MINUTES
World Flying Disc Federation
Board of Directors Meeting
Via Conference call
September 19, 2010, 20:00 – 22:00 UTC

**In attendance:** Harvey Brandt, Michael Hu, Kate Bergeron (treasurer), Sandie Hammerly (secretary), Brian Gisel, Ryan Scott (exited call 21:22 UTC), Robert Rauch, Jonathan Potts (president), Jesus Loreto (joined 21:25 UTC). Kevin Givens, executive director (nonvoting).

Absent: Ru Vietl, Fumio Morooka

#### Online Votes completed since July 2 Board of Directors Meeting

There was one submitted Bid Proposal for the 2011 WFDF Overall submitted by Bill Wright. Please vote and indicate if you support the bid. Yes -8, No -0, abstain -0. (11 July 2010)

Do you approve of the appointment of Mauricio Moore as the Technical Delegate for 2013 World Games? Yes - 8, No - 0, Abstain - 0 (2 August 2010)

Do you approve of the language for the 2013 World Games Technical Delegate? Yes -7, No -0, Abstain -0 (2 August 2010)

A copy of the Minutes of the July 2 Board Meeting Minutes has been posted [on the Board yahoo group]. Do you approve this draft of the Minutes of the meeting? Yes -7, No -0, Abstain -1 (17 August 2010)

A copy of the proposal WFDF 2010.08 UltiChair and Events manager proposal can be found [on the WFDF Bard yahoo group]. Do you vote to approve this proposal as submitted? Yes – 7, No – 2, Abstain – 0 (30 August 2010)

Do you agree to the proposed policy on WFDF Travel? Yes – 9, No – 0, Abstain – 0 (14 September 2010)

WFDF Proposal 2010.19 Event Contract Required for Announcement of WFDF Events has been posted to [the Board Yahoo group]. Do you approve this proposal? Yes – 8, No – 0, Abstain – 1 (14 September 2010)

#### Polls not receiving required six votes to pass:

Do you agree to accept these documents as agreed upon and final for WFDF and WJUC 2010 Heilbronn? Yes - 5, No - 0, Abstain – 1 (6 yes votes required to pass) (10 August 2010)

Do you agree to discontinuing our relationship with Kevin Givens who has served well as Executive Director for two years in order to hire a new full time executive director? The alternative would be to keep Kevin Givens and hire a second person on a 50% basis. The possibility is left open that with rising income – that second person may be moved to a full time position later on." Yes -2, No -5, Abstain -0 (30 August 2010)

### Executive Director's report – Kevin Givens

Have initiated discussions with AON International and Wells Fargo in order to obtain insurance coverage for WFDF Events. Plan on having coverage in place prior to 2011 events. Pott is also meeting with Sportscover. Wells Fargo has been contacted regarding coverage. ExComm will discuss whether to carry both general liability and cancellation.

Invoices have been distributed for US Open (45 participants), WUCC (2909), WJUC (602), WU23 (607).

Results to date online votes before Congress:

- 2008 Congress Minutes (initiated on July 23rd). Yes: 55, No: 0, Abstain: 13

- -2009 Congress Minutes (initiated on July 23<sup>rd</sup>). Yes: 57, No: 0, Abstain: 17
- -U23 Event Sanctioning (initiated on August 17th), Yes: 49, No: 5, Abstain: 16
- -Beach Ultimate (initiated on August 17th). Yes: 62, No: 0, Abstain: 0
- -Alcohol banned at Junior Events (initiated August 16th. Yes: 62, No: 3, Abstain: 7
- -Under 19 separation (initiated on Sep 8th). Yes: 16, No: 5, Abstain 1

ACTION ITEM (GIVENS); Minutes of 2010 Congress to be posted immediately to WFDF web site. Givens to notify members that Minutes have been posted, members should review to determine if any information there impacts their votes on posted proposals as all polls will be closed in one week from date Minutes are posted.

ACTION ITEM (GIVENS): Post survey on survey monkey for member approval of 2010 Congress Minutes

Moving Provisional Members to Full Members - sent letters to the following NF's indicating that they will have to become full members in order to participate in future WFDF Sanctioned events: Belarus, China, Croatia, Estonia, Luxembourg, Slovenia, Ukraine. Argentina was a new provisional member but did not participate in any WFDF events in 2010 or previously. Three WFDF Provisional Members should be moved to full membership effective by the end of 2010 (Poll/Vote) Israel has participated in the following WFDF sanctioned events: WOC 1999, WOC 2001, WJUC 2006, WJUC 2010. Latvia has participated in the following events: WUCC 2002, WJUC 2002, WUGC 2004, WUCC 2010, WJUC 2010. Poland participated in the following events. WUCC 2010, WUJUC 2010

Comment Rauch: One of the easiest areas to work on as far as development is coming up with ways that we can support provisional in transition to becoming full members

# Treasurer's Report – Kate Bergeron

2010 WFDF Budget: Motion Bergeron to post 2010 Budget for approval by Congress. Second Hammerly. Approve – 8, no – 0, abstain – 0.

