

# WFDF Board of Directors Meeting Minutes Via Conference call Saturday, January 29, 2011 2200 UTC

**Board members in attendance**: Robert Rauch (president), Kate Bergeron (treasurer), Sandie Hammerly (secretary), Jack Cooksey (overall), Patrick Van Der Valk (beach Ultimate), Ryan Scott (guts), Simon Hill (Ultimate), Michael Hu (at large)

Board members unable to attend: Fumio Morooka, Brian Gisel, Jesus Loreto

Also attending: Volker Bernardi (WFDF Executive Director), Kevin Givens (Administrative consultant)

#### Decisions reached by the Board since its November 14, 2010 Meeting

A draft of the Minutes of the October 24 Meeting (via Conference call) of the WFDF Board of Directors has been Posted. Do you approve of the Minutes as drafted? YES 7, NO 0, Abstain 1 (27 November 2010)

Do you approve of the following individuals serving on the WFDF Nominating Committee in the capacity of Scrutinizers #1 and #2 Mauricio Moore (Colombia), Thomas Griesbaum (DEU). YES 8, NO 0, Abstain 0 (30 November 2010)

Do you approve of the submitted minutes for the November 14th, 2010 Board Call? If you do not agree to the content of the submitted minutes can you please send me your edits? YES 6, NO 0, Abstain 3 (20 December 2010)

Ultimate Canada has presented a proposal to WFDF as follows: The WFDF establish 2 intake periods per year for new membership applications. Do you agree to this proposal with the addition of the following deadline dates for applications annually: February 1 and August 1? YES 10, NO 0, Abstain 0 (20 December 2010)

Do you approve the recommendation of the Search Committee and agree to hiring Volker Bernardi as WFDF's full time executive director beginning as soon as possible in 2011? YES 11, NO 0, Abstain 0 (23 December 2010)

Do you approve of having the Executive Director work above his allocated hours? This would prompt a payment of between \$3,500 to \$4,200. YES 8, NO 0, Abstain 1 (4 January 2011)

Do you support the appointment of Simon Hill of UK Ultimate as Ultimate Committee Chair until a formal search is completed and a replacement is identified for the remainder of the term ending December 2011 is selected? YES 7, NO 0, Abstain 0 (19 January 2011)

## Call to Order - Robert Rauch

Rauch welcomed everyone and thanked them for attending. He apologized for huge Board briefing book released only a few days prior to the meeting. Per Rauch many of the documents were included as background information. Rauch plans to go through items quickly today in order to provide both returning and new board members an overview of WFDF as an organization and to get everyone up to speed on several of the key issues that will be addressed over the next several months. Separately, his preference is to limit online votes by the Board to only extraordinary circumstances requiring between meeting action; prefers to have consensus discussions/votes as part of called Board meetings (conference calls).

## WFDF Structure and Board Duties

Rauch provided a brief overview of how WFDF works within the worldwide sports community and Olympic sport framework. The National member structure reflects the



Olympic movement structure. Board members were asked to refer to his summary background document on WFDF's position/role within the world sports community.

Rauch called attention to the Member Disc Sport Responsibility Matrix (that was last updated in mid-2008) which indicates the sports for which our various members indicate they have responsibility within their respective countries. He also quickly referenced the documents included in the Board Briefing Book including the 2010 Census Results (which are also available on the WFDF web site) as well as WFDF Financial Summary 1998-2010 for additional background information. WFDF Bylaws can be found in the Board book as well as the web.

#### <u>Personnel</u>

A copy of the contractor agreements for Full-time Executive Director Volker Bernardi and Administrative consultant Kevin Givens were distributed previously to all Board members. All members were asked to provide substantive comments directly to Rauch prior to the meeting.

**Motion to approve** Executive Director (Bernardi) and Administrative consultant (Givens) contracts. Second Hammerly. *Approved unanimously*.

Rauch reported that Si Hill has been approved by the Board as interim Ultimate chair and has been doing considerable work reviewing the proposed bid document and event contract. Hill has reached out to key members to solicit input of the Ultimate committee and hopes to finalize documents by the end of the week. At this juncture there have not been any applications for a candidate to serve as Ultimate Chair for balance of the term vacated by Ru Veitl (resigned effective 3 January 2011). Hill will consider taking on the role for the rest of the year and will provide an answer to the board after a discussion with the new WFDF Executive Director in a meeting in early February and with the board of UK Ultimate.

