address such issues as may affect participants in the specific Disc Sport, including: (a) maintaining and proposing revisions of the official WFDF rules for the Disc Sport; (b) soliciting bids for Sanctioned Events for the Disc Sport; (c) overseeing the Sanctioned Events for the Disc Sport, determining tournament formats, player and team selection processes, all in accordance with policies established by the Board of Directors, (d) arbitrating on any WFDF play-related issues within the Disc Sport; and (e) maintaining world records, and proposing revisions to the standards for such world records, if relevant within the Disc Sport. Although each Disc Sport Committee or a subcommittee designated for such purpose shall have the responsibility for soliciting bids for Sanctioned Events, the Board of Directors shall make the decision on which bid to accept. All decisions of a Disc Sport Committee may be appealed to the Board. Further, the Board will determine in advance which issues are subject to approval by all Voting Members of WFDF, which are subject to approval solely by Voting Members responsible for that Disc Sport, and which are issues subject to approval by the Board.

If there is no Committee for a Disc Sport, an official WFDF version of the rules may be proposed by any Voting Member responsible for that Disc Sport and approved by the Board of Directors. If there is a proposal for a Sanctioned Event but no Committee has yet been constituted, the Board of Directors shall appoint an interim Disc Sport Committee and chair to oversee event discussions until a Disc Sport Committee chair can be elected at the next Congress.

9.3. Disc Discipline Committees: A Disc Discipline Committee may be established for Disc Disciplines at the discretion of the Board, with the responsibility to oversee the play-related activities of the specific Disc Discipline. Each Disc Discipline Committee shall consist of a Chair and a number of members. The Chair and members of each Disc Discipline Committee will be chosen by the Board of Directors. The Chair of a Disc Discipline Committee need not be a member of the Board.

Each Disc Discipline Committee shall address such issues as may affect participants in the specific Disc Discipline, including: (a) maintaining and proposing revisions of the official WFDF rules for the Disc Discipline; (b) soliciting bids for Sanctioned Events for the Disc Discipline; (c) overseeing the Sanctioned Events for the Disc Discipline, determining tournament formats, player and team selection processes, all in accordance with policies established by the Board of Directors, (d) arbitrating on any WFDF play-related issues within the Disc Discipline; and (e) maintaining world records, and proposing revisions to the standards for such world records, if relevant within the Disc Discipline. Although each Disc Discipline Committee or a subcommittee designated for such purpose shall have the responsibility for soliciting bids for Sanctioned Events, the Board of Directors shall make the decision on which bid to accept. All decisions of a Disc Discipline Committee may be appealed to the Board. Further, the Board will determine in advance which issues are subject to approval by all Voting Members of WFDF, which are subject to approval solely by Voting Members responsible for that Disc Discipline, and which are issues subject to approval by the Board.

If there is no Committee for a Disc Discipline, an official WFDF version of the rules may be proposed by any Voting Member responsible for that Disc Discipline and approved by the Board of Directors. If there is a proposal for a Sanctioned Event but no Committee has yet been constituted, the Board of Directors shall appoint an interim Disc Discipline Committee and chair to oversee event discussions.

9.4. Auditor. The Congress shall elect a professional Auditor each year, who may not be a member of the Board. The term of the Auditor shall be approximately one year, until the next annual Congress. The Auditor shall review the financial records of the Corporation, and report to the Congress no less than annually. If the Auditor resigns prior to the completion of the term, the board shall designate a replacement to serve until the next Congress.

10. Meetings ~~By~~ Telephone or Other Electronic Means. Members of any Committee designated thereby may hold or participate in a meeting of the Committee by means of conference telephone or other electronic means provided that all such persons so participating in such meeting can hear each other at the same time, or by means of conference via email or similar communications such as electronic chat sessions provided that all such persons so participating in such meeting can participate equally. Whenever members of any Committee are required or permitted to take any action by vote without a meeting, such vote may be conducted through electronic or written voting mechanisms as established by the Board of Directors.

ARTICLE V - OFFICERS

1. Election, Appointment, Term, Compensation. Except as otherwise provided herein, officers shall be elected by Congress and shall serve for the designated term. All officers may be reappointed or reelected to succeeding terms without limitation. No two offices may be held by the same person.

2. **Removal, Resignation, Replacement.** Any Officer elected by Congress may only be removed by Congress. Any officer appointed by the Board may be removed by the Board at any time with or without cause. In the event of the death or resignation or removal of an officer the Board in its discretion may appoint a successor to serve in the position through the end of the scheduled term.

3. **President.** The President shall be elected by Congress and shall serve for a term of two (2) years. The President shall preside at all meetings of the Congress and of the Board, and shall act as Chair of the Executive Committee. The President shall be the chief executive officer of WFDF. The Board of Directors may authorize the President to enter into or execute and deliver any instrument in the name of and on behalf of WFDF. Such authority may be general or confined to specific instances.

