

WFDF Congress

Friday/Saturday, July 13/14 2018

Cincinnati, USA

Briefing Book

Friday 13th July, 2018

16:00 - 20:00 (Part 1, Topics for vote and official business)

Saturday 14th July, 2018

08:00 - 12:00 (Part 2, Presentations, Discussions and Open Forum)

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WORLD FLYING DISC FEDERATION

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WFDF.ORG

May 13, 2013

Dear WFDF members:

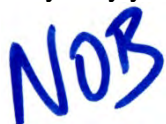
We are providing this briefing book to give you information in advance of WFDF's Annual Congress, which is scheduled for Friday evening and Saturday morning July 13-14, 2018 in Cincinnati in conjunction with the WFDF 2018 World Ultimate Club Championships.

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 two discussion topics: "Targeting the 2024 and 2028 Olympic Games" and "Development and Governance of a MNA – the case study of South Korea." We will also be considering the adoption of a revised set of Bylaws, the first major revision since 2008, reflecting the work of the task force set up to review the issues over the last year, 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 mid-June 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, which has been delayed as we have yet to get the final accounts from WBUC, and so we include the management accounting statement for 2017 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 Cincinnati in July.

Very truly yours,



Robert "Nob" Rauch
President

WFDF 2018 Annual Congress Agenda

CINCINNATI MARRIOTT NORTHEAST +1 513-459-9800
9664 S Mason Montgomery Road, Mason, Ohio 45040 USA
Friday, July 13, 2018, 16:00 - 20:00 and Saturday, July 14, 2018, 08:00 - 12:00

Friday, July 13, 2018, 16:00 - 20:00

Agenda Item	Presenter	Time	Vote	Page
1 Call to order	President	15 min.		
2 Roll call of National Associations present & confirmation of votes allotted	Executive Director / Secretary	15 min.		
3 2017 Congress Minutes (already approved)	Secretary	2 min.		4
4 Decisions taken by Congress between 2017 and 2018 Congresses	Secretary	3 min.		11
5 Report by the President	President	15 min.		
6 Report by the Executive Director	Executive Director	15 min.		
7 Review of 2018 Member Census	Secretary	10 min.		
8 WFDF Anti-Doping Program & WADA Compliance	Executive Director	45 min.		13
BREAK				
9 Annual Risk Assessment	President	10 min.	X	15
10 IOC Recognition - Overview and Update - WFDF participation in Multi-Sport Games - international governance issues	President / Executive Director	30 min.		
11 WFDF Bylaws revision Task Force report and process - update	President	30 min.	X	17
12 Financial Report	Treasurer	20 min.		47
a) 2018 Dues				
b) Vote: Approval of Change of Player Sanctioning Fees for WFDF events			X	47
c) Vote: Approval of 2019 budget			X	48
d) Presentation of year end 2017 and interim 2018 reports				54
e) Vote: Approval of 2018 Auditor			X	

Saturday, July 14, 2018, 08:00 - 12:00

Agenda Item	Presenter	Time	Vote	Page
13 Ultimate Committee Discussion Topics		60 min.		57
a) General Update	Ultimate Chair			
b) Ultimate events 2018: WMUCC, WUCC, WU24 (2017) and WJUC	Ultimate Chair			
c) Continental Championships 2019: Africa, Asia/Oceania, PanAmerica, Europe	Ultimate Chair			
d) IWGA World Games Birmingham 2021	Ultimate Chair			
e) World University and International School Sport Championships	Ultimate Chair			
f) Masters: World Masters Games Kansai 2021	Ultimate Chair			
g) Beach Ultimate - General Update and World Beach Games	Beach Ultimate Chair			
h) Spirit of the Game - General Update	SOTG Chair			
i) Other variations: Indoor, Wheelchair	Executive Director			
j) Other	Ultimate Chair			
14 Disc Sports other than Ultimate		40 min.		
a) General Update	President			
b) Disc Golf	Disc Golf Chair or TBD			61
c) Freestyle	Freestyle Chair or TBD			65
d) Overall/Field Events	Overall Chair or TBD			
e) Guts	Guts Chair or TBD			
f) WFDF governance issues relating to non-Ultimate Disc Sports	President			
BREAK				
15 Discussion Topic: Targeting the 2024 and 2028 Olympic Games	President	40 min.		
16 Commission Reports		20 min.		
a) Athletes' Commission	Commission Chair			
b) Women in Sport Commission	Commission Chair			67
c) Youth Commission	Commission Chair			
d) Sport for All/Development Commission	Commission Chair			
17 Discussion Topic: Development and Governance of a MNA - case study KOR	KUPA	25 min.		76
18 Continental Association Reports		15 min.		
a) Africa - AAFDF	AAFDF President-TBD			
b) Asia/Oceania - AFDF	AFDF President			
c) Europe - EFDF	EFDF President			
19 Other Business & Special Reports	President	33 min.		
20 Adjournment	President	2 min.		
		445 min.		

WFDF 2017 Annual Congress Agenda
Royan, France, June 24, 2017, 07:30 am - 12:00 noon
Palais des Congrès

1 Call to order (time: 07:49)

Rauch welcomed the Congress participants and thanked the TOC for the organization of the WCBU and Congress venue.

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

The list of participants and voting rights is annexed to the minutes as Annex 1.

3 2016 Congress Minutes (already approved)

The 2016 Congress minutes were approved by Congress in an electronic vote and are included in the briefing book.

4 Decisions taken by Congress between 2016 and 2017 Congresses

The decisions taken in between the 2016 and 2017 Congresses were included in the briefing book.

5 Report by the President

Rauch referenced his written report and talked about the first official WFDF Test match which was played after WFDF had approved of the concept. He briefed the Congress on the development of the membership where WFDF is trying very much to institutionalize where playing activities are. Currently there are some 15 countries close to become institutionalized as a national member association, and WFDF may expect getting to 90 member associations by 2020. The principle being followed is to give each country where there is active disc sports activity the chance for membership, but to ensure that the applicant has established sufficient infrastructure to legitimately represent the interests of disc players with proper governance and a workable revenue model.

On the Olympic movement side, the ANOC 2019 World Beach Games are still planned to be held but there is no further information or update yet. WFDF was accepted by the International Masters Games Association (IMGA) as a member one year ago and has participated in the Americas Masters Games in Vancouver (CAN). Morooka added that in 2021 Kansai (JPN) would host the World Masters Games and the city of Kyoto would offer a venue for a Flying Disc demonstration to be held there. Rauch reported about the FISU recognition achieved by WFDF after a long period of work and efforts. He also informed the Congress that there was an opportunity to apply for Flying Disc be added to the Urban Lab at the 2018 Youth Olympic Games in Buenos Aires (ARG) but one must wait to hear further on a chance and interest by the organizers from BAYOGOC to get in.

Regarding Media, Rauch reported that WFDF has made considerable investments to have over 100 games live streamed in 2017 and had a CBS sport program in 2016, producing more clips and using more social media. WFDF has signed a Memorandum of Understanding with the Olympic channel.

WFDF has established an Advisory Council comprised of sports professions from outside of the federation. WFDF also has appointed the first ever Sustainability officer.

On the development grant side, the funds allocated by the IOC and ARISF are required to go solely to development projects and Anti-Doping.

6 Report by the Executive Director

Bernardi reported that WFDF is in the process of accepting its 75th member national association and reminded the participants that it is mandatory to have as many countries as possible attending Congress.

He reported on increasing difficulties on getting new members admitted and assured that there are no proposals for membership unless there is a full trust in their reliability.

WFDF is fully trying to apply the IOC Olympic Agenda 2020 criteria like sustainability, good governance, gender equity and youth. Addressing the latter, WFDF is entering into a co-operation with the International School Sport Federation (ISF) targeting to have the first Flying Disc School Sport World Championships 2019 in Le Mans (FRA). This also will help strengthening the ties in France, looking forward to a probable awarding of the 2024 Olympic Games to Paris.

Bernardi encouraged the member associations to seek national recognition by their National Olympic Committees. The participation of Flying Disc in Multisport Games hosted by NOC organizations like ANOC or EOC could open new doors for recognition. WFDF needs to be present on as many Multisport Games platforms as possible to demonstrate global appeal of the sport.

7 Review of 2017 Member Census and 2016 Disc Community Questionnaire

Rauch referenced the data published in the briefing book and explained demographic information asking members to submit feedback.

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

Bernardi reported that the importance of the Olympics results from the fact for many sports that more than 80% of the sports in the Olympic program are not in the public focus normally except during the Olympic Games. WFDF must follow several criteria and follow Olympic Agenda 2020 principles like promoting gender equity where the IOC already put a high importance when approving of the 2020 Olympic Games events in Tokyo. Other criteria are the history of the sport and its youth appeal as well as media and commercial figures. WFDF must tick all the boxes to stand a chance to get in and also fulfill governance criteria and be fully WADA Code compliant.

The Congress then discussed further criteria which WFDF would have to respond to and how these can be met.

Discraft presentation:

The Congress heard a presentation by Pad Timmons from Discraft who was impressed that so many countries are attending the Congress. He has seen the sport grow tremendously since 1990. He underlined that Discraft is trying to help WFDF and will work together with WFDF to get more discs into more countries.

Sustainability report:

WFDF Sustainability officer Johanna von Toggenburg briefed the Congress on the sustainability activities since she was appointed earlier in the year. This is no new topic but now we can measure it and show it to the world. It is important to measure the impact the sport has on the environment. But Sustainability also includes next to environment the health and economics or gender equality. Sustainability helps save money and is good for the environment and for people. The IOC requires all IFs to step up regarding Sustainability. WFDF needs to have a strategy not only for events but also for the sport. Von Toggenburg will apply the SSET (Sport and Sustainability Event Toolkit) and have a self-evaluation showing WFDF where it stands and getting better gradually. She expected a fairly good sustainability rating for the event.

9 WFDF Bylaws Revision

Rauch referenced the briefing book and added that he understands that several members were surprised about these proposed changes although they were communicated during the last two Congresses. He proposed not to have a vote on the proposals during the present Congress but to use the opportunity to further discuss the matter. It turned out that the largest problem seems to be the “one member per country being responsible for all disc sports” clause, despite the fact that this was a unified approach and reflective of WFDF as governing body for all Flying Disc sports. There was a proposal for a transition period of five years.

Rauch commented that WFDF must face the fact that there is a higher standard for those newly applying for Olympic prospects than for incumbents. Not having all Flying Disc sports in one national association causes problems with national recognition, as recently seen in France when they applied for NOC recognition. Some WFDF member countries have an Ultimate association only. In the old days most NGBs were established as multi-disc sports associations and while WFDF is not requiring all Members to follow the same model, there needs to be coordination and representation for all disc sports in each country.

Other Bylaw changes presented include an expansion of the Board of Directors and a representation of Continental Association on the Board.

Rauch asked the members for input. Hill responded that UKU is not organized a multisport federation but that they knew that this would have to come. The important question would be what is expected from members moving forward regarding to sports which do not exist in the respective country. Great Britain has a Disc Golf association and he asked whether UKU would just be made into an umbrella organization. UKU just has received national recognition by UK Sports and needs time to get the matters planned and coordinated. He proposed that WFDF should form a group to find ways how to do it properly. Canada supported this point.

Rauch repeated that there is not just one single way to do it. There would be no need to implement the changes overnight. The problem is that in the last months there were member associations starting to go exactly in the opposite direction splitting the sports and therefore WFDF must get things going. Bernardi confirmed that the move done by Sweden and Australia now would be a step in the wrong direction. He commented that the aim of the Olympic Movement is having one member association representing that country within the IF.

Rauch insisted that WFDF would not start making NGBs do things which are not happening by themselves. He suggested that it would be helpful for member associations to be named "Flying Disc Federation/Association" but not required. Further, WFDF would never establish a requirement that members must spend on a budget for starting other disciplines in their country.

Sweden commented that WFDF must find a better way to work with the Disc Golf global community. Rauch commented that there is no rivalry as WFDF does not have individual members. WFDF has a framework for international competitions, i.e. the Disc Golf Team World Championships. As PDGA had had a change at the Executive level, we plan to re-establish a dialogue and work toward a way to cooperate with each other.

Moser commented that Switzerland was discussing about splitting up, currently having Swiss Disc Sport and the actual work is done in the member organizations Swiss Ultimate and Disc Golf Association. But Swiss Disc Sport is a member of the NOC. Rauch confirmed that this umbrella model perfectly works but it would not work if the two different groups would apply separately for NOC recognition. Such a confederation/umbrella organization model can effectively work.

It was agreed that discussions should be proceeded by a Bylaws revision Task Force and Rauch asked for nominations for such a Task Force be sent to WFDF.

