
Sunday April 19, 2020: UK, IRL 14:00; GER, SRB, FRA 15:00; UGA 17:00; DOM 09:00, USA HI 04:00, USA MI 08:00, USA NY, VA 09:00; USA CO, AZ 07:00; USA CA, CAN BC 06:00; JPN 23:00; KOR 23:00; HKG 22:00; SIN 22:00, UAE 18:00.

Board members present:

Robert “Nob” Rauch (chair), Liam Grant, Rob McLeod, Brian Gisel, Caroline “Caz” Malone, Wolfgang Maehr, Kate Bergeron, Steve Taylor, Fumio Morooka, Jamie Nuwer, Yoonee Jeong, Nicole Bulos, David Raflo, Thomas Griesbaum.

Amandine Constant and Charlie Mead represented via proxy.

Also attending (non-voting):

Volker Bernardi, (Executive Director), Karina Woldt (Managing Director Events and Operations), Igor Janković (Administrative Coordinator), Patrick Fourcampré-Maye (Event Coordinator), Tim Rockwood (Managing Director Broadcasting and Marketing).

Board members absent/excused:

Alex Matovu, Lori Daniels.

Call to order (time: 15:09 CET)

The quorum was reached with 16 votes present out of 18.

Report by the President

Rauch welcomed everybody and thanked everyone for participating, especially in this situation, when the COVID-19 pandemic is affecting our lives.

Decisions between meetings

(none)

Minutes of last meeting Board of Directors – 23rd of February 2020

The attached document is the draft version of the Minutes. The final one is to be submitted for the next meeting.

Minutes of last meeting Executive Committee – 22nd of March 2020

Rauch used this opportunity to present the summary of the three meetings of the WFDF Executive Committee, working closely with Dr. Jamie Nuwer, Board Member and WFDF Medical Officer, on the COVID-19 situation.

The most significant outcome was the decision taken and announced on the 24th of March to cancel or postpone all WFDF championship events through the end of September. Dr. Nuwer gave a brief comment about the latest information from the front lines.

Dr. Nuwer firstly highlighted the decision to cancel the events looking up to what the IOC did with the Olympics in Tokyo. Generally speaking, it seems like everyone is paying attention to what's going on in the United States. The governments around the world are doing similar things, which is either a complete lockdown state or very slowly starting to let things open up, but in stages, like in Germany. The idea is to prevent the spread from suddenly getting worse (i.e. to flatten the curve). Dr. Nuwer concluded her brief comment by saying she expects the situation to last much longer than everyone is hoping.

Decisions requiring votes or input from the Board

Preliminary Budget Analysis (Bergeron)

Rauch asked everyone to turn the page 451 of the Briefing Book where Bergeron provided the preliminary revision to the WFDF budget for the next two years under the assumptions that are made at this point. The WJUC is canceled entirely, WMUC and WUGC are pushed back to the following year. Continentals next year are canceled to make a schedule fit for the postponed events. The financial impact for the WFDF is the loss of the 50% expected revenue for 2020. However, in keeping with the mitigating action outlined in the annual risk assessment, WFDF has maintained a substantial capital reserve which WFDF can draw down upon in order to continue operations without the need for personnel or other critical resource cuts. From that perspective, Rauch concluded that WFDF should be able to withstand the 2020 disruptions in reasonably good shape.

Bergeron thanked Rauch for the introduction continued to the report on the WFDF financials. The report started on page 450, where the detailed financial projections were provided. That gave everyone a bit of a highlight for the situation of cash on hand, which will set and frame the discussion. The report started with a presentation of a balance sheet that essentially says what WFDF has in all accounts as well as money that we expect to be receiving in the next several months. Cash on hand has

been a little bit over US\$400,000, which together with accounts receivables, gives WFDF total assets of about US\$423,000.

Rauch and Bergeron projected a five-year budget taking out 2020 and 2021 with some adjustments based on the changes in the event schedule as well as some other risk factors that they are monitoring quite closely. Bergeron continued on the income side of the balance sheet. The calculated estimate, based on the current situation, says that the income will likely be impacted by about 20% this year, 15% in 2021, and looking at the five-year projections, about 5% in 2022.