## <u>Events</u>

<u>WFDF Event Bid Documents</u>. Rauch reminded all Board members that a copy of the latest edits to the document had been included in the briefing book for the Board. He thanked Si Hill for his work in reviewing and editing the proposed WFDF Event Bidding document during the short time that Hill has served as Ultimate chair, and acknowledged that Guts Chairperson Ryan Scott had also had an opportunity to provide input with Skippy Givens incorporating elements relating to Guts. Thanks to Hill for reaching out to key members of the Ultimate committee as well as the WFDF Board to gather comments and make improvements.

Van der Valk asked if this document would be used for Beach Ultimate events. It was agreed that this document would not be used for 2011 events, but it is hoped that it would be used as a model for creation of a similar document (or a comprehensive document) for future Beach Ultimate events.

**Motion to approve** the bid document largely in the current form with limited revisions to be made in consultation with Ultimate and Guts chairs, WFDF staff and ExComm. Final revisions to be approved by ExComm with goal of releasing document by the end of this week. Approved with one abstention.

<u>Beach Ultimate – WFDF Memorandum of Understanding.</u> Rauch and van der Valk have had several exchanges in the past week in an effort to finalize the Memorandum of Understanding between WFDF and BULA, which was never finalized last year. At this time



it appears that there are several topics that still need to be worked through relating to: a) issues of eligibility for players/teams, b) governance of Beach Ultimate, and c) a schedule for Beach continental championships (as referenced in the proposal as approved by Congress). It appears that it will be difficult to impose the same eligibility rules as are used for WFDF Ultimate events and that we will likely apply a one-time exemption for the 2011 event as the event planning is nearly complete and it is so late in the process. Van der Valk has expressed concern that the provision outlined in the proposal to WFDF members that existing organizations with responsibility for Ultimate also undertake Beach Ultimate (unless they notify WFDF that they will not do so) was not included in original agreement. Rauch asked if language to this extent could be added to agreement; Van der Valk expressed concern that some existing organizations responsible to "grass" Ultimate might not give appropriate support to "Beach Ultimate" while not releasing responsibility to players that do want to support/develop Beach Ultimate. Rauch and van der Valk will continue to work on the language and hope to have a final agreement for the Board prior to the next call.

## **Development**

Inclusion of additional disc sports. Rauch expressed concern that there has been misinformation circulating in recent years that WFDF is an Ultimate-only organization. It is his belief that WFDF should include all disc sports if relationships can be developed. Rauch called attention to materials in the Board briefing book on latest proposals sent to Disc Golf and Freestyle proposing working relationships. Rauch has reached out to both Freestyle and Disc Golf leadership to inquire whether they would like to re-open discussions.

Rauch presented a written proposal to the Board that WFDF Investigate Development Efforts with Ultimate Peace and Peace and Sport.

<u>Proposal Wording</u>: WFDF will investigate how it might work with Ultimate Peace in developing a youth program with our local organization in Colombia over the next couple years, to culminate in some sort of event to be held in proximity with the World Games in 2013. It will also see if it can garner the financial support of Peace and Sport for pursuing this program along terms to be determined by UP and WFDF, potentially resulting of the signing of an MOU as previously approved.

Rauch has spoken with Board member Jesus Loreto (Venezuela) and he is supportive of this concept. We hope to receive a written proposal from Ultimate Peace in the next several weeks. Board members were reminded that WFDF already has a formal relationship with Ultimate Peace and serves as its fiscal sponsor until such time as the organization can obtain US tax-exempt status.

For the near term, Rauch plans to serve as the primary leader on this effort. Longer term he envisions that the executive director will take on the primary role.

**Motion to approve to approve proposal** "WFDF Investigate Development Efforts with Ultimate Peace and Peace and Sport". Second Bergeron. Approved unanimously.

## Anti-doping

Rauch presented a written proposal: Establish a Task Force to Develop a Plan for WFDF on Anti-Doping.

<u>Proposal Wording:</u> WFDF will establish a task force to develop a plan for a WFDF antidoping program that can be instituted by early April 2011. The task force will be



comprised of WFDF's Executive Director, the current Anti-Doping Committee chair and members (or a subset of the committee), and such outside resources as may be necessary. Some initial ideas of the scope are attached on the following page. The task force shall report to the ExComm.