School Sport event:

Cedric Hayere from the French National School Sport Federation (UNSS) presented the plan for a first ISF/WFDF World School Sports Championships in Le Mans in 2019. The event could have 16 countries and 16 teams of mixed school teams, not national teams and the proposed date is 25-30 June 2019 to be confirmed with WFDF. WFDF will follow up with ISF and UNSS as well as FFDF on the event.

10 Ultimate Committee Discussion Topics

a) General Update

Gisel reported about the outcome of WUGC 2016 in London which was a great event with a size well over 100 teams, which was much bigger than the expected 80 teams.

As a result, WFDF sees more and more members playing at events with more teams. Additionally, new members have started to send teams and some long-standing members are asking to send more teams. This constitutes a challenge for the Ultimate Committee of how to deal with the increase.

The Appendix of the Ultimate rules has been updated. The major change was changing to a gender rule in the mixed division used at WCBU where the offense

chooses to end-zone chooses. The rule was filtered down to other events and might have an automatic gender switching coming up as will be used at TWG, perhaps also at WUGC in 2020. The UC has adjusted how national teams may be made up. There was also an update how the scheduling is done and how to handle cancelling games or rounds due to weather or other unforeseen circumstances.

Gisel added that WFDF has arranged for a separate Masters Ultimate Club World Championships in 2018 in Winnipeg and might well make the same decision for WUGC 2020, as more than 160 teams wanted to come and even after cutting squad sizes WFDF still could not accommodate all divisions.

On Game Advisors he reported that out of the Pilot Project in 2014 WFDF started a global spread and has had a training schedule and run Game Advisor clinics. There is a plan to have Game Advisors for WUCC and WU24 as AFDF has been using GAs. The goal would be to have 100 certified GAs by the end of 2018.

The UC is working on creating a standard rule set for USAU and WFDF and formalizing all Masters divisions on grass sand and in USAU. WFDF is having many events, looking at having also regional events. In the next 12 months four major events are coming up: WU24, WUCC, WUMCC and WJUC.

Gisel mentioned that WFDF gets many bids, thankfully, and the next call for bids is coming soon for 2019 and 2020.

Rockwood reported that there were great strides since London 2016. On marketing, Fanseat.com wanted to stream WCBU behind their paywall. WFDF proposed to stream fields 2 and 3. WFDF has received a rights fee. But the main games will remain free. Unilad as largest platform on Facebook with 1 Billion users/week might give WFDF a slot on their platform.

VC Ultimate presentation:

Adriana Whithers reported about the 3rd year of the WFDF-VC partnership where she has learned a lot about the different tournaments. As WFDF's official partner VC want to try to get as much discs into the hands of developing countries as possible. Also VC wants to do more for women in sports and asked for feedback.

b) Upcoming WFDF events: 2017

c) World Games 2017 - Presentation

Dul and Bernardi reported about the preparations for TWG 2017. Participating teams are Australia, USA, Poland, Colombia, Japan, Canada. Game Advisors would be used for the first time at TWG from 21-23 July 2017 in Wroclaw (POL).

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

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

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

g) Beach Ultimate - General Update and World Beach Games

h) Spirit of the Game - General Update

i) Game Advisors

j) Other variations: Indoor, Wheelchair

k) Other

11 Disc Sports other than Ultimate - the reports are attached to the minutes

12 Annual Risk Assessment

Rauch introduced the Annual Risk Assessment which was initiated five years ago. WFDF must think through potential risks just to be prepared and meet challenges such as security concerns. This will stay with WFDF, as long as organizing sport is its business.

A motion was made to approve of the Annual Risk Assessment 2017 by Schöck, seconded by Hicks. The assessment was approved unanimously.

13 WFDF Anti-Doping Program & WADA Compliance

Jörn Verleger reported about requirements by WADA that the NGBs set up national Anti-Doping rules and start education on the topic. Rauch added that WFDF member associations should start developing a written code. WFDF had developed that in 2004 and did the first testing in 2011.

14 Financial Report

a) Year to date financial report

Bergeron referenced the written financial report and gave explanations on income and expenses. She characterized WFDF's budget approach as on the conservative side.

b) Vote: Approval of 2018 budget

Rauch asked the Congress to approve the 2018 budget.

A motion was made to approve of the 2018 budget by Hill, seconded by Hicks. The motion was approved unanimously.

c) Presentation of year end 2016 and interim 2017 reports

Bergeron reported about the dues coming in as expected and added projections on the numbers of participants at events which resulted in some extra money in 2016.

The auditors have approved the 2016 financials and also confirmed what the old auditor did.

A motion was made to approve of the 2016 audited financials by Hill, seconded by Portwine. The motion was approved unanimously.

d) Vote: Approval of 2017 Auditor

The auditor was already approved by Congress by an electronic vote.

In the following the reports were tabled to be annexed to the minutes.

15 Commission Reports - the reports are enclosed to the minutes

- a) Athletes' Commission
- b) Women's commission
- c) Youth Commission
- d) Sport for All/Development Commission

16 Continental Association Reports - the reports are enclosed to the minutes

- a) Africa - AAFDF
- b) Asia/Oceania – AFDF
- d) PanAmerica - PAFDF

17 Other Business

Bernardi reported about the move to appoint new members of the Women in Sport Commission and he would talk to candidates at WCBU in Royan.

20 Adjournment (time: 11:57)

Rauch thanked everyone for attending Congress and encouraged active dialogue as always.

submitted by Thomas Griesbaum, WFDF Secretary

2017:

WFDF 2015 Election Results

DEC 17 - Vote:

WFDF Congress conducted the 2017 elections. The Election was conducted on-line via a voting form using the Single Transferable Vote methodology. There were 56 regular members in good standing with a total of 133 votes.

To meet the requisite majorities, a total of 67 votes were required for election with no less than 29 member associations voting.

The QUORUM for votes outside of meeting has been achieved: "No fewer than 50% of Voting members". Over the course of the voting period which extended from November 15 to December 15, 2017, 36 members with a total of 99 votes cast their ballots.

All candidates have received the quorum needed for passage.

The following votes were tallied per each candidate:

WFDF Board of Directors Members:

Secretary: Thomas GRIESBAUM (92 yes, 7 abstentions)

Treasurer: Kate BERGERON (92 yes, 7 abstentions)

Ultimate chair: Brian GISEL (89 yes, 10 abstentions)

Freestyle Chair: Kevin GIVENS (77 yes, 22 abstentions)

Board at-large member: Amandine CONSTANT (winner - 42 STV Votes)

Board at-large member: Caroline MALONE (winner - 26 STV Votes)

Board at-large member: Jamie NUWER (winner - 25 STV votes)

Board at-large member: Rena KAWABATA (18 STV votes)

Board at-large member: Michael HU (10 STV Votes)

Ultimate Committee Members:

SOTG chair: Travis SMITH (winner - 57 STV Votes)

SOTG chair: Wolfgang MAER (33 STV Votes)

Events Subcommittee chair: Shiellah QUINTOS (93 yes, 6 abstentions)

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2018:

Proposals to the Congress – 2018-1, 2 and 3: Approval of Bahrain, Brunei and Jordan memberships

APR 28 - Vote:

WFDF Congress voted on the approval of the provisional WFDF memberships of the Bahrain Flying Disc Association (BFDA), the Brunei Flying Disc Association (BFDA) and the Jordan Flying Disc Federation (JFDF).

A total number of 44 regular member participated in the ballot, totaling 114 out of 133 votes available.

The proposals needed 67 in favor votes and 29 members voting to pass. 56 members in good standing allowed to vote.

With one abstention totaling 3 votes, the provisional membership of BFDA (Bahrain) was approved unanimously by Congress with 111 yes votes, 0 no votes.

With 114 yes votes, 0 abstentions and 0 no votes the provisional membership of BFDA (Brunei) was approved unanimously by Congress.

With 114 yes votes, 0 abstentions and 0 no votes the provisional membership of JFDF (Jordan) was approved unanimously by Congress.

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Proposal to the Congress – 2017-9 and 10: Approval of Islamic Republic of Iran membership and of 2017 Congress Minutes

JAN 23 - Vote:

WFDF Congress voted on the approval of the provisional WFDF membership of the National Frisbee Sport Association of the Sport for All Federation of the Islamic Republic of Iran (FSAI) and to approve of the 2017 Congress minutes.

A total number of 37 regular member participated in the ballot, totaling 103 out of 133 votes available.

The proposals needed 67 in favor votes and 29 members voting to pass. 56 members in good standing allowed to vote.

Results:

With one abstention totaling 2 votes, the provisional membership of FSAI (Islamic Republic of Iran) was approved unanimously by Congress with 101 yes votes, 0 no votes.

With one abstention totaling 3 votes, the 2017 Congress Minutes were approved unanimously by Congress with 100 yes votes, 0 no votes.

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Medical and Anti-Doping Committee (MADC) and Therapeutic Use Exemption (TUE) Committee Report 2017-2018

Prepared for WFDF Congress 2018

Medical:

2018:

- Transgender policy and TUE processing guidelines for Transgender athletes updated for specific provisions for youth athletes

2018:

- Primary target: Reviewing event guidelines regarding medical and safety. Recommend appropriate updates.
 - We are currently discussing within our committee the possibility of a WFDF guideline or policy related to the management of athletes with concussions sustained at WFDF events.

Anti-Doping/TUE

2018:

- WADA 2017 Code Compliance Questionnaire including some 300 questions was filed prior to the deadline and a multi-months job of a larger group of people is successfully concluded
- TUE program 2018
- Registered Testing Pool (RTP): athletes and experience
- Anti-doping education via online tool yearly – information changes yearly
- Collection of anti-doping forms at events
- IOC funding used for these activities

2018:

- Primary target: maintain WADA code compliance under heavily increased requirements/pressure. *It is essential that we remain WADA compliant to continue moving forward with the Olympic Movement.*
 - Due to increased requirements from WADA issued in their Corrective Action Plan to WFDF, we will be required to invest increased resources in anti-doping activities than we have in the past.
- Preserve our reputation as a “non-problem sport”
- Conferences relevant to Anti-Doping
 - WADA Symposium to discuss Therapeutic Use Exemptions. Occurs yearly in Lausanne, Switzerland. We have been sending Volker Bernardi on a yearly basis and Jamie Nuwer attended in 2017.

Submitted by Jamie Nuwer, MADC chair

Composition - Medical and Anti-Doping Committee (MADC):

Jamie Nuwer (chair), USA, Female, Primary Care Sports Medicine (Family Medicine)
drjamienuwer@gmail.com

Florian Beiglböck, AUT, Male, Endocrinologist
beikar@t-online.de

Dominique Fontenette, USA, Female, Emergency Medicine
dfontenette@gmail.com

Usamah Jannoun, GBR, Male, Physical Medicine and Rehabilitation & Sports Medicine
uj@sportsandspine.net

Composition - Therapeutic Use Exemption Committee (TUEC):

Jascha Wiechelt (chair), GER, Male, Internal Medicine & Geriatrics
Jascha.Wiechelt@otto-fricke-krankenhaus.de

Leslie Yen, USA, Female, Primary Care Sports Medicine (Internal Medicine), MSK ultrasound
leslie88yen@gmail.com

Harris Masket, USA, Male, Internal Medicine, Urgent Care & Sports Medicine
hmasket@berkeley.edu

Matthias Zaccarin, DEN, Male, Internal Medicine & Infectious Disease
mattzacc@rm.dk

Anti-Doping Officer:

Jörn-Torsten Verleger, GER, Legal and Anti-Doping Expert
verleger@web.de

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WFDF Risk Management: 2018 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
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. We have had two situations, WUCC 2014 and WCBU 2017 where the TOC was unable to fulfill its obligations to WFDF in a timely fashion post-event.

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. While our full-time paid Executive Director and Event Manager have taken 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, they are now overstretched and expectations continue to rise.

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 limited success in the area of sponsors and media. IOC recognition may provide WFDF and its Members with some additional credibility in the sport world, but media and sponsorship is changing as well..

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 May 13, 2018 by Robert "Nob" Rauch, President, and Volker Bernardi, Executive Director

May 13, 2013

Dear WFDF members:

As you know, we introduced the idea of a revamp of the Bylaws at last year's Congress. There were a number of concerns about certain of the proposed changes, in particular regarding the change to one Member per country. We put together a representative task force last August to work through the issues and the attached is the outcome of those discussions.

The majority of the discussion focused around the reworking this definition of a national Member. We ended up with a decision to construct this such that other disciplines wishing representation in a single-discipline National Member have the responsibility to request representation, but to provide a clear path for representation as long as there is a critical mass of participation in a particular discipline.