After that, Bergeron commented on sponsorship funding, which is the part of the budget that WFDF has the least insight on at the moment. One of the main reasons, of course, is because most businesses are closed down at the moment. Some contacts will be made in the next several weeks with sponsors and partners. The IOC grant of US\$32K is unchanged. The next category in the report is merchandise and disc sales, which is zeroed out for 2020, but partially rolled over into 2021.

The biggest line item this year is sanctioning fees from events, where we were expecting over US\$136,000. Bergeron thinks that it is vital to call out that we're making some estimation about events moving around. Bergeron said that we had initially projected US\$97,000 for 2021, which was largely coming from Continental Ultimate Championships. From that perspective, 2021 was expected to be pretty good from an income side, but if we move the more significant events into the fiscal year 2021, we would see that net line item go up further.

Rescheduling everything else in that part of income is pretty small, all things considered—the total income line intended to be in the range of US\$364,000. We are currently projecting for 2020 that number to be more like US\$170,000, which has us decreasing revenue by about 55%. Likewise, for 2021, WFDF stays also within the same range.

Bernardi added a comment on smaller federations that are already thinking and asking for the reductions or forgiveness of their membership dues. We agreed to take this up at the next meeting after seeing if there were more requests.

Bergeron moved to the expenses side of the budget. As it is still early in the year, there wasn't a lot spent yet toward event management expenses, travels, etc., and we should be able to sharply reduce these items for the year. Rauch and Bergeron decided to propose that US\$10,000 be maintained for marketing or public relations expenses to kind of keep the ball moving.

Most Congress expenses, given that the WFDF won't have an in-person meeting this year, will be avoided. There may be some spending for virtual Congress, but it's relatively modest compared to having to get everybody together face to face and pay for travel costs. The face-to-face board meeting will be postponed. In the development budget, even if WFDF decides to hold face-to-face gatherings such as coaching clinics, it won't be a deal-breaker.

On the administrative side, as not mentioned earlier, since we are in a pretty good position on the cash on hand standpoint, we mainly had planned for everyone to stay on. Woldt had requested that her expected hours be cut to 75% of full-time as she needs extra time to oversee her children given the lockdown. Fourcampré-Maye has been very generous and is only going to invoice the WFDF for a very trivial amount for the rest of this year. If things were to turn around, Bergeron would love to get him back to the right level, but this is why you'll see a big difference in his salary for the remainder of this year.

The next one to call out is under Internet consulting. We're just anticipating we may need fewer hours from work this year. Bergeron is not sure if that will get out, but we'll see what we can do there. The situation is similar for Grey. 2020 was going to be a hectic year in terms of expense reports and wiring money. If things slow down, we'll be able to reduce her hours during this year. That would be helpful. Similarly, bank fees, the less money we wire, the less we'll get charged by banks and PayPal.

The total expenses, originally anticipated to be just about US\$400,000, should come in closer to US\$280,000, a reduction of 31% for 2020. The net loss that we originally had projected in the range of US\$35,000 will go up to a bit over US\$100,000. Rauch and Bergeron asked everyone to focus on the net assets figure (cash on hand, plus accounts receivable less accounts payables). The original projection was to end 2020 with about US\$434,000 of net assets, which is now budgeted to go down to about US\$362,000, a decline of US\$72,000. For 2021, instead of a net loss of US\$55,000, WFD, will only lose about US\$22,000. With the net loss for 2021 being reduced by US\$33,000, the net impact over 2020 and 2021 is reduced to a reduction of US\$39,000 over the two years from the initial projections.

Bergeron concluded that the WFDF would make it through this year and the next year regarding these projections. To analyze the five-years budget, what happens in 2020 and 2021 has to be taken into account. Everything that happens in 2020 and 2021 rolls into the three years afterward. WFDF would be drawing down reserves more than expected. She thinks it may be an upside if the events in 2021 and 2022 were strong, but we would generally not rely on that to bring our funding back up.

Rauch commented that the overall impact of this loss of revenues and reduction in net assets over the next five years of a net US\$40,000 to US\$50,000 would not be catastrophic for the WFDF, but there are a lot of variables in that. Uncertainties around our member associations or our sponsors, or a continuation of the lockdown into 2021 if the pandemic is not contained, means that this projection is a work in progress. After further refinements, the final revised budget and projections will be prepared for approval by Congress.