WFDF is required to deal with anti-doping as part of our involvement with World Games and the greater Olympic Movement and world sport community. As part of the Board briefing book, Rauch included copy of correspondence from WADA (World Anti-Doping Federation) to WFDF, as well as a draft copy of anti-doping policies as drafted by former WFDF president Potts. These policies have not been submitted to or approved by Congress.

WFDF must devote time and resources to get organized in this area. Fortunately our new executive director has significant past experience in this area.

**Motion to approve the proposal** "Establish a Task Force to Develop a Plan for WFDF on Anti-Doping". Second Hammerly. Approved with one abstention.

## **Finance**

Preliminary year end financials and proposed 2011 budget (including projections through 2015) were presented to the Board.

Treasurer Bergeron provided a brief overview of the 2011 Proposed Budget. 2011 income is highly dependent on dues...about a 3:1 ratio compared to event revenue. Expenses are roughly in line with past expenditures with the following noted: In events we have increased proposed expense to allow Ultimate chair to solicit help on hosted events; Congress expenditures have been increased to encourage greater participation by Board members at Congress; World Games budget includes expenses related to implementation of anti-doping initiatives; contractor expenses have been increased to include full time executive director and to provide for short term contract for Givens as we transition from a part time to a full time executive director; have included ¼ of WFDF projected revenue from Beach Ultimate event for use in Beach Ultimate administration; \$5000 included in special projects for development; have included expenses to have WFDF books professionally audited and to assist in transition from cash to accrual accounting.

Hill inquired about projections for event revenue in 2012 and possible Under 23 Championship as it does not appear that any revenue has been included for this event. As agreed at Congress 2010, WFDF still needs to determine whether this event will be held every 2 or 4 years. Hill will work with the Ultimate Committee to get this discussion going among the membership and to reach a decision.

Hill also suggested that if we are going to implement regional/continental events WFDF should explore opportunities to designate a portion of revenue from these events for development in the respective regions. At the very least WFDF should probably expect new additional costs to be incurred alongside the sanctioning and running of these events

**Motion to approve the budget as presented**. Second Bergeron. Approved with one abstention. It was noted that the budget will now need to be presented to the membership (Congress) for an out of session vote. Kevin Givens to work with Volker Bernardi in setting up the appropriate Survey Monkey tool for this process.

## **Communications**



Rauch stated that it's his plan to re-start the WFDF newsletter. Givens has sent notice to Member Organizations and via Memberlink yahoo group requesting that content (article, photos) be submitted.

# Rauch presented the following proposal: Establish a Communication/Web/Systems Task Force.

<u>Proposal wording</u>: WFDF will establish a task force to develop a plan to improve and upgrade WFDF's architecture for its communications, web site, and systems. The project will have three phases: identification of the team (by February 15), definition of scope of work (by April 15), review of alternatives and design of the plan (by June 30), and implementation (substantially by September 30). The task force will report to the ExComm.

Hammerly and Van Der Valk expressed concern that establishing a deadline of September 30 for implementation might be unrealistic...that it was better to determine the scope of work and that as part of the process that timelines for implementation be presented.

<u>The proposal was amended to read as follows</u>: WFDF will establish a task force to develop a plan to improve and upgrade WFDF's architecture for its communications, web site, and systems. The project will have three phases: identification of the team (by February 15), definition of scope of work (by April 15), review of alternatives and design of the plan, and timeline for implementation (by June 30). The task force will report to the ExComm.

Motion to approve the amended proposal. Second Hammerly. Approved with one abstention.

## Next meeting

Rauch proposed March 5 (March 6 Taiwan/Japan) or March 12 (March 13 Taiwan/Japan) for the next meeting. Givens/Volker to set up a poll to determine Board members' availability for each date.

Rauch asked van der Valk why he abstained from most of the votes. Van der Valk said that there was not enough time for him to read the 214-page pre-read.

Rauch noted that in the future it is his goal to get all materials out for the Board meeting at least one week prior to the meeting.

New Executive Director Volker Bernardi thanked the Board for selecting him as WFDF's first full time ED and looks forward to working with the WFDF Board and member organizations. He encouraged Board members and others to contact him at anytime with comments, suggestions and questions.

Being no further business, the meeting was adjourned at 2330 UTC.

Respectfully submitted,

Sandie Hammerly Secretary, WFDF Board of Directors