4. **Vice President.** The Vice President shall be elected by the Board from among the board members, shall serve on the Executive Committee, and shall serve for a term of one (1) year. In the absence of the President, or in the event of his/her inability or refusal to act, the Vice President (if any) shall perform the duties of the President, and when so acting, shall have all the powers of and be subject to all of the restrictions upon the President. The Vice President (if any) shall perform such other duties as from time to time may be assigned to him or her by the President or by the Board of Directors.

5. **Treasurer.** The Treasurer shall be elected by Congress and shall serve for a term of two (2) years. The Treasurer shall serve on the Executive Committee and shall act as the treasurer and controller of WFDF. The Treasurer shall have the care and custody of all the funds and securities of WFDF and shall deposit all such funds in the name of WFDF in such bank or trust company as the Board of Directors may elect. He or she shall keep an account of all monies received and expended for use of WFDF, and shall sign all checks, drafts, notes and orders for the payment of money authorized by the Board of Directors. The Treasurer shall also negotiate all loans and/or other financial transactions on behalf of WFDF at the direction of the Board. The Board may, in its sole discretion, authorize the Treasurer to make such payments as may be customary and normal in the ordinary course of business; all extraordinary disbursements must be approved by the Executive Committee, subject to the discretion of the Board. The Treasurer shall maintain an up-to-date list of members in good standing, shall present a report on the financial affairs of WFDF to the Annual Meeting and the Board of Directors, shall be responsible for the filing of all tax returns (if any) as may be required from time to time and shall prepare a report to the membership to be distributed by electronic mail or posted on the web site each year.

6. **Secretary.** The Secretary shall be elected by Congress and shall serve for a term of two (2) years. The Secretary shall serve on the Executive Committee and shall have the duty to see that all notices are duly given in accordance with the provisions of these Bylaws or as required by law, shall keep the minutes of the meetings of the Board of Directors and the Congress in a book or books provided for such purposes, and shall maintain a file of such other books and papers of WFDF as the Board of Directors may direct. The Secretary shall prepare, under the direction of the Board of Directors, periodic reports as may be required under applicable law.

7. **Other Officers.** The Board shall appoint such other officers as may be necessary to conduct the business of WFDF. In addition, the Board may designate special consultants or agents at any time. Compensation, if any, for all such officers, consultants and agents shall be fixed by the Board, so long as such officers, consultants or agents are not Board members or affiliated with Board members.

ARTICLE VI - COMMISSIONS

1. Standing Commissions. WFDF shall maintain a number of standing Commissions

1.1. Athletes' Commission. The Athletes' Commission shall:

- Serve as a non-political group which can offer advice, feedback, and assistance to WFDF on matters and issues of relevance to all Ultimate athletes;
- Promote high standards of sportsmanship and ethical performance when athletes are competing/participating at the international level;
- Provide regular reports and recommendations to the WFDF Board on issues of relevance to athletes;
- Examine the WFDF business plan and give feedback to the Board on areas of improvement and/ or concerns that require input from athletes;
- Bring the athletes point of view to the Medical & Anti-Doping Committee on issues concerning athletes health and anti-doping issues

- Relate directly to and represent athletes competing at the highest level and establish relationships to promote feedback to WFDF on matters concerning elite athletes; and
- Act as a promotional tool available for the purposes of promoting Ultimate to sponsors, the media and the general public.

1.2. **Medical & Anti-Doping Commission.** The Medical & Anti-Doping Commission shall:

- Be comprised of at least three physicians demonstrating specialized knowledge of anti-doping and sports
- Be responsible for review of Therapeutic Use Exemptions (“TUEs”) submitted by WFDF athletes

1.3. **Women in Sport Commission.** The Women in Sport Commission shall:

- to advise the WFDF Board of Directors on the development of policy related to promoting women in sport
- to co-ordinate efforts to increase participation of women in Flying Disc sports
- to develop ideas and initiatives to promote the role of women in Flying Disc sports
- to ensure representation of women within WFDF governance structures
- to deliver advocacy on gender issues in Flying Disc sports
- to be active in raising awareness about gender equality in their respective domains

1.4. **Sport for Active Society and Development Commission.** The Sport for Active Society and Development Commission shall:

- Advise the WFDF Board of Directors on Sport for all and Development issues
- Co-ordinate efforts to increase global participation in Flying Disc sports
- Develop ideas and initiatives to promote Flying Disc sports on all continents
- Ensure representation of the continental associations within WFDF governance structures
- Deliver advocacy on development questions in Flying Disc sports
- Develop ideas and initiatives for the development of Flying Disc sports on a Sport for all/grassroots level