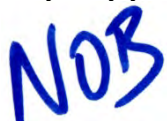
We provide both a clean and marked-up version; this year's changes are in blue, last year's changes in red.

The main changes in this draft are:

1. Redefinition of Members to only have one Member per country and to introduce a mechanism for representation of participants in all disc disciplines while still allowing single discipline Members
2. Elimination of Organizational Members (after a transition period)
3. Establishment of a new class of Members, Associates (which could include current Organizational Members)
4. 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
5. Formalizing the role of the Vice President
6. Formalization of Commissions and Continental Associations within the Bylaws
7. Addition of a Guiding Principles article to outline key principles, including principles of the Olympic Movement, non-discrimination, neutrality, gender equity/good governance/sports integrity, sustainability, and data protection

There were also a few small typos or technical changes.

Very truly yours,



Robert "Nob" Rauch
President



**BYLAWS OF THE
WORLD FLYING DISC FEDERATION**
(a Colorado Nonprofit Corporation, approved by Congress on ____, 2018)

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). The activities of WFDF include, but are 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, with the definition of a country as per the terminology of the International Olympic Committee (IOC). 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 individual disc players who are members of its organization (“Constituents”) in one or more Disc Sports;
- (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”).

Regarding (f) above, a National Member's bylaws do not need to provide that they represent all disc sports in the country with regard to WFDF. However, if they represent anything but all disc disciplines, they require a board

approved plan on how they address other disc disciplines if representatives of those disc disciplines express an interest in writing in becoming formally represented and meet the minimum criteria for such representation.

An incumbent National Member can determine how best to accomplish such representation, whether through delegation to other disc discipline associations within their country or through formally defined committees within their own organization. A National Member is required to provide some form of representation of a disc discipline once there is a critical mass of participation of no less than 25 constituents whose primary participation is with Ultimate, Beach Ultimate, or Disc Golf, or 10 constituents whose primary participation is with other disc disciplines. If there is a second organization representing a disc discipline with at least 50 Constituents, then the organizations are expected to develop an umbrella organization or some other form of cooperation agreed by both which respects the incumbency of the original national Member within three years of an application being submitted to the National Member and to WFDF.

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-2018, 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 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. 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. **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 – GUIDING PRINCIPLES

WFDF operates under a series of key guiding principles, including:

1. **Olympic Movement:** WFDF commits and aspires to the principles of the Olympic movement as enshrined by the International Olympic Committee in the Olympic Charter and to its various guidelines, codes, and regulations as amended from time to time.

2. **Non-Discrimination:** WFDF adheres to a strict anti-discrimination policy with regard to race, color, religion, national origin, politics, sex, or sexual orientation.

3. **Neutrality:** WFDF is politically neutral and any kind of discussions or demonstrations of a political, religious or other similar nature are forbidden within WFDF.

4. **Gender Equality, Good Governance, and Sports Integrity:** WFDF shall promote on all levels the principles of gender equality, good governance and sports integrity and take appropriate measures to make sure that these principles are implemented in strategic decisions and in day-to-day work.

5. **Sustainability:** WFDF is committed to sound environmental practices that respect and safeguard the environment in which Flying disc sports are conducted. WFDF endorses responsible and sustainable environmental practices in the planning and staging of events, and promotes awareness and community consultation on event staging issues.

6. **Data Protection:** WFDF operates under the highest standards of general data protection and implements data protection policies ensuring that such standards are upheld.

The WFDF Board of Directors shall be entitled to review and to take appropriate final actions regarding non-adherence to these key guiding principles.

ARTICLE IX — 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 X - FISCAL YEAR

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

ARTICLE XI – 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 XII – 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 XIII - 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) using the code of sports-related arbitration 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 April 2017, 20172018)

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). ~~The activities of WFDF including include~~, but are 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, with the definition of a country as per the terminology of the International Olympic Committee (IOC). 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 individual disc players who are members of its organization (“Constituents”) in one or more Disc Sports;
- (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”).

Regarding (f) above, a National Member's bylaws do not need to provide that they represent all disc sports in the country with regard to WFDF. However, if they represent anything but all disc disciplines, they require a board approved plan on how they address other disc disciplines if representatives of those disc disciplines express an interest in writing in becoming formally represented and meet the minimum criteria for such representation.

An incumbent National Member can determine how best to accomplish such representation, whether through delegation to other disc discipline associations within their country or through formally defined committees within their own organization. A National Member is required to provide some form of representation of a disc discipline once there is a critical mass of participation of no less than 25 constituents whose primary participation is with Ultimate, Beach Ultimate, or Disc Golf, or 10 constituents whose primary participation is with other disc disciplines. If there is a second organization representing a disc discipline with at least 50 Constituents, then the organizations are expected to develop an umbrella organization or some other form of cooperation agreed by both which respects the incumbency of the original national Member within three years of an application being submitted to the National Member and to WFDF.

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-2017⁷⁸, 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 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~~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 — GUIDING PRINCIPLES

WFDF operates under a series of key guiding principles, including:

1. **Olympic Movement:** WFDF commits and aspires to the principles of the Olympic movement as enshrined by the International Olympic Committee in the Olympic Charter and to its various guidelines, codes, and regulations as amended from time to time.
2. **Non-Discrimination:** WFDF adheres to a strict anti-discrimination policy with regard to race, color, religion, national origin, politics, sex, or sexual orientation.
3. **Neutrality:** WFDF is politically neutral and any kind of discussions or demonstrations of a political, religious or other similar nature are forbidden within WFDF.
4. **Gender Equality, Good Governance, and Sports Integrity:** WFDF shall promote on all levels the principles of gender equality, good governance and sports integrity and take appropriate measures to make sure that these principles are implemented in strategic decisions and in day-to-day work.
5. **Sustainability:** WFDF is committed to sound environmental practices that respect and safeguard the environment in which Flying disc sports are conducted. WFDF endorses responsible and sustainable environmental practices in the planning and staging of events, and promotes awareness and community consultation on event staging issues.
6. **Data Protection:** WFDF operates under the highest standards of general data protection and implements data protection policies ensuring that such standards are upheld.

The WFDF Board of Directors shall be entitled to review and to take appropriate final actions regarding non-adherence to these key guiding principles.

ARTICLE IX — 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~~X - FISCAL YEAR

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

ARTICLE ~~VIII~~XI – 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~~XII – 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 ~~XIII~~ - 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) [using the code of sports-related arbitration](#) should the necessity of an appeal against a WFDF decision arise.

Motion by the Swiss Disc Sport Association and Belgian Ultimate to the WFDF 2018 Annual Congress in Cincinnati, OH, USA concerning self-officiation

Swiss Disc Sports and Belgian Ultimate put forward a motion to amend the WFDF bylaws in two points concerning self-officiating in flying disc sports.

In Article I the WFDF bylaws state... "to promote and protect the "spirit of the game" of flying disc sports play". SOTG is not further defined in the bylaws. Since self-officiation or self-refereeing (players being responsible for making and resolving all game calls) is in our opinion an essential part of flying disc sports, we strongly suggest to specifically mention self-officiation in the WFDF bylaws with the following two additions:

Addition 1 in Article I:

3. To promote and protect "self-officiation" as an essential aspect of flying disc sports play.

Secondly, in the WFDF bylaws under Article II it is written that "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."

We strongly suggest that rules changes concerning the self-officiating aspect of flying disc sports should be approved by **all voting members of WFDF**.

Addition 2 in Article II under point 2:

All amendments to the rules and regulations concerning and/or influencing the self-officiating aspect of a disc sport have to be approved by congress (voting members). Self-officiation puts the act for making and resolving a call in the sole responsibility of the players. According to Article III, 4.2 only members with the responsibility for that disc game, disc sport or disc discipline may vote.

We suggest voting for both additions in one vote. However, it should also be possible to vote separately for each proposed addition.

Extract of the WFDF bylaws with the new additions:

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;

NEW:

3. To promote and protect "self-officiation" as an essential aspect of the flying disc sports play;

ARTICLE II – DEFINITIONS OF DISC SPORTS AND SANCTIONED EVENTS

1.
2.
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.

All amendments to the rules and regulations concerning and/or influencing the self-officiating aspect of a disc sport have to be approved by congress (voting members).

Self-officiation puts the act for making and resolving a call in the sole responsibility of the players. According to Article III, 4.2 only members with the responsibility for that disc game, disc sport or disc discipline may vote.

REFERENCES:

- **WFDF 2012 Congress Summary Report**
(WFDF Newsletter • 14 September 2012)

... "President Rauch noted that **WFDF's application to the IOC focused on self-officiating and SOTG** and promoted them as a key branding strength of disc sports."

- **WFDF Rules of Ultimate (<https://rules.wfdf.org/>)**

«1. Spirit of the Game 1.1. Ultimate is a non-contact, **self-refereed** sport. All players are responsible for administering and adhering to the rules. Ultimate relies upon a Spirit of the Game that places the responsibility for fair play on every player.»

- **WFDF Presents Strategic Plan for 2015-2018**
(<http://wfdf.org/news-media/news/press/2-official-communication/652-wfdf-presents-strategic-plan-for-2015-2018>)

In addition to our aspirations for increased professionalism and recognition within the Olympic sports family, we continue to maintain a commitment to the culture that has made Frisbee sports unique and allowed them to grow so rapidly: spirit of the game (**personal responsibility and self-officiating**), a focus on the athletes, the inclusive nature of our approach, and the element of fun."

Date:
29th of April 2018



David Moser, President SDS



Fery Vanhemelryck, President BUF



Ulrike Lehman, Treasure SDS



Marco Karlen, President SUA
Board member SDS



Mark Chardonnens, President SDA
Board member SDS

Proposal to raise WFDF Player Sanctioning Fees

Overview: The WFDF Board of Directors feel it is important to increase overall WFDF revenue to allow WFDF to better meet the needs of our members moving forward. The list of responsibilities of WFDF staff and volunteers continues to grow along with the sport, and increased expenses and expectations from stakeholders has made finding additional revenue critical.

Proposal: The WFDF Board of Directors would like to increase the player-sanctioning fee for our grass ultimate events as follows, effective immediately. The WFDF Board of Directors has recommended this proposal.

Event(s)	Current Sanctioning Fee (US\$)	Proposed Sanctioning Fee (\$US)
All African Ultimate Championship	\$0.00	\$0.00
Pan American Ultimate Championship, Asian-Oceanic Ultimate Championship	\$10.00	\$15.00
World Junior Ultimate Championships, World Under-24 Ultimate Championships	\$15.00	\$25.00
World Ultimate Club/Masters Championships, World Ultimate & Guts/Masters Championships	\$30.00	\$40.00

WFDF Board of Directors

WFDF: 2019 Monthly Budget

(figures in US\$)