WBUC 2021 event host: USA, California, LA - Huntington Beach Oct 31 - Nov 7 2021 (Raflo/Woldt)

Woldt presented two bids for WBUC 2021, Huntington Beach and Santa Monica, both from Los Angeles, USA. There were some more initial expressions of interest, such as one from China, but they couldn't sort their financials out. Current figures were reviewed by the Ultimate Committee and the Beach Ultimate Committee. The most significant factor in evaluating the bids for these two was the fact that USA Ultimate fully supported Huntington Beach, since it is a state-based organization and affiliated with USAU.

The Beach Ultimate Committee, through Raflo, has made a recommendation to put forward the Huntington Beach bid to be approved of, and it will be hosted in the first week of November.

A motion was made by Griesbaum to approve WBUC 2021 Event Host: Huntington Beach, seconded by Jeong. Raflo (as a USAU employee) recused himself from the voting process to avoid any potential conflict of interest. The motion was approved unanimously.

After voting, Bernardi added his concerns about this event even though it is happening in 2021 because of the uncertainties around the pandemic. Rauch stated that no one can predict the pandemic timeline, and until everyone has all the information needed, WFDF must continue with its regular activities. Bernardi commented that if the current situation continues, the Olympics might be canceled entirely.

WUCC 2022 event host: GBR, Nottingham Jul 30 - Aug 6, 2022 (Gisel/Woldt)

Gisel presented the only bid that was received for WUCC 2022, from Nottingham and backed by WFDF member, UK Ultimate. The application was reviewed by the Event committee and deemed acceptable. The only issue is the date proposed because it is in direct conflict with the US Open event run by the USAU. WUCC can potentially be

moved to earlier, as Gisel stated. They have a full recommendation from the Ultimate Committee to move forward with the bid.

A motion was made by Gisel to approve WUCC 2022 Event Host: Nottingham, seconded by Malone. The motion was approved unanimously.

Postponement WMUC to Sept 4-11, 2021 (AUS Gold Coast), Postponement WUGC to July 24-31 2021 (NED Leeuwarden) and Cancellation WJUC 2021 (Gisel/Woldt)

Gisel confirmed an agreement in principle with the TOC running WMUC, Gold Coast, Australia to postpone it, whereas discussions with the TOC of WJUC are to cancel it.

The TOC of WMUC are entirely on board with a possible postponement of the event to 2021 at the same venue and time due to the pandemic. There are details to be worked out on how everything gets moved forward with WMUC, both in terms of fees collected and final budget. Gisel thinks that registration should be opened again for additional teams, understanding that there is also a possibility of teams dropping out, and we will need to sort out a refund policy. Woldt added that the decision to postpone the WMUC was smooth, and the transition went smoothly with TOC, where Fourcampré-Maye did a great job.

Before voting, Rauch wanted the clarification for everyone about the decision to postpone the WMUC, while we are looking at canceling WJUC. Gisel explained that the decision to postpone WMUC was an easy solution as only limited funds have been collected, the TOC is quite flexible, and we are talking about mature adult athletes. On WJUC, we are cognizant of the concerns of the parents and legal guardians around COVID; further, it appears that we can return a significant amount of fees to the players if we cancel. Gisel added that we are also negotiating the hotel fees, which hadn't been spent yet.

Gisel concluded that the difference between these two events was a significant portion of the fees collected to date had been allocated in some way. However, it is much more complicated with discussions with the TOC of WUGC, as it does not appear that very much of the fees that have been paid to date could be returned to the teams if the event were canceled. Rauch explained that roughly €650,000 had been collected. It appears that TOC believes that €450,000 of that €650,000 would not be returnable as of this day if we were just to outright cancel, which is a very significant financial hurdle. Significant additional work needs to be done with the WUGC TOC to understand whether we cancel or postpone the event, or move it elsewhere in a different format. Since there were no concerns for postponing WMUC and canceling WJUC, Rauch proposed a vote on those.

A motion was made by Gisel to approve WMUC and WUGC postponement and WJUC cancelation, seconded by Raflo. The motion was approved unanimously. The decision on WUGC was tabled until further information could be gathered.