1.5. **Entourage Commission.** The Entourage Commission shall:

- Advise the WFDF Board of Directors on questions related to the Athletes’ Entourage
- Develop ideas and initiatives to make sure that the Entourage serves in the best interest of athletes
- Ensure representation of the Entourage within the WFDF governance structures
- Promote WFDF rules and regulations concerning the Entourage within their domains
- Monitor and develop the WFDF Guidelines for the Conduct of the Athletes’ Entourage and make recommendations to the Board of Directors

1.6. **Ethics Commission.** The Ethics Commission shall:

- Assume responsibilities and duties as defined in the WFDF Code of Ethics
- Assume responsibilities and duties as defined in the WFDF Conflict of Interest policy
- Advise the WFDF Board of Directors on questions related to the Ethics in Sport
- Ensure the presence of ethical principles within the WFDF governance structures
- Monitor and develop the WFDF Code of Ethics and make recommendations to the Board of Directors

1.7. **Youth and Sport Commission.** The Youth and Sport Commission shall:

- Advise the WFDF Board of Directors on Youth and Sport issues
- Co-ordinate efforts to increase global participation of young people in Flying Disc sports
- Develop ideas and initiatives to promote and develop Flying Disc sports for young people on all continents
- Deliver advocacy on youth questions in Flying Disc sports

2. **Selection of Members to Standing Commissions.** Members of the Athletes' Commission shall be selected in a direct election by elite athletes in a mechanism to be determined by the Board. The Chairs and members of the other Commissions shall be selected and approved by the Board.

3. **Other Commissions.** The Board may establish any other Commissions it determines are necessary and appoint the members at its discretion.

ARTICLE VII – CONTINENTAL ASSOCIATIONS

Members affiliated with WFDF and geographically situated on the same continent shall belong to their respective Continental Associations. WFDF shall have the following Continental Associations: Africa, Americas, Asia-Oceania, and Europe.

The Continental Association Board shall assist, support and advise the WFDF Board of Directors and the Congress regarding the following issues:

1. The promotion and coordination of the development and activities of Flying Disc sports within the respective Continents;
2. Matters of common interest of the members in their Continent;
3. Organization of Continental club and national team's competitions;
4. Organization and coordination of development efforts across the Continent; and
5. Preparation of the budget and plan of action to be submitted to the WFDF board.

The Board of WFDF is allowed to delegate some of its duties and powers to any Continental Association in its discretion.

The President and the other persons on the board of the Continental Associations must be a national or resident of a country which is represented by the Continental Association they represent. The members of the board including the President will be elected by the representatives of countries in the Continental Association and the President shall serve on the WFDF Board of Directors.

ARTICLE VIII - INDEMNIFICATION

Any person who shall at any time serve, or have served, as a director, officer, or Committee member of WFDF, of any other enterprise at the request of WFDF, and the heirs, executors, and administrators of such person, shall be indemnified by WFDF against all costs and expenses reasonably incurred in the defense of, or paid in the settlement of, any claim, action, suit or proceeding, to the extent such indemnification is permitted by the Colorado Revised Nonprofit Corporation Act, as amended. WFDF may in its discretion, but shall not be required to, advance to any such person expenses reasonably incurred in connection with such claim, action, suit or proceeding, and may indemnify and advance expenses to an employee or agent of WFDF to the same extent as to an officer or director. The foregoing indemnification shall not be exclusive of any other rights to which those indemnified may be entitled to under any agreement, vote of members, or otherwise.

ARTICLE ~~VIII~~ - FISCAL YEAR

The fiscal year of WFDF shall commence on January 1 of each year and end on December 31.

ARTICLE ~~VIII~~ – COMMUNICATION WITH MEMBERS

WFDF shall maintain a website and group emails which shall serve as the primary vehicle for the dissemination of information to the Members. The information shall be distributed to all Members as a benefit of membership in WFDF. WFDF shall be required to publish minutes of all meetings of the Board and the Congress, and shall be required to publish a financial report from the Treasurer not less than once annually, distributing the above to Members through such means as determined by the Board.

Each Member shall provide to WFDF an official contact address, including contact person, telephone number, full mailing address per international standards, and an electronic e-mail address, to be confirmed at

least annually in the Census (and any time such information changes in the interim). Communications to such address shall be deemed to constitute due notice by WFDF to Members.

ARTICLE ~~IX~~XI – BYLAWS AMENDMENTS AND DISSOLUTION OF THE CORPORATION

These Bylaws may be amended, repealed or altered in whole or in part by a by the affirmative vote of not less than two thirds of the votes available to be cast at any duly held meeting of the Congress. Proposed amendments to the Bylaws may be submitted to the Board by any member at any time at least 75 calendar days prior to the Annual Meeting. A copy of all proposed amendments shall be forwarded to all Members not less than two (2) calendar months prior to the date of such scheduled vote.