	2019 Proposed	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
INCOME													
4000 Dues													
4011 Current Regular Member Dues	\$ 88,754	\$ -	\$ -	\$ -	\$ 29,585	\$ -	\$ 29,585	\$ -	\$ -	\$ 29,585	\$ -	\$ -	\$ -
4300 Sponsorship													
4310 General Sponsorship	\$ 25,000	\$ -	\$ -	\$ 6,250	\$ -	\$ -	\$ 6,250	\$ -	\$ -	\$ 6,250	\$ -	\$ -	\$ 6,250
4390 Value-In-Kind Sponsorship	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 1,250	\$ -	\$ -	\$ -	\$ -	\$ 1,250	\$ -	\$ -
4500 Grants													
4516 IOC	\$ 32,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 32,000	\$ -	\$ -
4700 Merchandise / Disc Sales	\$ 13,440	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,720	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,720
4711 Event Management Income	\$ 4,704	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,352	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,352
4720 Sanctioned Event Player Fees	\$ 67,200	\$ -	\$ -	\$ -	\$ 22,400	\$ -	\$ -	\$ -	\$ 22,400	\$ -	\$ -	\$ 22,400	\$ -
4740 Ticket Sales	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -
4770 Insurance Reimbursement	\$ 2,500	\$ -	\$ -	\$ -	\$ 833	\$ -	\$ -	\$ 833	\$ -	\$ -	\$ 833	\$ -	\$ -
4800 Interest / Investment income	\$ 100	\$ 8	\$ 8	\$ 8	\$ 8	\$ 8	\$ 8	\$ 8	\$ 8	\$ 8	\$ 8	\$ 8	\$ 8
TOTAL INCOME	\$ 236,698	\$ 8	\$ 8	\$ 6,258	\$ 52,826	\$ 1,258	\$ 44,915	\$ 842	\$ 22,408	\$ 36,343	\$ 34,092	\$ 22,408	\$ 15,330
EXPENSES													
6100 Event Management Expenses	\$ 8,064	\$ -	\$ -	\$ -	\$ 2,016	\$ -	\$ -	\$ 2,016	\$ 2,016	\$ -	\$ -	\$ 2,016	\$ -
6140 Travel (auto/hotel/food/etc)	\$ 3,360	\$ -	\$ -	\$ -	\$ 1,120	\$ -	\$ -	\$ 1,120	\$ -	\$ -	\$ -	\$ 1,120	\$ -
6150 Medals	\$ 7,650	\$ -	\$ -	\$ -	\$ 2,550	\$ -	\$ -	\$ 2,550	\$ -	\$ -	\$ -	\$ 2,550	\$ -
6160 Equipment & Clothing	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -
6165 Merchandise (Discs)	\$ 2,000	\$ -	\$ -	\$ -	\$ 667	\$ -	\$ -	\$ 667	\$ -	\$ -	\$ -	\$ 667	\$ -
6170 Marketing / Public Relations	\$ 3,000	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ 1,000	\$ -
6200 Congress Expenses	\$ 9,500	\$ -	\$ -	\$ -	\$ 6,000	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -
6300 Event Drug Testing	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,500	\$ 7,500	\$ -	\$ -	\$ -	\$ -
6400 WFDF Official Memberships	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6410 Dues (GAISF, IWGA, etc)	\$ 12,600	\$ -	\$ -	\$ 12,600	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6440 Travel (air/hotel/food/etc)	\$ 10,200	\$ -	\$ -	\$ 2,550	\$ -	\$ -	\$ 2,550	\$ -	\$ -	\$ 2,550	\$ -	\$ -	\$ 2,550
6470 WADA/Anti-Doping Program	\$ 5,500	\$ -	\$ -	\$ -	\$ 2,750	\$ -	\$ -	\$ -	\$ -	\$ 2,750	\$ -	\$ -	\$ -
6500 Special Projects and Development	\$ 42,000	\$ -	\$ -	\$ -	\$ 14,000	\$ -	\$ -	\$ -	\$ 14,000	\$ -	\$ -	\$ 14,000	\$ -
6550 Live Video and Production	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6800 Administrative	\$ 167,750	\$ 13,979	\$ 13,979	\$ 13,979	\$ 13,979	\$ 13,979	\$ 13,979	\$ 13,979	\$ 13,979	\$ 13,979	\$ 13,979	\$ 13,979	\$ 13,979
6820 Office Expenses	\$ 1,000	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83
6830 Communications & Internet	\$ 1,000	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83
6840 Professional Fees	\$ 12,000	\$ 542	\$ 542	\$ 542	\$ 542	\$ 542	\$ 6,042	\$ 542	\$ 542	\$ 542	\$ 542	\$ 542	\$ 542
6850 Insurance	\$ 5,610	\$ -	\$ -	\$ 2,805	\$ 0	\$ -	\$ 2,805	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6860 Bank Fees	\$ 4,080	\$ 340	\$ 340	\$ 340	\$ 340	\$ 340	\$ 340	\$ 340	\$ 340	\$ 340	\$ 340	\$ 340	\$ 340
TOTAL EXPENSES	\$ 311,314	\$ 15,028	\$ 15,028	\$ 32,983	\$ 45,130	\$ 15,528	\$ 25,883	\$ 33,380	\$ 38,544	\$ 20,828	\$ 15,028	\$ 36,380	\$ 17,578
NET REVENUES	\$ (74,616)	\$ (15,019)	\$ (15,019)	\$ (26,724)	\$ 7,696	\$ (14,269)	\$ 19,032	\$ (32,539)	\$ (16,135)	\$ 15,515	\$ 19,064	\$ (13,972)	\$ 48,247

WFDF Financial Projections 2019 - 2023

(figures in US\$)

	2016 Actuals	2017 Budget	2017 Actuals	2018 Budget	2019 Budget	2020 Projected	2021 Projected	2022 Projected	2023 Projected
INCOME									
4000 Dues									
4010 Regular Member Dues									
4011 Current Regular Member Dues	\$ 73,955	\$ 83,193	\$ 81,511	\$ 87,997	\$ 88,754	\$ 89,529	\$ 90,321	\$ 91,125	\$ 95,617
4012 Non-current Regular Member Dues	\$ 2,056		\$ 300						
4013 New Member Conversion		\$ 1,500	\$ -						
4050 Overpayments									
4300 Sponsorship									
4310 General Sponsorship	\$ 10,000	\$ 85,000	\$ 17,900	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000
4390 Value-In-Kind Sponsorship	\$ 944	\$ 2,500	\$ 2,287	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
4500 Grants									
4515 General									
4516 IOC	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 32,000	\$ 32,000	\$ 32,000	\$ 32,000	\$ 32,000
4517 ARISF	\$ 6,250	\$ 6,000	\$ 6,250	\$ 6,000	\$ -	\$ -	\$ -	\$ -	\$ -
4518 USA Ultimate	\$ 15,000			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4700 Merchandise / Disc Sales		\$ 500	\$ 33,329	\$ 29,862	\$ 13,440	\$ 26,500	\$ 18,750	\$ 38,084	\$ 13,600
4711 Event Management Income		\$ -	\$ 31,168	\$ 10,452	\$ 4,704	\$ 9,275	\$ 6,563	\$ 13,329	\$ 4,760
4720 Sanctioned Event Player Fees			\$ 63,255	\$ 149,310	\$ 67,200	\$ 132,500	\$ 93,750	\$ 190,420	\$ 68,000
4740 Ticket Sales		\$ -		\$ 500	\$ 500	\$ 500	\$ 250	\$ 500	\$ 500
4760 Event Equipment Reimbursement									
4770 Insurance Reimbursement		\$ -	\$ 2,617	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
4800 Interest / Investment income									
4810 Checking Acct interest		\$ -			\$ -	\$ -	\$ -	\$ -	
4820 Money Market Acct interest	\$ 48	\$ 190	\$ 45	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100
TOTAL INCOME	\$ 428,064	\$ 255,883	\$ 266,686	\$ 339,221	\$ 236,698	\$ 320,404	\$ 271,734	\$ 395,558	\$ 244,577

WFDF Financial Projections 2019 - 2023

(figures in US\$)

	2016 Actuals	2017 Budget	2017 Actuals	2018 Budget	2019 Budget	2020 Projected	2021 Projected	2022 Projected	2023 Projected
EXPENSES									
6100 Event Management Expenses		\$ 18,000	\$ 33,541	\$ 14,931	\$ 8,064	\$ 15,900	\$ 11,250	\$ 22,850	\$ 8,160
6140 Travel (auto/hotel/food/etc)		\$ 17,000	\$ 38,155	\$ 7,466	\$ 3,360	\$ 6,625	\$ 4,688	\$ 9,521	\$ 3,400
6150 Medals		\$ 7,650	\$ 11,097	\$ 5,400	\$ 7,650	\$ 5,400	\$ 7,650	\$ 5,400	\$ 7,650
6160 Equipment & Clothing		\$ 2,500	\$ 6,897	\$ 3,000	\$ 1,000	\$ 3,000	\$ 1,000	\$ 3,000	\$ 3,000
6165 Merchandise (Discs)		\$ -	\$ 662	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
6170 Marketing / Public Relations		\$ 35,500	\$ 5,750	\$ 3,000	\$ 3,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
6200 Congress Expenses									
6120 Equipment/Supplies			\$ 763	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
6220 Travel (air/hotel/food/etc)	\$ 22,096	\$ 7,500	\$ 7,687	\$ 16,000	\$ 8,000	\$ 16,000	\$ 8,000	\$ 16,000	\$ 8,000
6230 Venue	\$ 475	\$ 500	\$ 387	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
6300 Event Drug Testing	\$ 2,464	\$ 3,500	\$ 8,374	\$ 5,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000
6400 WFDF Official Memberships									
6410 Dues (GAISF, IWGA, etc)	\$ 8,017	\$ 9,606	\$ 7,468	\$ 12,000	\$ 12,600	\$ 13,230	\$ 13,892	\$ 14,587	\$ 15,316
6440 Travel (air/hotel/food/etc)	\$ 10,796	\$ 12,000	\$ 14,348	\$ 15,000	\$ 10,200	\$ 15,000	\$ 11,000	\$ 15,000	\$ 15,000
6470 WADA/Anti-Doping Program	\$ 6,742	\$ 5,500	\$ 6,637	\$ 5,500	\$ 5,500	\$ 6,000	\$ 6,000	\$ 6,500	\$ 6,500
6500 Special Projects and Development		\$ 24,000	\$ 20,000	\$ 24,000	\$ 42,000	\$ 42,000	\$ 42,000	\$ 42,000	\$ 42,000
6550 Live / Video Production		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6800 Administrative		\$ 139,195	\$ 109,065	\$ 155,000	\$ 167,750	\$ 176,138	\$ 184,945	\$ 194,192	\$ 203,902
6820 Office Expenses	\$ 1,229	\$ 1,000	\$ 757	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
6830 Communications & Internet									
6830.01 Telephone	\$ 1,210	\$ 3,300	\$ 1,666	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
6830.02 Internet Hosting	\$ 526	\$ 500	\$ 584	\$ 500	\$ 500	\$ 750	\$ 750	\$ 750	\$ 750
6840 Professional Fees									
6842 Bookkeeping Services	\$ 5,830	\$ 6,000	\$ 4,799	\$ 4,000	\$ 6,500	\$ 6,630	\$ 6,763	\$ 6,898	\$ 7,036
6843 Legal Services	\$ 79	\$ 500	\$ 636	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
6844 Audit / Tax Preparation	\$ 3,975	\$ -	\$ 4,600	\$ 4,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
6850 Insurance	\$ 2,329	\$ 5,000	\$ 5,250	\$ 5,500	\$ 5,610	\$ 5,722	\$ 5,837	\$ 5,953	\$ 6,072
6860 Bank Fees		\$ 1,980	\$ 4,270	\$ 4,000	\$ 4,080	\$ 4,162	\$ 4,245	\$ 4,330	\$ 4,416
6900 Suspense Account									
TOTAL EXPENSES	\$ 433,932	\$ 308,731	\$ 293,458	\$ 289,797	\$ 311,314	\$ 347,057	\$ 338,519	\$ 377,481	\$ 361,703
Net Revenue	\$ (5,868)	\$ (52,848)	\$ (26,772)	\$ 49,424	\$ (74,616)	\$ (26,652)	\$ (66,785)	\$ 18,077	\$ (117,126)
Net Cash on Hand	\$ 343,481	\$ 316,709	\$ 287,574	\$ 336,998	\$ 262,382	\$ 235,730	\$ 168,945	\$ 187,022	\$ 69,896