WOC 2021 event host - July 2021 (McLeod/Woldt)

McLeod explained that the San Diego TOC postponed/canceled the 2020 U.S. Open Overalls which allowed him to approach the organizing committee and ask if they would consider hosting WOC 2021. San Diego already put in the work with fields and working with the local parks departments and figuring out a lot of the details already.

We did have groups who expressed their interest, but it was felt that for them to go through the whole bidding process, when you had a very qualified group that had done all the work already, was unnecessary. The Overall Committee will have the TOC talk with Woldt about what it would take to rebrand from the U.S. Open to WOC 2021. The location in the US, after several years in Europe, is desirable because the most significant number of attendees come from the USA, and it will allow more participants without requiring a lot of international travel.

The Overall Committee is recommending to award WOC 2021 to San Diego and to continue working with other bidders (Hungary, Germany, and the Czech Republic) for future Overall events, as Woldt added.

A motion was made by Griesbaum to award WOC 2021 to the San Diego TOC, seconded by Taylor. The motion was approved unanimously.

Membership updates for People's Republic of China, Thailand, and Malta (Bernardi)

To understand the need for the request, Bernardi explained that in China, Sports Associations are State-controlled, and due to the administrative change in China, there is a change in the non-Olympic sports needed. It was a very long membership change process, almost two years. Many numerous meetings happened. He gave a recommendation to the Board to approve the change.

Bernardi presented the documents Thailand and Malta provided to apply for the membership change, from provisional to regular. He noted that Thailand had already paid membership dues, and WFDF received respective updates from their side.

A motion was made by Malone to approve Chinese Flying Disc Administrative Committee (CFDAC) to replace UAC as official Chinese WFDF member, Thailand

membership upgrade to regular membership and Malta membership upgrade to regular membership, seconded by Morooka. The motion was approved unanimously.

New memberships report (Bernardi)

Bernardi presented the status of the “WFDF 100” project. He explained the pandemic had impacted our plans but also assured everyone that there are numerous possible new applicants. The constant communication has been done with the potential candidates, especially in these uncertain times. Bernardi explained the membership names changes for Mexico and Colombia under this agenda point.

Rauch commented that it is understandable that things are on hold a little bit but that he is confident in closing those who showed the interest in becoming WFDF members.

Athletes' Commission - postponement of elections (Grant)

Grant proposed the postponement of the elections planned for 2020 to 2021 at the WUGC event, if possible. Good news is that all the members of the Commission at the moment are happy to prolong their term.

A motion was made by Gisel to approve the postponement of the Athletes' Commission elections, seconded by Raflo. The motion was approved unanimously.

Anti-discrimination Policy (per GAISF Governance Survey) (Rauch)

Rauch assured everyone about the work on this important topic. He had gotten some good feedback. The documents on this will be given to the board probably within the next couple of months for approval. He thinks that this will be an essential part of the WFDF policy.

IT Issues: Website update, Email alias update (Rauch)

Rauch presented the report submitted by Luke Tobiasiewicz and explained that there are two sides to the website work – solving technical issues and updating the content.

All the WFDF consultants are asked to update their hours within the app Clockify, and those who didn't transfer to dot sport email will be called by Luke to finish the transition.

PanAmerican Masters Games Rio de Janeiro 2020 - update and WFDF participation (Bernardi)

Bernardi explained the situation with this event. IMGA announced that the event would be either postponed or canceled. The final decision for this event is uncertain.

TAFISA World Sport for All Games - update and WFDF participation (Bernardi)

Bernardi concluded this topic with a proposition to withdraw the WFDF participation from the event since WFDF had cancelled all 2020 events already.

A motion was made by McLeod to approve approaching TAFISA and announce WFDF's withdrawal if event is not postponed, seconded by Maehr. The motion was approved unanimously.

TAFISA / Erasmus +Project (Bernardi)

Bernardi explained the background of this EU project. He thinks that finding partners from the EU, since WFDF is registered in the USA, could be the way to apply for the program participation and additional development funding.

WFDF 2020 Development Programme and Grants - Update (Bernardi)

The prepared applications have to be sent to the IOC by the 30th of April, and it is essential to get approval from the board to do this; otherwise, WFDF will miss the deadline. The material for approval was already given for consideration in previous meetings, and everyone is aware of the plans and programs. There are some things to be cleared out by the IOC, especially the obligatory way of using funding, such as anti-doping testing. Some projects have to rethink their way of realization due to the global situation, and Bernardi will discuss this with Gisel.