The Corporation may be dissolved by the affirmative vote of not less than three quarters of the votes available to be cast at any duly held meeting of the Congress. If the corporation is dissolved, the assets shall be liquidated in an orderly fashion and distributed to a globally recognized charitable organization or organizations as designated by Congress.

ARTICLE ~~XX~~II - DISPUTE RESOLUTION

The Board shall have the authority to establish policies, subject to approval of the Congress, to adjudicate disputes among Members or between Members and itself. Such disputes may include, but shall not be limited to, disputes regarding eligibility for membership, eligibility for individual participants in Sanctioned Events, rulings with regard to world records, rulings involving anti-doping violations, and rulings with regard to disciplinary issues concerning tournaments or events sanctioned by WFDF. The Board, with the approval of the Congress, shall establish conduct policies for the on-site adjudication of disputes at tournaments or other events sanctioned by WFDF and for the off-site decision-making procedures for dispute resolution. In addition, such policies shall provide for a fair and appropriate appeal process within WFDF. No matter what the difference between the disputing parties, no case may be taken to a court of law and, as a condition of membership, WFDF shall require Members to renounce the right to take a dispute before a court of justice. WFDF will only recognize and accept the decisions of the Court of Arbitration for Sport (CAS) in Lausanne (Switzerland) should the necessity of an appeal against a WFDF decision arise.

WFDF Risk Management: 2017 Assessment

Risk area 1:	Sustaining or improving the quality and consistency in the delivery of all our events
Risk description:	World Championship events sanctioned by WFDF are one of the keys to its success. However, WFDF relies on a local organizing committee to deliver a world class event.
Controls:	<ol style="list-style-type: none"> 1. Bid review process (which usually also outlines experience of the key organizers) 2. Affiliation of local organizing committee with a Member Association 3. Contract laying out expectations and terms 4. Oversight of the Disc Sport Committee and the WFDF Event Manager 5. Registration fees are now going through WFDF
Consequences:	Very serious
Likelihood:	Moderate risk
Comments:	Since inception in 1985, WFDF has been very successful in its delivery of events. With increasingly larger events, it may become more difficult to find appropriate venues or appropriately skilled organizers. It is worrisome that contracts were not in place with two event organizers prior to the start of the competitions in 2010.

Risk area 2:	Ensuring safety and safety for participants, coaches, officials, spectators and volunteers
Risk description:	For WFDF, the primary aspect of safety that it can control relates to the quality of fields and their placement. Secondly, it also involves security issues as terrorists target large sports events.
Controls:	<ol style="list-style-type: none"> 1. Contract laying out expectations and terms 2. Presence of onsite officials from WFDF such as the Event Manager or Technical Delegate 3. Ensuring that TOCs work with local law enforcement agencies well-in advance of an event to develop a security plan and then communicate that to all staff.
Consequences:	Very serious
Likelihood:	High risk
Comments:	One of the issues that has arisen at major events in 2008 and 2010 relates to field spacing and having sufficient room between fields and from field boundaries and obstacles (concrete walls at Prague, respect of the 3-meter rule at Vancouver). Separately, with increasing terror threats with large sporting events a target, the development of a security plan and coordination with local law enforcement authorities by TOCs well in advance of events is imperative.

Risk area 3:	WFDF's ability to recruit/attract sufficient volunteers
Risk description:	WFDF, like all sports organizations, is highly dependent on volunteers to administer and organize the sport, and expectations for performance are growing. At the WFDF level, there are no "natural" affiliations, so WFDF is dependent largely on administrators who also have responsibilities at the member association level. Turnover due to burnout is a constant threat, compounded by the difficulties of dealing with a heavy workload at key positions such as disc sport committee chairs and the ExComm level.
Controls:	This is a risk faced by all not-for-profit organizations and it requires active management and the development of a deep bench to ensure that the volunteer network remains enthusiastic.
Consequences:	Devastating
Likelihood:	Moderate
Comments:	This is an ongoing challenge particularly due to WFDF's limited resources. It is hoped that the full-time paid Executive Director and part-time Event Manager can take on increasing responsibilities in administration and event oversight to reduce the workload and provide sufficient support to ensure that our volunteers' network can be effective and efficient.