WFDF Memberships and Dues Revenue Projection

Regular Members		2009 Census	2010 Census	2011 Census	2012 Census	2013 Census	2014 Census	2015 Census	2016 Actuals	2017 Actuals	2018 Actuals	2018 Projected	2019 Projected	2020 Projected	2021 Projected	2022 Projected	2023 Projected	2017 Dues	2018 Dues	2019 Dues	2020 Dues	2021 Dues	2022 Dues	2023 Dues
Growth Rate												3%	2%	2%	2%	2%	2%							
	88,605																	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Afghanistan	R2017										62								\$ 300	\$ 300				\$ 300
Argentina	R2014						250	69	71	158	160	163	166	169	172	175	179		\$ 300					\$ 300
Armenia	R2017										200		0	0	0	0	0		\$ 300					\$ 300
Australia	R	4,100	4,117	5,000	5,032	5,200	5,000	6,374	6565	7386	7424	7608	7760	7915	8073	8234	8399	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280
Austria	R	473	496	1,615	1,940	2,142	2,272	2,608	2686	3451	1348	3555	3626	3699	3773	3848	3925	\$ 5,280	\$ 2,224	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280
Belarus	P 2015							121	125	129		133	136	139	142	145	148	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Belgium	R	670	670	473	804	800	1,008	1,119	1153	1612	1843	1660	1693	1727	1762	1797	1833	\$ 2,660	\$ 3,041	\$ 2,793	\$ 2,850	\$ 2,907	\$ 2,965	\$ 3,024
Bolivia											127		0	0	0	0	0		\$ 300					\$ 300
Brazil	R	90	100	120	100	150	250	250	258	250	250	258	263	268	273	278	284	\$ 413	\$ 413	\$ 434	\$ 442	\$ 450	\$ 459	\$ 469
Cambodia											15		0	0	0	0	0		\$ 300					\$ 300
Canada	R	1,827	27,895	29,957	30,029	33,067	34,043	38,171	39316	40444	42318	41657	42490	43340	44207	45091	45993	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280
Chile											160		0	0	0	0	0		\$ 300					\$ 300
China	R 2012				280	500	290	475	489	1	728	1	1	1	1	1	1	\$ 300	\$ 1,201	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Chinese Taipei	R	400	400	400	500	227	700	1,000	1030	1061	93	1093	1115	1137	1160	1183	1207	\$ 1,751	\$ 300	\$ 1,840	\$ 1,876	\$ 1,914	\$ 1,952	\$ 1,992
Colombia	R	478	478	1,129	922	939	1,438	1,724	1776	1009	973	1039	1060	1081	1103	1125	1148	\$ 1,665	\$ 1,605	\$ 1,749	\$ 1,784	\$ 1,820	\$ 1,856	\$ 1,894
Costa Rica	P 2015							50	52	54		56	57	58	59	60	61	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Croatia	P 2015							160	165	170	0	175	179	183	187	191	195	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Czech Republic	R	233	268	303	375	455	437	485	500	523	955	539	550	561	572	583	595	\$ 863	\$ 1,576	\$ 908	\$ 926	\$ 944	\$ 962	\$ 982
Democratic Republic of Congo								200	206	1		1	1	1	1	1	1	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Denmark	R	397	349	437	395	450	444	493	508	550	558	567	578	590	602	614	626	\$ 908	\$ 921	\$ 954	\$ 974	\$ 993	\$ 1,013	\$ 1,033
Dominican Republic	R	108	129	109	153	193	200	141	145	149		153	156	159	162	165	168	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Egypt											120		0	0	0	0	0		\$ 300					\$ 300
Estonia	R 2014					59	77	79	79	100	79	103	105	107	109	111	113	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Finland	R	513	466	478	688	625	569	665	685	507	554	522	532	543	554	565	576	\$ 837	\$ 914	\$ 878	\$ 896	\$ 914	\$ 932	\$ 950
France	R	1,572	1,698	1,908	2,059	2,382	2,696	2,940	3028	3603	4035	3711	3785	3861	3938	4017	4097	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280
Georgia	R 2017									215	317	221	225	230	235	240	245	\$ 355	\$ 523	\$ 371	\$ 380	\$ 388	\$ 396	\$ 404
Germany	R	1,280	1,395	1,758	2,075	2,511	3,632	3,991	4111	5118	5627	5272	5377	5485	5595	5707	5821	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280
Guam	R 2017								1	35		1	1	1	1	1	1	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Hong Kong	R	60	60	60	70	115	125	120	124	128	160	132	135	138	141	144	147	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Hungary	R 2011	138		230	201	178	234	350	361	372	545	383	391	399	407	415	423	\$ 614	\$ 899	\$ 645	\$ 658	\$ 672	\$ 685	\$ 698
Iceland	R 2013					280	290	310	319	329		339	346	353	360	367	374	\$ 543	\$ 300	\$ 571	\$ 582	\$ 594	\$ 606	\$ 617
India	R	255	270	315	325	340	370	361	372	1330	2026	1370	1397	1425	1454	1483	1513	\$ 2,195	\$ 3,343	\$ 2,305	\$ 2,351	\$ 2,399	\$ 2,447	\$ 2,496
Indonesia	R							65	67	69		71	72	73	74	75	77	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Iran	R 2018										700		0	0	0	0	0		\$ 1,155					\$ 300
Ireland	R	400	400	420	575	600	362	437	450	486	434	501	511	521	531	542	553	\$ 802	\$ 716	\$ 843	\$ 860	\$ 876	\$ 894	\$ 912
Israel	R 2012		180	204	138	221	207	342	352	363	520	374	381	389	397	405	413	\$ 599	\$ 858	\$ 629	\$ 642	\$ 655	\$ 668	\$ 681
Italy	R	445	590	589	454	702	654	648	667	808	1112	832	849	866	883	901	919	\$ 1,333	\$ 1,835	\$ 1,401	\$ 1,429	\$ 1,457	\$ 1,487	\$ 1,516
Japan	R	3,042	3,126	3,105	3,195	3,195	3,621	3,943	4061	4781	4815	4924	5022	5122	5224	5328	5435	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280	\$ 5,280
Kenya	R 2015								0	0		0	0	0	0	0	0	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Latvia	R 2011	95	67	181	177	186	404	413	425	237		244	249	254	259	264	269	\$ 391	\$ 300	\$ 411	\$ 419	\$ 427	\$ 436	\$ 444
Lebanon	R2018										0		0	0	0	0	0		\$ 300					\$ 300
Lithuania	P 2015							75	77	86	65	89	91	93	95	97	99	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Luxembourg	P 2015							50	52	54	33	56	57	58	59	60	61	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
Malaysia	P 2015							700	721	743	782	765	780	796	812	828	845	\$ 1,226	\$ 1,290	\$ 1,287	\$ 1,313	\$ 1,340	\$ 1,366	\$ 1,394
Mexico	R	100	300	210	241	365	749	850	876	1028	1040	1059	1080	1102	1124	1146	1169	\$ 1,696	\$ 1,716	\$ 1,782	\$ 1,818	\$ 1,855	\$ 1,891	\$ 1,929
Moldova	P 2018										0		0	0	0	0	0		\$ 300					\$ 300
Netherlands	R	888	593	1,012	918	1,018	1,152	1,278	1316	1468	1201	1512	1542	1573	1604	1636	1669	\$ 2,422	\$ 1,982	\$ 2,544	\$ 2,595	\$ 2,647	\$ 2,699	\$ 2,754
New Zealand	R	501	498	670	685	695	577	634	653	711	760	732	747	762	777	793	809	\$ 1,173	\$ 1,254	\$ 1,233	\$ 1,257	\$ 1,282	\$ 1,308	\$ 1,335
Norway	R	1,248	1,140	1,100	1,034	1,156	1,352	1,612	1660	1751	1939	1804	1840	1877	1915	1953	1992	\$ 2,889	\$ 3,199	\$ 3,036	\$ 3,097	\$ 3,160	\$ 3,222	\$ 3,287
Palestine	P 2018										0		0	0	0	0	0		\$ 300					\$ 300

WFDF Memberships and Dues Revenue Projection

Panama	R 2012				51	128	250	168	173	178	238	183	187	191	195	199	203	\$	300	\$	393	\$	300	\$	300	\$	300	\$	300	\$	335
Philippines	R	800	724	774	783	1,000	1,042	378	389	766		789	805	821	837	854	871	\$	1,264	\$	300	\$	1,328	\$	1,355	\$	1,381	\$	1,409	\$	1,437
Poland	R 2011		80	119	141	158	192	849	874	640	629	659	672	685	699	713	727	\$	1,056	\$	1,038	\$	1,109	\$	1,130	\$	1,153	\$	1,176	\$	1,200
Portugal	R 2013					101	100	100	103	204	240	210	214	218	222	226	231	\$	337	\$	396	\$	353	\$	360	\$	366	\$	373	\$	381
Qatar	R 2015								0	0		0	0	0	0	0	0	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300
Russian Federation	R	300	300	300	310	400	409	429	442	449	440	462	471	480	490	500	510	\$	741	\$	726	\$	777	\$	792	\$	809	\$	825	\$	842
Singapore	R	400	400	600	1,000	1,200	800	728	750	817		842	859	876	894	912	930	\$	1,348	\$	300	\$	1,417	\$	1,445	\$	1,475	\$	1,505	\$	1,535
Slovak Republic	R	76	127	150	168	213	205	252	260	210	274	216	220	224	228	233	238	\$	347	\$	452	\$	363	\$	370	\$	376	\$	384	\$	393
Slovenia	R 2011			62	92	100	80	100	103	90	218	93	95	97	99	101	103	\$	300	\$	360	\$	300	\$	300	\$	300	\$	300	\$	300
South Africa	R	120	141	295	300	300	366	395	407	419		432	441	450	459	468	477	\$	691	\$	300	\$	728	\$	743	\$	757	\$	772	\$	787
South Korea	R	110	120		196	227	178	191	197	145	177	149	152	155	158	161	164	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300
Spain	R	300	320	410	415	497	621	797	821	875	905	901	919	937	956	975	995	\$	1,444	\$	1,493	\$	1,516	\$	1,546	\$	1,577	\$	1,609	\$	1,642
Sweden	R	743	825	511	659	868	954	1,053	1085	1287	1373	1326	1353	1380	1408	1436	1465	\$	2,124	\$	2,265	\$	2,232	\$	2,277	\$	2,323	\$	2,369	\$	2,417
Switzerland	R	505	551	594	800	840	850	900	927	1085	845	1118	1140	1163	1186	1210	1234	\$	1,790	\$	1,394	\$	1,881	\$	1,919	\$	1,957	\$	1,997	\$	2,036
Tanzania	P 2015							50	52	54		56	57	58	59	60	61	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300
Turkey	R 2014					97	215	221	228	280		235	240	245	250	255	260	\$	376	\$	462	\$	396	\$	404	\$	413	\$	421	\$	429
Uganda	R 2013					212	228	88	91	94	29	97	99	101	103	105	107	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300
Ukraine	R 2014					140	208	214	176	176		181	185	189	193	197	201	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300	\$	332
United Arab Emirates (UAE)	R 2014 ?						80	82	84			87	89	91	93	95	97	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300
UK Ultimate	R	1,937	2,594	2,887	3,512	2,978	3,621	3,901	4018	4560	4526	4697	4791	4887	4985	5085	5187	\$	5,280	\$	5,280	\$	5,280	\$	5,280	\$	5,280	\$	5,280	\$	5,280
USA Ultimate (USAU)	R	29,311	31,230	35,001	34,894	44,521	47,137	48,914	50381	51892	57684	53449	54518	55608	56720	57854	59011	\$	5,280	\$	5,280	\$	5,280	\$	5,280	\$	5,280	\$	5,280	\$	5,280
US Guts Players' Assn	R	160	160	120	150	150	150	175	180	160	150	165	168	171	174	177	181	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300
Uruguay	R 2018										0		0	0	0	0	0	\$	300											\$	300
Venezuela	R	198	198	349	306	331	311	392	404	150		155	158	161	164	167	170	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300
Freestyle Players' Assn	O 2013					97	192	130	134	150	165	155	158	161	164	167	170	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300
PDGA	O 2014					20,587	24,443			0		0	0	0	0	0	0	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300	\$	300
Member/Income Totals		54,273	83,455	93,955	97,142	113,013	141,895	158,237	137,809	145,949	152,462	150,332	153,337	156,405	159,533	162,719	165,976	\$	86,889	\$	88,605	\$	88,754	\$	89,529	\$	90,321	\$	91,125	\$	95,617

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	<u><=2007</u>	<u>2008-09</u>	<u>2010-16</u>	<u>>=2017</u>
Per Member	\$1.25	\$1.35	\$1.50	\$ 1.65
Minimum #	200	222	200	200
Minimum Dues	\$250	\$300	\$300	\$300
Maximum #	2,400	3,200	3,200	3,200
Maximum Dues	\$3,000	\$4,320	\$4,800	\$5,280

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WFDF: Event Sanctioning Fee Projections

	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026		Fee Structure (per player)
Ultimate World Events											World Games	\$ 200
World Games	100				100				100		WUCC/WUGC/ WMUC/WMUCC	\$ 40
WUGC				2,100				2,100			WU-24	\$ 25
WMUC (World Master's)				550				550				
WUCC		2,160				2,790				2,160	World Overall	\$ 25
WMUCC - Master's		1,104				1,583				1,104	WJUC	\$ 25
WJUC		750		900		620		900		800	Beach	\$ 15
WU-24	880		1,100		1,000		1,100		1,122		Regional	\$ 15
WBUC (World Beach)	1,720				1,050				1,050		Team Disc Golf*	\$ 50
World Beach Games			0				0				* Team Fee	
Ultimate Regional Events												
Africa	240		200		200		206		212			
Asia/Oceania	1,000		880		880		880		880			
Asia/Oceania Beach			360				360					
Pan America	1,520		880		1,100		880		1,100			
Europe (Grass)												
European Beach			360				360					
Guts World Events												
WUGC				100				100				
Guts Regional Events												
Africa												
Asia/Oceania	50		0		0		0		0			
Pan America												
Europe												
Disc Golf World Events												
Team Disc Golf (teams)	15		0		16		16		16			
Individual World Events												
World Overalls	150		100		100		100		100			
Total Event Income	\$110,850	\$149,310	\$67,200	\$132,500	\$93,750	\$190,420	\$68,000	\$132,500	\$96,800			

WFDF Financial Summary - Management Accounts 2016-2018P

(figures in US\$)