Givens to create Survey Monkey vote for Congress approval no later than September 22.

2010 Year to Date financials; total current assets - \$214,377.57. YTD Income - \$124,961.41. Expenses to date: \$34,825 however still need to post/reconcile expenses related to Congress 2010 ad 2010 Events.

2011 Proposed Budget – once this meeting is complete (and impact of any decisions on 2011 budget) Bergeron will post for Board review.

ACTION ITEM (BERGERON) – Post revised 2011 proposed budget for review by Board

2011 Dues Projection. Moved Latvia, Israel, Poland into 2011 dues projection. Estimating about \$41K in dues in 2011. May be challenged to sustain this due to limited number of WFDF sanctioned events (incentive for members to pay dues)

Bids for professional WFDF audit – has received a couple of quotes to move us to a full audit/990 preparation. \$1400 - \$1600 for a full audit, \$900 for the review. Our financial

situation has reached a point where this is an appropriate action to insure WFDF's financial integrity.

Comment Rauch: In the past, WFDF asked 2-3 members to review financials. In many cases these volunteers did not have accounting/financial backgrounds, and it was often difficult to find volunteers to handle this important task. Now that we have bigger numbers it probably does make sense for us to move in this direction.

Bergeron estimates that it takes 10-12 hours for her to prepare 990 tax return.

Hammerly: job description for full time executive director would require that staff take the lead on working with bookkeeper and preparing financials for treasurer and Bard

Motion Rauch: to support bringing in outside professional to do audit and 990. Total budget not to exceed \$1500. Second: Hammerly. Approved – 8, no – 0, yes – 0

ACTION ITEM (EXCOMM) – review options for professional financial review and move forward on obtaining CPA to complete audit and/or review.

## Continental and Committee reports

<u>Anti Doping (Si Hill):</u> Goal is still to focus on education for at least two years before implementing any tests. We do not know how SportAccord/WADA/etc will react to this -but we should definitely try.

Have begun trialing some education using "UK Anti-Doping" materials - did a small tutorial for group of interested people earlier this week. This has given Ali (who will be leading the educational parts of things) more info/ideas about what is needed. Will do another repeat session with a bigger group in Oct/Nov.

Hill will be in contact with the Drug Free Sport group at SportAccord to pick up that thread.

Hill met with Koki - the Japanese (and medical) member of our team earlier in Sept. He is going to start to work on the question of "risk assessment" - i.e. what sort of substances/methods would be most likely in Ultimate? Would they be in-competition and out-of-competition etc?

Comment Potts: Need to get clarity on whether we need to do testing in 2011.

Comment Rauch: Need clarity on TUE process

ACTION ITEM (Hill/Hammerly) Obtain firm answers on whether we need to conduct testing in 2011. If yes, what will be required?

<u>Beach Ultimate (Patrick van der Valk)</u> Vote to officially accept Beach Ultimate as a WFDF disc sport appears to be on track to pass. As such WFDF and BULA will co-host the 2011 5-on-5 World Championships of Beach Ultimate for national teams which takes place in Italy (Lignano Sabiadoro) 22-28 August 2011. The Junior Beach Ultimate Championships are scheduled the week (17-20 Aug 2011) before at the same location. Beach Ultimate is also a potential sport at the World Beach Games organized by SportAccord.

BULA President Van der Valk has reached out to all national federations to establish the contact person for each country and with the exception of South Korea and Tanzania has received this.

Overall (Harvey Brandt) – 2011 event will be in Fort Collins, receiving lots of interest (120-130 competitors). 2010 events proceeding well. Obtaining insurance continues to be an issue.

Brief discussion on topic of a development plan for Overall.

ACTION ITEM (POTTS, BRANDT, GIVENS; Convene Conference call on this topic and see if they can come up with some sort of written document.

Is it possible to develop national associations (or have existing orgs take it under their umbrella) to assist in development?

Guts (Ryan Scott) – Brief discussions on Rules issues.

ACTION ITEM (Scott, Potts) move forward with preparation of a development plan for 2011-2012.