Risk area 4:	Maintaining and increasing membership and participation
Risk description:	WFDF has a responsibility to assist current Member associations in maintaining and growing their constituent membership, as well as to assist in the development of potential new Members.
Controls:	<ol style="list-style-type: none"> 1. Requirements for institutionalization of a local governing body before granting Membership 2. Development efforts in areas where there is little flying disc penetration 3. Publicity and communication
Consequences:	Serious
Likelihood:	Moderate risk
Comments:	Interest in flying disc sports continues to grow and a desire to participate in World Championship events sanctioned by WFDF continues to be the main recruiting catalyst. WFDF can promote continuity in local organizations by requiring institutionalization of the Association in its membership application process. There are a few legacy issues where there have been challenges to legitimacy of existing disc organizations and our members need to understand the importance of having a well-managed national association.

Risk area 5:	Sustaining and improving financial viability
Risk description:	A. Within our quadrennial Ultimate event cycle, WFDF is highly dependent on participant fees from WUGC and WUCC, such that any disruption could impair WFDF's financial viability. B. With most of the money from participation fees being collected by the local organizing committees, there is a risk that monies could be misappropriated.
Controls:	A1. Maintaining a large cash reserve A2. Requiring multi-year forecasts in addition to annual budgets in the financial plan A3. Finding ways to smooth out the event cycle A4. Developing other sources of revenues such as sponsorship B1. Bid review process (which usually also outlines experience of the key organizers) B2. Affiliation of local organizing committee with a Member Association B3. Contract laying out financial terms with periodic distributions C. Taking over certain money and registration functions going forward
Consequences:	A. Serious B. Devastating C. Devastating
Likelihood:	A. Actual situation B. Low probability C. Middle probability
Comments:	WFDF is a business and must be run professionally to remain viable.

Risk area 6:	Protecting or improving public image and reputation with stakeholders, regulators, potential sponsors, and media
Risk description:	As a federation of Member Associations, WFDF must be perceived as adding value or it will lose the support of its members. With respect to external stakeholders and the public WFDF is the international governing body and must continually promote growth of flying disc sport.
Controls:	1. Consistent governance and maintenance of high standards for events 2. Constant and appropriate communications
Consequences:	Serious
Likelihood:	Moderate
Comments:	This is an ongoing challenge due to WFDF's limited resources. There has been virtually no effort in the area of sponsors and media. IOC recognition may provide WFDF and its Members with some additional credibility in the sport world.

Risk area 7:	Maintaining Spirit of the Game (SOTG) as an essential component of flying disc sports
Risk description:	We have a growing conflict within the sport of Ultimate in that semi-professional leagues have begun operations and have introduced a form of referees. Further, there are many aspects of SOTG with varied interpretations, within and across regional boundaries and competitive strata.
Controls:	1. Maintaining the focus by acknowledging it in Spirit rankings and awards 2. Further incorporating messages in all marketing, education, and training material/programs.
Consequences:	Serious, it would change the essence of our sport
Likelihood:	Moderately high and increasing
Comments:	Spirit of the Game remains central to our primary disc discipline, Ultimate, and having no referees differentiates WFDF from most other IFs in a very positive way.

Risk area 8:	Applying good corporate governance principles including compliance with regulatory requirements
Risk description:	As an IF recognized by the IOC and as a signatory to the World Anti-Doping Agency (WADA) code, WFDF needs to maintain compliance with the key elements required. We also need to ensure that we hold the federation to a high governance standard by complying with the Bylaws and respecting our Members.
Controls:	1. Vigilant oversight of the anti-doping program and development of an educational program. 2. Knowledge of and adherence to the standards set out in the Bylaws and the Olympic Charter.
Consequences:	Serious
Likelihood:	Moderate
Comments:	Now that we are in compliance with the WADA anti-doping requirements, we must ensure that our athletes are provided with sufficient educational opportunities so that there are no infractions. We must also maintain transparent and professional governance procedures.

Submitted on April 22, 2017 by Robert "Nob" Rauch, President, and Volker Bernardi, Executive Director

World Flying Disc Federation Cash Flow Projections

<i>(figures in US\$)</i>	2018 Projected	2019 Projected	2020 Projected	2021 Projected	2022 Projected
INCOME					
4000 Dues					
4011 Current Regular Member Dues	\$ 87,997	\$ 89,135	\$ 90,310	\$ 91,519	\$ 92,842
4300 Sponsorship					
4310 General Sponsorship	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000
4390 Value-In-Kind Sponsorship	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
4500 Grants					
4515 General					
4516 IOC	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000
4517 ARISF	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000
4518 USA Ultimate					
4600 Donations					
4700 Merchandise / Disc Sales	\$ 29,862	\$ 15,384	\$ 25,760	\$ 23,170	\$ 30,112
4711 Event Management Income	\$ 10,452	\$ 5,384	\$ 9,016	\$ 8,110	\$ 10,539
4720 Sanctioned Event Player Fees	\$ 149,310	\$ 76,920	\$ 128,800	\$ 115,850	\$ 150,560
4740 Ticket Sales	\$ 500	\$ -	\$ 500	\$ 250	\$ 500
4760 Event Equipment Reimbursement					
4770 Insurance Reimbursement	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
4800 Interest / Investment income					
4810 Checking Acct interest	\$ -	\$ -	\$ -	\$ -	\$ -
4820 Money Market Acct interest	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100
TOTAL INCOME	\$ 339,220	\$ 247,924	\$ 315,486	\$ 299,999	\$ 345,653

World Flying Disc Federation Cash Flow Projections (cont.)