	2016 Actuals	2017 Budget	2017 Actuals	2018 Budget
INCOME				
4000 Dues				
4010 Regular Member Dues				
4011 Current Regular Member Dues	\$ 73,955	\$ 83,193	\$ 81,511	\$ 87,997
4012 Non-current Regular Member Dues	\$ 2,056		\$ 300	
4013 New Member Conversion		\$ 1,500	\$ -	
4050 Overpayments				
4300 Sponsorship				
4310 General Sponsorship	\$ 10,000	\$ 85,000	\$ 17,900	\$ 25,000
4390 Value-In-Kind Sponsorship	\$ 944	\$ 2,500	\$ 2,287	\$ 2,500
4500 Grants				
4515 General				
4516 IOC	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000
4517 ARISF	\$ 6,250	\$ 6,000	\$ 6,250	\$ 6,000
4518 USA Ultimate	\$ 15,000		\$ -	
4700 Merchandise / Disc Sales		\$ 500	\$ 33,329	\$ 29,862
4711 Event Management Income		\$ -	\$ 31,168	\$ 10,452
4720 Sanctioned Event Player Fees			\$ 63,255	\$ 149,310
4740 Ticket Sales		\$ -		\$ 500
4760 Event Equipment Reimbursement				
4770 Insurance Reimbursement		\$ -	\$ 2,617	\$ 2,500
4800 Interest / Investment income				
4810 Checking Acct interest		\$ -		
4820 Money Market Acct interest	\$ 48	\$ 190	\$ 45	\$ 100
TOTAL INCOME	\$ 428,064	\$ 255,883	\$ 266,686	\$ 339,221
EXPENSES				
6100 Event Management Expenses		\$ 18,000	\$ 33,541	\$ 14,931
6140 Travel (auto/hotel/food/etc)		\$ 17,000	\$ 38,155	\$ 7,466
6150 Medals		\$ 7,650	\$ 11,097	\$ 5,400
6160 Equipment & Clothing		\$ 2,500	\$ 6,897	\$ 3,000
6165 Merchandise (Discs)		\$ -	\$ 662	\$ 2,000
6170 Marketing / Public Relations		\$ 35,500	\$ 5,750	\$ 3,000
6200 Congress Expenses				
6120 Equipment/Supplies			\$ 763	\$ 500
6220 Travel (air/hotel/food/etc)	\$ 22,096	\$ 7,500	\$ 7,687	\$ 16,000
6230 Venue	\$ 475	\$ 500	\$ 387	\$ 1,000
6300 Event Drug Testing	\$ 2,464	\$ 3,500	\$ 8,374	\$ 5,000
6400 WFDF Official Memberships				
6410 Dues (GAISF,IWGA, etc)	\$ 8,017	\$ 9,606	\$ 7,468	\$ 12,000
6440 Travel (air/hotel/food/etc)	\$ 10,796	\$ 12,000	\$ 14,348	\$ 15,000
6470 WADA/Anti-Doping Program	\$ 6,742	\$ 5,500	\$ 6,637	\$ 5,500
6500 Special Projects and Development		\$ 24,000	\$ 20,000	\$ 24,000
6550 Live / Video Production		\$ -	\$ -	\$ -
6800 Administrative		\$ 139,195	\$ 109,065	\$ 155,000
6820 Office Expenses	\$ 1,229	\$ 1,000	\$ 757	\$ 1,000
6830 Communications & Internet	\$ 1,736	\$ 3,800	\$ 2,250	\$ 1,000
6840 Professional Fees	\$ 9,884	\$ 6,500	\$ 10,035	\$ 8,500
6850 Insurance	\$ 2,329	\$ 5,000	\$ 5,250	\$ 5,500
6860 Bank Fees		\$ 1,980	\$ 4,270	\$ 4,000
6900 Suspense Account				
TOTAL EXPENSES	\$ 443,816	\$ 315,231	\$ 303,493	\$ 298,297
Net Revenue	\$ (15,752)	\$ (59,348)	\$ (36,807)	\$ 40,924
Net Cash on Hand	\$ 343,481	\$ 306,674	\$ 287,574	\$ 328,498

World Flying Disc Federation
Profit & Loss Prev Year Comparison
January through April 2018

	Actual	Actual	2018
SUMMARY	Jan - April 2017	Jan - April 2018	YTD Budget
INCOME			
4000 · Dues	10.929,10	62.868,15	87.997,00
4300 · Sponsorship	10.196,60	13.750,00	27.500,00
4500 · Grants			31.000,00
4600 · Donations	8,22	20.012,24	0,00
4700 · Merchandise / Disc Sales		19.285,20	29.862,00
4710 · Event Management Income		44.972,04	10.452,00
4720 · Sanctioning Event Player Fees		18.260,00	149.310,00
4740 · Ticket Sales			500,00
4760 · Event Equipment Reimbursement		1.764,21	0,00
4770 · Insurance Reimbursement			2.500,00
4800 · Interest Income	14,81	14,82	100,00
TOTAL INCOME	21.148,73	180.926,66	339.221,00
EXPENSE			
6100 · Event Management Expenses	975,43		14.931,00
6140 · Travel (air.hotel.food.etc)	9.538,18	12.729,09	7.466,00
6150 · Medals	3.362,44		5.400,00
6160 · Equipment & Clothing	682,95	1.041,77	3.000,00
6165 · Merchandise			2.000,00
6170 · Marketing / Public Relations	2.000,00	127,80	3.000,00
6200 · Congress Expense	1.041,97	576,60	17.500,00
6300 · Event Drug Testing			5.000,00
6400 · WFDF Official Memberships	12.590,22	18.752,32	32.500,00
6500 · Special Projects & Development	1.427,98	21.438,58	24.000,00
6800 · Administrative	41.701,92	42.859,10	172.100,00
TOTAL EXPENSE	73.321,09	97.525,26	286.897,00
NET INCOME (LOSS)	-52.172,36	83.401,40	52.324,00

World Flying Disc Federation

Balance Sheet

As of April 30, 2018

	April 30, 2018	April 30, 2017	\$ Change	Notes
ASSETS				
Current Assets				
Checking/Savings				
1035 · Wells Fargo Checking	231.110,32	77.165,54	153.944,78	
1020 · Wells Fargo Money Market	150.216,44	150.171,38	45,06	
1040 · PayPal	7.690,42	1.252,04	6.438,38	
Total Checking/Savings	389.017,18	228.588,96	160.428,22	
Accounts Receivable				
1100 · Accounts Receivable	74.879,33	17.125,70	57.753,63	WU24 TOC, VC Ultimate, WCBU
Total Accounts Receivable	74.879,33	17.125,70	57.753,63	
Other Current Assets				
1110 · Prepaid Expenses	1.542,93	500,00	1.042,93	SportAccord
Total Other Current Assets	1.542,93	500,00	1.042,93	
Total Current Assets	465.439,44	246.214,66	219.224,78	
TOTAL ASSETS	465.439,44	246.214,66	219.224,78	
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
200(2000 · Accounts Payable	4.818,36	3.082,15	1.736,21	
230(2300 · Deferred Revenue	105.000,00	0,00	105.000,00	WUCC Broadcast Project
236(2360 · Clearing Account	3.686,57	0,00	3.686,57	Karina wire returned
Total Current Liabilities	113.504,93	3.082,15	110.422,78	
Total Liabilities	113.504,93	3.082,15	110.422,78	
Equity				
3000 · Retained Earnings	-26.771,76	0,00	-26.771,76	
3900 · Unrestricted Net Assets	291.734,87	291.734,87	0,00	
3910 · Temporarily Restricted	3.570,00	3.570,00	0,00	
Net Income	83.401,40	-52.172,36	135.573,76	
Total Equity	351.934,51	243.132,51	108.802,00	
TOTAL LIABILITIES & EQUITY	465.439,44	246.214,66	219.224,78	

WFDF EVENT REPORT

WFDF Annual Congress 2018

Prepared by Karina Woldt – WFDF Event Manager
Karina.woldt@wfdf.org Skype: wfdf_woldt

Dear WFDF Members, firstly on behalf of WFDF and our 2017/2018 Event tournament Organising Committees (TOC), let me congratulate the teams, participants and our WFDF Member National Federations, on a very successful and co-operative working relationship. When WFDF first publishes the invitations for each event by way of Event Bulletin, we outline specific instructions that each NF and team must follow and we supply very clear deadlines on when tasks should be completed. Over the past 12-18 months each and everyone one of you have made things easier for myself and our TOC's by clearly reading and responding to the direction given. The response rates and meeting of deadlines has improved dramatically which allows the bid allocation process, event planning and accurate budget setting to happen timely and accurately. Personally, it has been a pleasure to work alongside you all and I look forward to our upcoming 2019/2020 event season.

Expansion of WFDF National Federation (NF) memberships, the high demand from club teams wanting to play at WFDF major events and the increased number of bids & divisions our existing NF's are wanting to play in are all contributing to the need for our member NF's to give accurate information about their intentions to participate in the upcoming 2019/2020 events. High importance will be placed on the information and intention to participate that is gathered prior to the awarding of bid allocations for our major events. Please note that the notes highlighted in red on the official bulletin are where you should give high priority and attention. We don't want any countries to miss out on bids because they do not respond and fill out forms as requested.

It is exciting to announce that Cincinnati has a maximum capacity of teams at WUCC with 128 teams showing an equal gender balance of 40 men's, 40 women's and 48 Mixed teams. Our first stand-alone Masters event to be hosted in Winnipeg will put on a spectacular event both on and off the field and meeting the needs of players and volunteers, the TOC has offered an option to run a day care for small kids and an activity clinic for older kids. These offers are near full capacity and have been very well received from our playing and working parents. WJUC 2018 hosted out of Europe for the first time in ten years has allowed some of the non-european teams to participate for the first time.

As always, it is important to work closely with our member National Federations on all aspects of our event planning and execution, should any of you have any questions, comments or suggestions, please feel free to talk to me at any of our events or to email me direct.

Kind Regards



Karina Woldt

2017 Event Summary

Since meeting in France last year we've had much fun and success with a busy flying disc events calendar. Diverse national participation across all events was positive and met our expectations of growth following the increasing WFDF member National Federation count. Following is a short summary of the 2017 event cycle:

WFDF Event Summary 2017 cycle				
Date	Event	Event Title	Location	Details
2-4 June 2017	AAUCC	WFDF 2017 All Africa Ultimate Club Championships	Nairobi, KEN	10 teams, 7 countries
18-21 June 2017	WGGMBUC	WFDF 2017 World Great Grand Masters Beach Ultimate Championships	Praia do Meco, POR	9 teams, 6 countries
18-24 June 2017	WCBU	WFDF 2017 World Championships of Beach Ultimate in association with BULA	Royan, FRA	119 teams, 38 countries
19-24 July 2017	TWG	World Games	Wroclaw, POL	6 teams, 6 countries
24-29 July 2017	WOC	WFDF 2017 World Overall Flying Disc Championships	Basingstoke, GBR	100 participants, 13 countries
17-20 Aug 2017	AOUGCC	WFDF 2017 Asia Oceanic Ultimate & Guts Club Championships	Manila, PHI	64 teams 4 guts teams, 13 countries
23-26 Aug 2017	WTDGC	WFDF 2017 World Team Disc Golf Championships	Colchester, GBR	
14-19 Nov 2017	PAUCC	WFDF 2017 Pan American Ultimate Club Championships	Buenos Aires, ARG	57 teams, 14 countries
7-13 Jan 2018	WU24	WFDF 2018 World Under-24 Ultimate Championships	Perth, AUS	41 teams, 20 countries



2019/2020 Event Cycle

2019/ 2020 WFDF Event Summary				
Date	Event	Event Title	Location	Participants expected
6-11 May 2019	EBUC	WFDF 2019 European Beach Ultimate Championships in association with BULA	(not yet announced)	360
13-16 June 2019	AOBUC	WFDF 2019 Asia Oceanic Beach Ultimate Championships in association with BULA	(not yet announced)	360
14-17 June 2019	AAUC	WFDF 2019 All Africa Ultimate Championships	(not yet announced)	200
13-20 July 2019	WU24	WFDF 2019 World Under24 Ultimate Championships	(not yet announced)	1100
23-27 July 2019	AOUGC	WFDF 2019 Asia Oceanic Ultimate & Guts Championships	(not yet announced)	880
21-24 Aug 2019	WTDGC	WFDF 2019 World Team Disc Golf Championships	(not yet announced)	100
2019	PAUC	WFDF 2019 Pan American Ultimate Championships	DOM or USA (bid review still in progress)	880
2019	WOC	WFDF 2019 World Overall Championships	GER or USA (bid review still in progress)	880
2020	WUGC	WFDF 2020 World Ultimate & Guts Championships	(not yet announced)	2200
18-25 July 2020	WJUC	WFDF 2020 World Junior Ultimate Championships	(not yet announced)	900
2020	WMUC	WFDF 2020 World Masters Ultimate Championships	(not yet announced)	550

At the time of submitting this report, there are many 2019/2020 event venues that have been selected and we are at contract stage, therefore venues are not included above.