DDC Committee (Harvey Brandt) - no report

Pacific Asia (Michael Hu) – no report

<u>South America (Jesus Loreto</u> agreed to submit written report for inclusion after meeting, synopsis here) Colombia girls are WJUC champions – first time that a Colombian team has captured a WFDF World title. Panama and Chile are working on organizing to become provisional members while finishing bids to become regular members. Colombia is interested in bidding on Pan American championships. Working with website developer to standardize the data base and the same model of web site for each member country (already set up in Colombia and Dominican Republic, working with Venezuela now (see http://www.ajuc.org. This web site follows databases, statistics, scores of the tournaments, and a new module of standard WFDF rules with Online Test for the players!!! A player needs to pass a 20 questions test to play Nationals!!).

### **Old Business**

Contracts from WJUC and WU23UC - Givens/Potts

Poll on WJUC contract has been reposted.

Comment Rauch: Have the 2010 contracts been signed? Yes, for WUCC and WJUC. No for WU23.

Comment Hammerly: concerned that contract was changed after review by ExComm. New version removed requirement that LOC include WFDF under Event liability coverage. Also concerned about legal standing changes that agree to release WFDF from liability. Board being asked to approve changes that it did not agree to after it has already been signed.

Motion Rauch: to approve signing of WJUC contract after the fact. Second Potts: Yes, 4 - 0, no -2, abstain -2

Motion Rauch: to approve standard contract as offered by WFDF to WU23 Florence organizers. Only approved modification that contract states sanctioning fee at 15 Euros (not \$20 US). Second: Potts. Yes – 7, No – 0, abstain – 1

Temporary Events Manager Search

After review of resumes and cover letters of five candidates, ExComm recommends hiring Deirdre Abrahamsson. **Motion to make offer to Abrahamsson: yes – 8, no – 0, abstain – 0.** 

<u>Proposed Executive Director Job Description – Potts/Rauch/Hammerly</u>

Comment Rauch: concerned that process keeps getting delayed when it has already been approved.

Comment Gisel: concerned that now all of a sudden 1 or 2 people who did not agree with original proposal when it was approved are derailing that process. WFDF needs someone who has his/her foot in WFDF business full time. Right now we need to move forward with full time ED and then if we find we need events person we hire them at that time.

Comment Bergeron: agree with Rauch and Gisel

Comment Givens: Supports WFDF, but is not interested in applying for full time position...does not make sense to leave his current full time job.

Comment Hammerly: Review of historical WFDF documents seems to suggest that WFDF desired to hire full time staff in the past but did not have the resources so we settled for various part timers. Never totally satisfactory. It appears that we now do have financial ability and can and should move to securing personnel with a full time commitment to WFDF.

Motion Rauch: to move forward with search for a full time executive director. Job description/search announcement to be prepared by search committee (Potts, Rauch/Hammerly) and submitted to Board for approval ASAP. Second Hammerly. Yes - 6, No - 0, Abstain - 1

Post event participation survey – Potts

Potts has revised original survey initiated by Hammerly.

ACTION ITEM (ALL BOARD MEMBERS): All Board members charged with reviewing and providing any recommendations for changes no later than 5 pm (California) on Thursday September 23 so we can release on Friday September 24. Hammerly and Givens to coordinate efforts to release survey to 2010 events participants.

### **New Business**

Question Hammerly: What is process for selecting teams to attend World Beach Ultimate Championships:

Potts: Each country will select a single national team. Patrick van der Valk has been in touch with NAs and it has been determined that its one team per country. Same will be the case for junior event.

# <u>Proposed Changes to Elections Policy</u>

Potts has submitted a series of updates to WFDF Elections Policy. Most are related to clarifying process requirements outlined in the Bylaws. Have also included information related to requirement that Board members must disclose potential conflicts of interest.

Hammerly comment: Still reviewing document but so far looks ok. Recommends that we add language that more clearly spells out participation expectations and that Board members will be expected (or may be asked) to resign for failure to participate. WFDF Board is too small that it cannot afford to have non-participating members,

ACTION ITEM: (ALL BOARD MEMBERS). Anyone who wants to make comments on Election policy changes needs to do so by close of business on Thursday, September 23. Once all changes are received, policy will be posted for vote by Board so that we can release to members, recruit nomination committee in order to identify candidates for fall 2010 election.

#### Beach Ultimate questionnaire

Potts asked that Board members please complete review and get comments back to him ASAP. Until we submit this document we cannot be considered for inclusion in SportAccord Beach Games.

ACTION ITEM (ALL BOARD MEMBERS): Review Beach Ultimate questionnaire.

#### Adiournment

Having exceeded the two hour time frame scheduled for the meeting, the meeting was adjourned.

Respectfully submitted, Sandie Hammerly Secretary