<i>(figures in US\$)</i>	2018 Projected	2019 Projected	2020 Projected	2021 Projected	2022 Projected
EXPENSES					
6100 Event Management Expenses	\$ 14,931	\$ 7,692	\$ 12,880	\$ 11,585	\$ 15,056
6140 Travel (auto/hotel/food/etc)	\$ 7,466	\$ 3,846	\$ 6,440	\$ 5,793	\$ 7,528
6150 Medals	\$ 5,400	\$ 7,650	\$ 5,400	\$ 7,650	\$ 5,400
6160 Equipment & Clothing	\$ 3,000	\$ 1,000	\$ 3,000	\$ 1,000	\$ 3,000
6165 Merchandise (Discs)	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
6170 Marketing / Public Relations	\$ 3,000	\$ 3,000	\$ 5,000	\$ 5,000	\$ 5,000
6200 Congress Expenses					
6120 Equipment/Supplies	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
6220 Travel (air/hotel/food/etc)	\$ 16,000	\$ 8,000	\$ 16,000	\$ 8,000	\$ 16,000
6230 Venue	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
6300 Event Drug Testing	\$ 5,000	\$ 8,000	\$ 10,000	\$ 6,000	\$ 10,000
6400 WFDF Official Memberships					
6410 Dues (GAISF,IWGA, etc)	\$ 12,000	\$ 12,600	\$ 13,230	\$ 13,892	\$ 14,587
6440 Travel (air/hotel/food/etc)	\$ 15,000	\$ 10,200	\$ 15,000	\$ 11,000	\$ 15,000
6470 WADA/Anti-Doping Program	\$ 5,500	\$ 5,500	\$ 6,000	\$ 6,000	\$ 6,500
6500 Special Projects and Development	\$ 24,000	\$ 25,000	\$ 26,000	\$ 26,000	\$ 26,000
6541 Development Grants Program	\$ 4,000	\$ 5,000	\$ 10,000	\$ 10,000	\$ 10,000
6542 Development Grants - Beach	\$ 5,000	\$ 5,000	\$ -	\$ -	\$ -
6543 Disc Missionary program	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
6544 Spirit of the Game	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
6545 Coaching Clinics	\$ 4,000	\$ 4,000	\$ 5,000	\$ 5,000	\$ 5,000
6546 Game Advisor Training	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500
6800 Administrative	\$ 155,000	\$ 162,750	\$ 170,888	\$ 179,432	\$ 188,404
6820 Office Expenses	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
6830 Communications & Internet					
6830.01 Telephone	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
6830.02 Internet Hosting	\$ 500	\$ 500	\$ 750	\$ 750	\$ 750
6840 Professional Fees					
6842 Bookkeeping Services	\$ 4,000	\$ 4,120	\$ 4,244	\$ 4,371	\$ 4,502
6843 Legal Services	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
6844 Audit / Tax Preparation	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000
6850 Insurance	\$ 4,600	\$ 4,692	\$ 4,786	\$ 4,882	\$ 4,979
6860 Bank Fees	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
TOTAL EXPENSES	\$ 286,897	\$ 276,050	\$ 311,118	\$ 302,854	\$ 334,206
Net Revenue	\$ 52,324	\$ (28,127)	\$ 4,368	\$ (2,855)	\$ 11,447