Following the public announcement of all event hosts. Each event will produce an Official Bulletin which will be sent to each member National Federation. Please ensure you follow all instructions and meet all deadlines. Please share information with your member players and nominated teams who will be participating in the events to allow us to move forward with registration.



Bid Allocations

Bids will be allocated for all WFDF major events. Failure to meet deadlines will likely result in your country missing out on bids. This is the area where our member NF's can assist us the most and make the biggest difference to managing the growth of our sport.

Bulletin action points are always highlighted in red. It is very important that all National Federations read the documents carefully & follow the registration instructions. Thank you!

WJUC and WU24 will issue (1) bid in each division to each of our member National Federations. If early registrations show an overwhelming response, WFDF will have to allocate bids based on the WFDF Ultimate World Ranking for each country, with any new federations who have not attended a past WJUC getting one (1) bid in one (1) division of their choice.

WUGC and WMUC will likely have a team cap of approximately ~128 teams ensuring the tournament fits at the venues. As a result, bids will be restricted and therefore it is highly likely that countries in the lower 50% of the WFDF World Ultimate Rankings will be allocated one (1) bid in one (1) division *NOT 1 bid per division! It is also of importance to note that very few countries will be allocated more than 1 bid in any one division.

It is important to understand that for our club team events (PAUC, AOUGC) the bids allocated will be issued to our NF's (not the club teams direct). Each event will call for Expressions of Interest from all club teams wanting to attend, however that is simply preliminary data of which WFDF will compile the bid allocation list, which will be sent to the NF's and it is your choice to allocate the club teams you want and to accept or decline your bids offered.

For National events, the team fee invoices will be issued direct to the NF for payment. For club events, the team fee will be issued to the team direct, but if no team is yet nominated by the NF, the invoice will go to the NF.

Event Hosting

With all 2019/2020 WFDF event bids now closed, the next call to bid for 2021 events will happen next year around Mid April, 2019.

If your National Federation or Country is thinking about hosting an event or want to know more about the bid process, please reach out to WFDF Event Manger Karina Woldt (karina.woldt@wdf.org) and we can assist with more information and a link to the Expression of Interest form.

---End of report---

WFDF Disc Golf COMMITTEE REPORT - Congress 2018

Disc Golf Committee and Responsibilities

Since Congress 2017 further progress has been made with the development of the Disc Golf Committee. Charlie Mead was elected formally as Chair in November 2016 and the Committee was formally re-established in April 2017. Details of all members are recorded in this report along with a short profile of each.

The DG Committee have established seven priority areas of work for the next four years. These are:

1. Integration of Disc Golf into all WFDF member countries organisation as part of the one member programme
2. Establish Development and Missionary Programmes for Disc Golf in collaboration and partnership with PDGA
3. Ensure the principles of Equality and Diversity are applied to all WFDF DG activities
4. Develop a WFDF Disc Golf Ambassador Team to represent WFDF values within the sport
5. Develop a Parasports programme of Disc Golf
6. Create, Coordinate and Direct WFDF World Disc Golf Events including World Team Disc Golf Championships (WTDGC)
7. Create, Coordinate and Direct WFDF Regional and Continental Disc Golf Events

All members of the Disc Golf Committee will be responsible for all of these priorities. However some will be the responsibility of one or two members of the committee to coordinate and report back for further action and approval before being presented to the Board and Congress.

Significant work has been done on priorities 1, 3 and 6 and progress has been made. However, further efforts need to be directed towards the other priorities in the coming year.

Membership of WFDF and Relationship with Professional Disc Golf Association (PDGA)

In my last report to Congress in 2017 I outlined significant differences between WFDF and PDGA approach to our respective members. Since then PDGA have a new Executive Director, Joe Chargualaf, and he and I have discussed many aspects of how best we can cooperate with each other to our best mutual advantage.

This culminated in a face to face meeting in April 2018 at PDGA Headquarters where we were able to make significant progress on a range of issues. A full report on these conversations and meetings are available for members as a separate document and have been presented to WFDF Board. Please contact Volker Bernardi for a copy.

The main outcomes of the meeting are that PDGA recognises that WFDF could provide significant benefits to PDGA in enabling members, especially in Europe, access, support, funding and recognition for Disc Golf for national sports funding bodies who are recognised as part of their own national olympic committee. They also see considerable benefit in working collaboratively with WFDF on anti-doping, medical, trans-gender and sustainability issues.

It is likely that PDGA will also be required to help form a US Disc Golf Association and a Canadian Disc Golf Association to help them qualify for future entitlements that will come with belonging to the Olympic family of sports. This will be part of the DG Committee's role in monitoring and helping advise how best that may happen in the years to come.

The current programme of reorganisation of national members within both WFDF and PDGA brings a significant re-alignment of interests. This will benefit all WFDF and PDGA members as well as all DG athletes.

In the 2017 report I stated:

“This will be the largest challenge we face in the next two years - seeing how we can match up the circumstances in each country to enable a single membership for all flying disc sports without compromising the relationships that currently exist between organisational and financial partners. The only way we can do this is by working together and developing a mutual understanding of each others roles - and not stepping on each other’s toes! “

I am delighted to report that this process is underway. In Europe it is being led by the PDGA Europe Board with a roadmap from Richard Kollar (Slovakia) that also fits the need for each WFDF member to have one representative. It can best be described in this way:

National DG Associations - made up of PDGA and non PDGA members - who are appropriately constituted according to strictures of their own countries. They will then become part of a:

National Flying Disc Association - made up of all Disc Sports Associations, including Ultimate, Overall, Freestyle, Guts as well as DG. These Flying Disc associations do not necessarily have any influence over individual disc sport associations, though the specific way in which FDA’s are organised will be up to each country. For example, there may be a ‘virtual’ FDA with a nominated ‘officer’ who redistributes materials and communication to the constituent parts of the FDA. This will allow any DGA to be autonomous but within its organisational structure. Importantly it will also enable WFDF members to fulfil the proposal of ‘one member per country’ currently encouraged by IOC. National FDA’s would become the nominated member of WFDF in their country. Issues involving specific disc sport associations would be decided by that association and they would retain all autonomy necessary to make their own organisational decisions.

Each FDA would then be able to access their own National Olympic Committee and/or their National Sports funding and organisational body because they would be recognised as being members of WFDF.

Continental Flying Disc Federations may be established to enable a larger group of Disc Sport athletes to be represented - in all disciplines. In Europe the European Flying Disc Federation (EFDF) has existed for many years but has been inactive and ineffective mainly due to the role of WFDF. It is envisaged that a reconstituted EFDF would enhance the opportunity of developing all disc sports across the continent.

WFDF - would be the conduit for all FDA’s and Continental FDF’s and therefore all DG Associations to enable access through WFDF membership of IOC, SportAccord/GAISF etc. That conduit would then allow PDGA to support National DGA’s, as well as individual members, gain access to those organisations that would help fund, support, maintain and develop DG.

This has particular significance to WFDF members who are not currently organised in this way. However, it is plan that would enable them to achieve disc sport unity without losing their autonomy.

The reality may be much harder to achieve but it is a positive step forward. However, it is still a perception that WFDF is a predominantly Ultimate oriented organisation - which is true - and for some countries the partnering of all disc sports may be difficult to achieve - even in a ‘virtual’ way. This should not stop us trying to achieve that goal and enable all disc sports to be united in their ability to access support from their national organisations.

WFDF Disc Golf Committee

Since the last Congress there have been two new additions to the DG Committee:

Leanne Fulton - is a Gold medal winning member of the 2017 WTDGC Canadian Team with a particular interest in marketing and communication.

Sarah Nicholson - from USA. Founder of Throw Pink and an influential member of the Womens' committee within the PDGA. She has also joined the WFDF gender equality committee under Caz Malone.

The other members of the committee continue to cover the following developmental areas, threads and projects.

Adriano Medola- Development and Missionary Programme & WFDF DG Regional Competition development.

Bernd Wender- WFDF DG World Championship Competition development & WFDF DG Regional Competition development.

Carlos Rio- Development and Missionary Programme & WFDF DG Ambassador Team

Charlie Mead - Parasports DG Development & WFDF Ambassador Team. Plus management of the DG Committee including Board Membership.

Florence Dumont- Equality and Diversity

Hiroshi Yokota - Development and missionary programme

Leonard Muise- Equality and Diversity & WFDF DG World Championship Competition development.

Rein Rotmeister- Parasports and DG development

2017 World Team Disc Golf Championships - Colchester, Essex GBR.

The 2017 WTDGC was highly successful with 10 teams participating. The event was held over four days in August 2017 at University of Essex, Colchester, GBR.

Full results and reports as well as social media feedback and photos on the event can be found on the WFDF website and at www.2017wtdgc.uk

Gold: Canada

Silver: Finland

Bronze: New Zealand

World Disc Golf Rankings.

This year the DG Committee have managed, in co-operation with PDGA, to produce a World Rankings list. The full list and criteria are available on the WFDF website. They are a combination of top female and male players PDGA Ratings and WFDF members performances at WTDGC in 2016 and 2017. The current Rankings are on the following page.

Charlie Mead

Chair WFDF Disc Golf Committee

April 30th 2018

charlie.mead01@gmail.com - +44-(0)7802-321710

World Disc Golf Rankings

1	USA
2	Canada
3	New Zealand
4	Finland
5	Estonia
6	Sweden
7	Czech Republic
8	Great Britain
9	Germany
10	Japan
11	Switzerland
12	Norway
13	Denmark
14	France
15	Slovakia
16	Australia
17	Austria
18	Croatia
19	Iceland
20	Poland
21	Belgium
22	Lithuania
23	Latvia
24	Hungary
25	Slovenia
26	Netherlands
27	Brazil
28	South Korea
29	Ukraine
30	Russia
31	Thailand
32	Italy
33	Luxembourg
34	Columbia
35	Malaysia
36	Jamaica
37	Taiwan
38	Vietnam
39	Portugal

Freestyle Committee Report for 2018 WFDF Congress
Submitted by: Kevin “Skippy” Givens

Two major events occurred during 2017:

Freestyle Players Association World Championship; Udine, ITA

Electronic Tablet based judging was used for the very first time.

<https://shrednow.com/2017/08/2017-fpa-world-championships-results/>

WFDF World Overall Championships; Basingstoke, England

The tournament had 46 competitors from 8 countries and 3 continents.

Adverse weather forced play indoors.

Other Freestyle events:

- Schwarzwald, GER Black to the Forest tournament. 4 May 2018
<http://www.freestyledisc.org/event/11698/>
- Israeli Freestyle Championship 31 March 2018
- Frisbeer Cup, Prague CZE 9-11 March 2018
<http://www.freestyledisc.org/event/frisbeer-cup-2018/>
- Four Seasons Tournament, Berlin GER
<http://www.freestyledisc.org/event/123-four-seasons-hat-tournament-winter-edition-2018/>

Upcoming major Freestyle events:

Freestyle Players Association World Championships; Trnava, Slovakia 1-4

August 2018. <http://www.trnavafrisbeegames.com/>

The event will be part of the Trnava Frisbee Games which will include Disc Golf, Ultimate and Dog Frisbee.

Other upcoming events in Freestyle:

- The Jammers 2018 Jacksonville, FL, 23-26 May 2018
<http://www.freestyledisc.org/event/the-jammers-2018/>
- US Open Overall Championship Tallahassee, FL 11-16 June 2018
<https://james-elsner-azc2.squarespace.com/>
- Italian Freestyle Championship San Cataldo Lecce, ITA 16-17 June 2018
<http://www.freestyledisc.org/event/fico-frisbee-italian-championship-open/>
- Amsterjam 2018, Zandvoort NL 14-15 July 2018
<http://www.freestyledisc.org/event/amsterjam-2018/>
- German Freestyle Championship Nuremberg, GER 6-8 July 2018
<http://www.freestyledisc.org/event/german-freestyle-disc-championship-2018/>

Current Freestyle Players Association World Rankings:

Men: <http://www.freestyledisc.org/fpa-open-rankings-update-april-2018/>

Women: <http://www.freestyledisc.org/fpa-womens-rankings-update-april-2018/>

Other Freestyle News:

- The Freestyle Disc Hall of Fame Committee is poised to announce the next wave of Hall of Fame inductees. For more information please visit: <http://www.freestyledisc.org/hall-of-fame/>

The induction ceremony is TBD

- The Freestyle Players Association World Championships for 2019 will be held during October in Seattle, WA. Discussions are underway regarding a reduced routine time from 4 minute routines for pairs events down to 3 minutes and from 5 minutes to 4 minutes for threeway formats. Also under discussion is the implementation of a new 'Dial' judging system.
- Discussions are under way for Freestyle to be a part of the GIASF World Urban Games program. Details TBA.