A motion was made by Malone to approve the proposed WFDF 2020 Development Programme and Grants, seconded by Jeong. The motion was approved unanimously.

WFDF 2020 census and membership dues invoices - update and requests for lowered dues (Bernardi)

Bernardi reported the status with the 2020 Census and Membership dues invoices, explaining the numbers provided in the Briefing Book.

He also expressed his concern about how smaller NF's will handle this situation. Rauch suggested discussing we wait to complete the invoicing process and understand how many members are having issues before making any determination on this.

Overview of events in 2019-2020: Events Report / Post-event Reports and Issues to flag (Woldt)

Woldt reported significant issues of the Events during the meeting and now used the opportunity to point to the WFDF Congress date as the topic to discuss next.

Anti-Doping Test Distribution Plan changes - update (Nuwer/Bernardi)

The distribution plan is completely compromised, but since WADA understands the situation, they will come up with specific recommendations. There is no decision to make on this day. To go further into this topic, WFDF needs to wait for WADA instructions.

SOTG Committee report (Maehr)

Maehr reported on the committee's last meeting in March and highlighted two key points from his written report: The committee recommended that if Spirit Circles were declared unsafe then playing was not safe as well. The committee had purchased the task management system Basecamp and offered to other WFDF committees to use it for their purposes.

Media and Broadcast Plans for 2020/21 (Rockwood)

Rockwood started with some good news, speaking of the time that has been used well, and all the planning for this year was done in August 2019. Also, ESPN is interested in covering the finals of the WFDF major events. They have finalized their three-year contract with USA Ultimate, and it is our goal to become the part of that deal directly.

Working in conjunction with USA Ultimate would mean that WFDF has an actual package of events to sell – five USA ultimate events, two WFDF events. That's seven weekends of coverage for ESPN. That's a real package that's attractive to sponsors. The revenue share model that applies to the USA and would apply to us, i.e., about 50/50. Rockwood will research terms of what is happening in the World of sports and where are the potential new sponsors because, at the moment, there is time for that issue.

Continental Association Reports (Chairs)

AOFDf started with presenting difficulties to schedule the event this year, so they are discussing 2021 already.

PanAm established the goals they want to achieve in the next two years. At the moment, a firm connection with NF's is the number one priority. The other plan is to establish an online toolbox that will help the members to develop the sport. Next week Bernardi will meet PanAm representatives to explain WFDF expectations.

Disc Discipline Committee Reports (Chairs)

Beach Ultimate: Determining which bid to recommend was the main focus of the BU Committee. They will continue working on a couple of projects and would like to see Game advisors as a program they can add for the Beach Ultimate. The website update will be important for the BU Committee. Rauch asked BU committee to connect with Fourcampré-Maye to help with the content regarding Beach Ultimate,

Overall: Rauch was interested to know what is happening besides the WOC issue. McLeod provided feedback from France, where he was present, about how many people don't know the disciplines. They are looking to create an online course to support NF on this matter in terms of education.

Freestyle: Brief report outlined that the Freestyle Committee has been reconstituted and hopes to become much more active.

Guts: The committee watched two events already in the United States. The third one should happen in Japan, but that's under question at the present time.

Disc Golf: Mead sent a few notes to the Board Meeting commenting whether to cancel or postpone all the DG events. All significant PDGA events have been canceled at least through July 31st. Each country worldwide can apply to the lifting of this restriction only once their national governments lift movement restrictions.

Bernardi added the comment regarding the Freestyle and Beach Ultimate that he is in contact with the organizers of the World Urban Games and World Beach Games. The decision to cancel or postpone is still on the line. Bernardi thinks that it is doubtful that this event will happen because 2021 is now an Olympic year.

Finance report

Bergeron wanted to highlight that WFDF had received long-awaited US\$50,000 in sanctioning fees from China for the Asian championship, which is a big boost at this moment. Everyone involved is keeping a close eye on the financials, as mentioned before, and there will be updates over the next several weeks.

Next Meeting

Before concluding the BoD Meeting, Rauch wished everyone best of luck in dealing with personal and professional issues due to the global situation.

ExComm: 16/17 May; Board: 13/14 June

Closing: 17:27 CET