World Flying Disc Federation Membership Dues Projections

Regular Members		2016 Actuals	2017 Actuals	2018 Projected (3%)	2019 Projected (3%)	2020 Projected (3%)	2021 Projected (3%)	2022 Projected (3%)	2017 Dues	2018 Dues	2019 Dues	2020 Dues	2021 Dues	2022 Dues
Argentina	R 2017		158	163	168	173	178	183	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Australia	R	6,565	7,386	7,608	7,836	8,071	8,313	8,562	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280
Austria	R	2,686	3,451	3,555	3,662	3,772	3,885	4,002	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280
Belarus	P 2015	125	129	133	137	141	145	149	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Belgium	R	1,153	1,612	1,660	1,710	1,761	1,814	1,868	\$ 2,660	\$ 2,739	\$ 2,822	\$ 2,906	\$ 2,993	\$ 3,082
Brazil	R	258	250	258	266	274	282	290	\$ 413	\$ 426	\$ 439	\$ 452	\$ 465	\$ 479
Canada	R	39,316	40,444	41,657	42,907	44,194	45,520	46,886	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280
China	R 2012	489	1	1	1	1	1	1	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Chinese Taipei	R	1,030	1,061	1,093	1,126	1,160	1,195	1,231	\$ 1,751	\$ 1,803	\$ 1,858	\$ 1,914	\$ 1,972	\$ 2,031
Colombia	R	1,776	1,009	1,039	1,070	1,102	1,135	1,169	\$ 1,665	\$ 1,714	\$ 1,766	\$ 1,818	\$ 1,873	\$ 1,929
Costa Rica	P 2015	52	54	56	58	60	62	64	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Croatia	P 2015	165	170	175	180	185	191	197	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Czech Republic	R	500	523	539	555	572	589	607	\$ 863	\$ 889	\$ 916	\$ 944	\$ 972	\$ 1,002
Democratic Republic of Congo		206	1	1	1	1	1	1	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Denmark	R	508	550	567	584	602	620	639	\$ 908	\$ 936	\$ 964	\$ 993	\$ 1,023	\$ 1,054
Dominican Republic	R	145	149	153	158	163	168	173	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Estonia	R 2014	79	100	103	106	109	112	115	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Finland	R	685	507	522	538	554	571	588	\$ 837	\$ 861	\$ 888	\$ 914	\$ 942	\$ 970
France	R	3,028	3,603	3,711	3,822	3,937	4,055	4,177	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280
Georgia	R 2017		215	221	228	235	242	249	\$ 355	\$ 365	\$ 376	\$ 388	\$ 399	\$ 411
Germany	R	4,111	5,118	5,272	5,430	5,593	5,761	5,934	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280
Guam	R 2017		1	1	1	1	1	1	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Hong Kong	R	124	128	132	136	140	144	148	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Hungary	R 2011	361	372	383	394	406	418	431	\$ 614	\$ 632	\$ 650	\$ 670	\$ 690	\$ 711
Iceland	R 2013	319	329	339	349	359	370	381	\$ 543	\$ 559	\$ 576	\$ 592	\$ 611	\$ 629
India	R	372	1,330	1,370	1,411	1,453	1,497	1,542	\$ 2,195	\$ 2,261	\$ 2,328	\$ 2,397	\$ 2,470	\$ 2,544
Indonesia	R	67	69	71	73	75	77	79	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Ireland	R	450	486	501	516	531	547	563	\$ 802	\$ 827	\$ 851	\$ 876	\$ 903	\$ 929
Israel	R 2012	352	363	374	385	397	409	421	\$ 599	\$ 617	\$ 635	\$ 655	\$ 675	\$ 695
Italy	R	667	808	832	857	883	909	936	\$ 1,333	\$ 1,373	\$ 1,414	\$ 1,457	\$ 1,500	\$ 1,544
Japan	R	4,061	4,781	4,924	5,072	5,224	5,381	5,542	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280
Kenya	R 2015	0	0	0	0	0	0	0	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Latvia	R 2011	425	237	244	251	259	267	275	\$ 391	\$ 403	\$ 414	\$ 427	\$ 441	\$ 454
Lithuania	P 2015	77	86	89	92	95	98	101	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Luxembourg	P 2015	52	54	56	58	60	62	64	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Malaysia	P 2015	721	743	765	788	812	836	861	\$ 1,226	\$ 1,262	\$ 1,300	\$ 1,340	\$ 1,379	\$ 1,421
Mexico	R	876	1,028	1,059	1,091	1,124	1,158	1,193	\$ 1,696	\$ 1,747	\$ 1,800	\$ 1,855	\$ 1,911	\$ 1,968
Netherlands	R	1,316	1,468	1,512	1,557	1,604	1,652	1,702	\$ 2,422	\$ 2,495	\$ 2,569	\$ 2,647	\$ 2,726	\$ 2,808
New Zealand	R	653	711	732	754	777	800	824	\$ 1,173	\$ 1,208	\$ 1,244	\$ 1,282	\$ 1,320	\$ 1,360
Norway	R	1,660	1,751	1,804	1,858	1,914	1,971	2,030	\$ 2,889	\$ 2,977	\$ 3,066	\$ 3,158	\$ 3,252	\$ 3,350
Panama	R 2012	173	178	183	188	194	200	206	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 340
Philippines	R	389	766	789	813	837	862	888	\$ 1,264	\$ 1,302	\$ 1,341	\$ 1,381	\$ 1,422	\$ 1,465
Poland	R 2011	874	640	659	679	699	720	742	\$ 1,056	\$ 1,087	\$ 1,120	\$ 1,153	\$ 1,188	\$ 1,224
Portugal	R 2013	103	204	210	216	222	229	236	\$ 337	\$ 347	\$ 356	\$ 366	\$ 378	\$ 389
Qatar	R 2015	0	0	0	0	0	0	0	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Russian Federation	R	442	449	462	476	490	505	520	\$ 741	\$ 762	\$ 785	\$ 809	\$ 833	\$ 858
Singapore	R	750	817	842	867	893	920	948	\$ 1,348	\$ 1,389	\$ 1,431	\$ 1,473	\$ 1,518	\$ 1,564
Slovak Republic	R	260	210	216	222	229	236	243	\$ 347	\$ 356	\$ 366	\$ 378	\$ 389	\$ 401
Slovenia	R 2011	103	90	93	96	99	102	105	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
South Africa	R	407	419	432	445	458	472	486	\$ 691	\$ 713	\$ 734	\$ 756	\$ 779	\$ 802
South Korea	R	197	145	149	153	158	163	168	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Spain	R	821	875	901	928	956	985	1,015	\$ 1,444	\$ 1,487	\$ 1,531	\$ 1,577	\$ 1,625	\$ 1,675
Sweden	R	1,085	1,287	1,326	1,366	1,407	1,449	1,492	\$ 2,124	\$ 2,188	\$ 2,254	\$ 2,322	\$ 2,391	\$ 2,462
Switzerland	R	927	1,085	1,118	1,152	1,187	1,223	1,260	\$ 1,790	\$ 1,845	\$ 1,901	\$ 1,959	\$ 2,018	\$ 2,079
Tanzania	P 2015	52	54	56	58	60	62	64	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Turkey	R 2014	221	228	235	242	249	256	264	\$ 376	\$ 388	\$ 399	\$ 411	\$ 422	\$ 436
Uganda	R 2013	91	94	97	100	103	106	109	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Ukraine	R 2014	214	176	181	186	192	198	204	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 337
United Arab Emirates (UAE)	R 2014 ?	82	84	87	90	93	96	99	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
UK Ultimate	R	4,018	4,560	4,697	4,838	4,983	5,132	5,286	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280
USA Ultimate (USAU)	R	50,381	51,892	53,449	55,052	56,704	58,405	60,157	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280
US Guts Players' Assn	R	180	160	165	170	175	180	185	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Venezuela	R	404	150	155	160	165	170	175	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Freestyle Players' Assn	O 2013	134	150	155	160	165	170	175	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Member/Income Totals		137,738	145,949	150,332	154,843	159,492	164,278	169,206	\$ 86,889	\$ 87,997	\$ 89,135	\$ 90,310	\$ 91,519	\$ 92,842
				<=2007	2008-09	2010-16	>=2017							
	Per Member			\$1.25	\$1.35	\$1.50	\$ 1.65							
	Minimum #			200	222	200	200							
	Minimum Dues			\$250.00	\$300.00	\$300.00	\$ 300.00							
	Maximum #			2,400	3,200	3,200	3,200							
	Maximum Dues			\$3,000.00	\$4,320.00	\$4,800.00	\$5,280.00							

World Flying Disc Federation Event Fees Projections

	2017	2018	2019	2020	2021	2022	2023	2024	2025		Fee Structure (per player)
Ultimate World Events											
World Games	100				84				84		World Games \$ 200
WUGC				2160				2160			WUCC/WUGC/W MUC/WMUCC \$ 40
WMUC (World Master's)				460				460			WU-24 \$ 25
WUCC		2160				2160					World Overall \$ 25
WMUCC - Master's		1104				1104					WJUC \$ 25
WJUC		750		800		800		800			Beach \$ 30
WU-24	880		880		906		933		961		Regional \$ 15
WBUC (World Beach)	1720				1100				1500		Team Disc Golf* \$ 100
World Beach Games			84				84				* team fee
Ultimate Regional Events											
Africa	240		240		240		247		254		
Asia/Oceania	1000		1360		1360		1360		1360		
Asia/Oceania Beach			300				300				
Pan America	1520		1100		1100		1133		1167		
Europe (Grass)											
European Beach			300				300				
Guts World Events											
WUGC				100				100			
Guts Regional Events											
Africa											
Asia/Oceania	50		50		50		52		54		
Pan America											
Europe											
Disc Golf World Events											
Team Disc Golf (teams)	15		20		20		20		20		
Individual World Events											
World Overalls	150		150		150		150		150		
Total Event Income	\$137,400	\$149,310	\$76,920	\$128,800	\$115,850	\$150,560	\$78,770	\$128,800	\$130,290		