Women in Sport Commission SNAP Survey 兩性平等倡導委員會快速調查

Snap Survey (also accompanying slides)

- 2017: 460 responses from 39 countries, primarily from US & Europe, fewer from Asia/Oceania, ME-Africa, Latin America. **72% from Ultimate, 27% Disc Golf players**
- **87% said men dominate everything** in terms of current gender relationships in gender mixed disc sport
- Barriers include: Culture, awareness, issues recruiting, opportunities and limited visibility and role models
- Enablers include: Self-empowerment with SOTG, encouragement from peers, media exposure, promoting gender-mix at higher level, more leadership opportunities, more single gender tournaments, financial support
- **What should WFDF do: More communication, more women in leadership, training, financial support, support elite women's teams, develop leadership skills for women**

Some IOC FRAMEWORK RECOMMENDATIONS:

<https://www.olympic.org/news/gender-equality-leadership-forum-sets-the-tone-for-effective-change>

1. LEADERSHIP of gender equality.
2. Allocating FUNDS specifically for sportswomen and employing funding as an incentive
3. Sustain (or in some cases introduce) an INCLUSIVE ORGANISATIONAL culture.
4. Ensure women involved in senior governance positions are assigned ROLES OF INFLUENCE with decision-making.
5. Use statutes, policies and the ELECTORAL PROCESS to entrench gender equality in the organization.
6. Monitor progress, measure and EVALUATE outcomes, and instill accountability

WSC Development & Grant Areas – WFDF SUPPORT FOR % FUNDING

- Give women at an elite level, coaches, female athletes, leaders and administrators a stronger voice through interviews, articles, documentaries, photos, videos to inspire others.
- Organize leadership clinics or workshops for female athletes, women's teams, and within committees. Create resources to help women respond to discrimination, gender imbalance.
- When promoting disc sports to school age, ensure female involvement and younger female players.
- Leadership training for all those involved in disc sports to include gender equality materials to share

WFDF Gender Equality Event at WUCC 2018

The Women in Sport Commission (WSC) found: **-- the need for leadership clinics or workshops for female athletes, women's teams (and men supporting), as well as resources to respond to gender discrimination.**

Key Aspects:

Apply to teams with players from **all round the world**, who experience varying levels of gender inequality and discrimination

- **Includes Role models**
- **Venue on site / very convenient**
- Open to **as many people** as possible
- In coordination with **experienced gender-equality/equity** workshop facilitators

ARTICLES FOR WSC MEMBERS



We have made a start on writing a series of articles to promote women in the disc community. **We are encouraging other WSC members to write, take photos and video-blog areas they want to share.** And we would like to be able to do this on WFDF platforms for better traction. The first article is about EuroStars:
<https://medium.com/@wdf/inspiring-female-athletes-7351fc265b26>

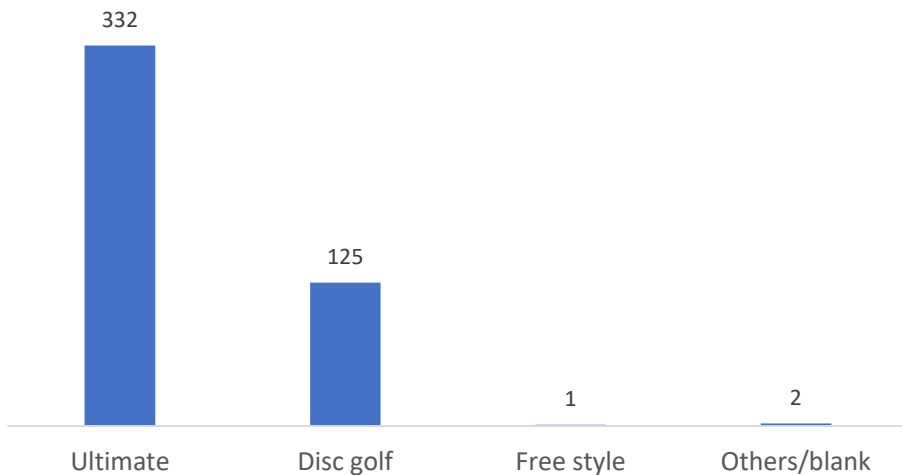
Women in Sports Commission: Results of the Snap Survey

Overview

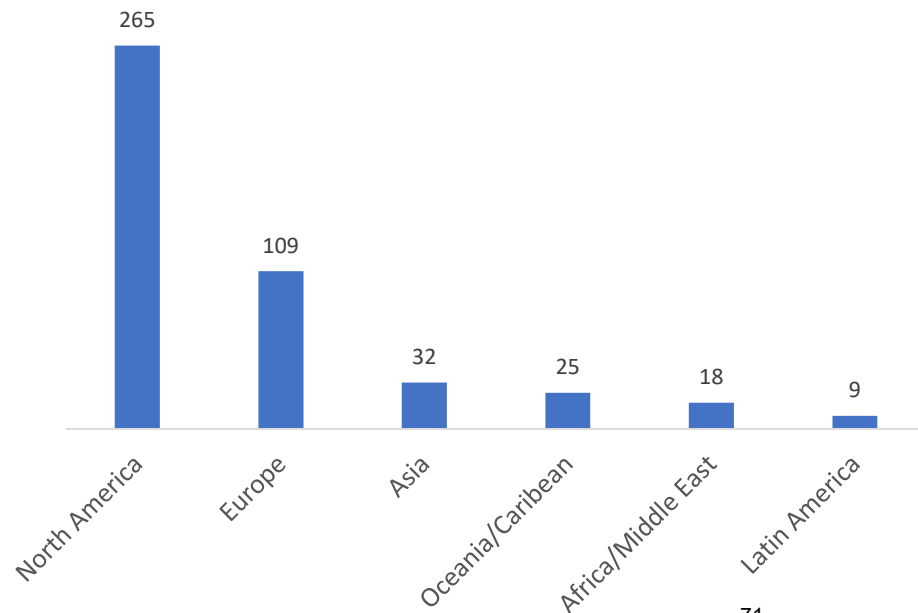
- Purpose
 - To gauge the current state of gender equality across different levels of flying disc sports around the world
 - To identify and prioritize appropriate support programs or initiatives that are aligned with the demands from the ground
- Survey period: **2017**
- **460** responses from **39 countries**

Who Answered the Survey

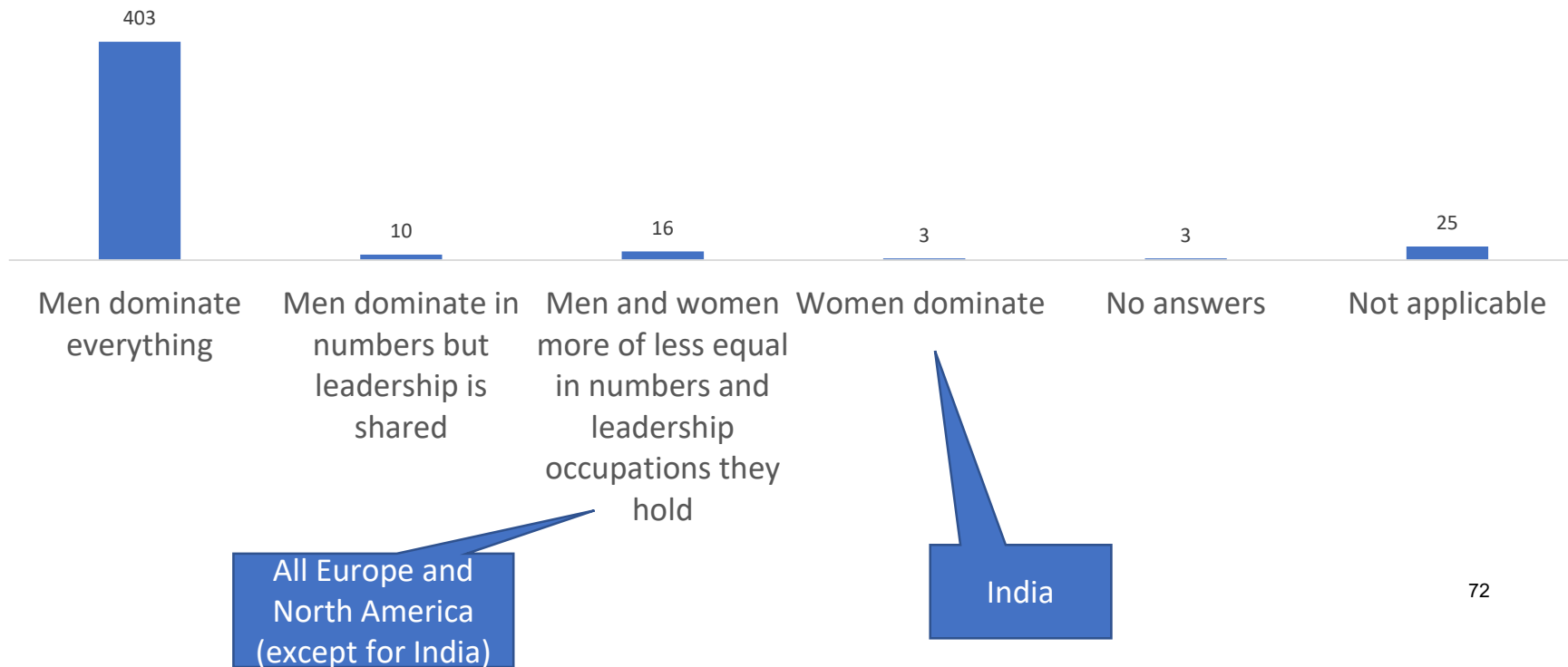
Flying Disc Sports



Regions



If you mainly participate in a gender-mixed version of a Disc Sport, how would you characterize the current gender relationships in this discipline?



What in your opinion are the greatest barriers to Gender Equality in the Disc Sport that you play?

- Culture, social norms : institutionalized gender roles (e.g. girls don't play sports)
- Culture of ultimate or culture of sports discouraging for women and beginners
- Awareness, acceptance of women as equals and leaders
- Issues with recruiting women (at youth, competitive, leadership etc),
- Opportunities for women to play, grow
- Limited visibility of women's division and female role models

What in your opinion are the greatest enablers of Gender Equality in the Disc Sport that you play?

- Self-empowerment through SOTG, individuals speaking up, open discussion
- Encouragement from peers, experienced players setting examples and being role models
- Cultural shift, more awareness and appreciation from men
- Greater media exposure
- Promoting high-level mixed gender sport
- More opportunities for leadership and to grow as a player
- More single-gendered tournaments or leagues
- Financial support for women's outreach programs and training for men

What do think the Women in Sport Commission could do to be most effective in promoting gender equality in disc sports?

- More communication to the flying disc community/ more visibility of the issue
- More women in leadership
- Training and workshop opportunities for female players and coaches
- Financial support for women's outreach programs
- Support for elite women's teams
- Developing tools for women's and mixed teams to help build leadership skills
- Promoting ultimate at a school level to recruit more young players
- Support for national disc associations to recruit more female players

Korea Ultimate Players Association

— 2018 Progress Report —



**KOREA
ULTIMATE PLAYERS
ASSOCIATION**

2018.03.16.

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I. MISSION STATEMENT

MISSION STATEMENT

Our Mission:

1. to **promote and develop** the sport of Ultimate in South Korea
2. to **provide competitive and spirited competition** for all members in the Korean Ultimate Community
3. to **expand knowledge of the sport** and its primary tenant, Spirit of the Game, throughout South Korea
4. to Equip members with organizational skills and resources in order to enter their communities and share Ultimate at a personal level

II. EXECUTIVE BOARD & OFFICERS 2017 - 2018

EXECUTIVE BOARD



Saeromi Hong
President



Yeji Annie An
Vice-President



Hyunju Julie Kim
Secretary



Minji Park
Treasurer

OFFICERS



Taewoo Kim
Rules of Ultimate



Reanna Nelson
SOTG



Joo Woo, Yonghun Lee, Haeri Kim
Domestic Team



Ji Yoon Noh
Translator



Jisu Byun
Translator



Sangho Lee
Webmaster



Minjoon Kim, Minseok Kim
International Team

OFFICERS



Sunhwa Jang
Sponsorship



Hyunwoong Song
Membership



Yujeong Lee, June Kim
Sport Promotion and Education

III. GOALS FOR 2017 - 2018

BOARD GOALS

As a transitional year from the previous leadership, KUPA has put forward these goals as a priority:

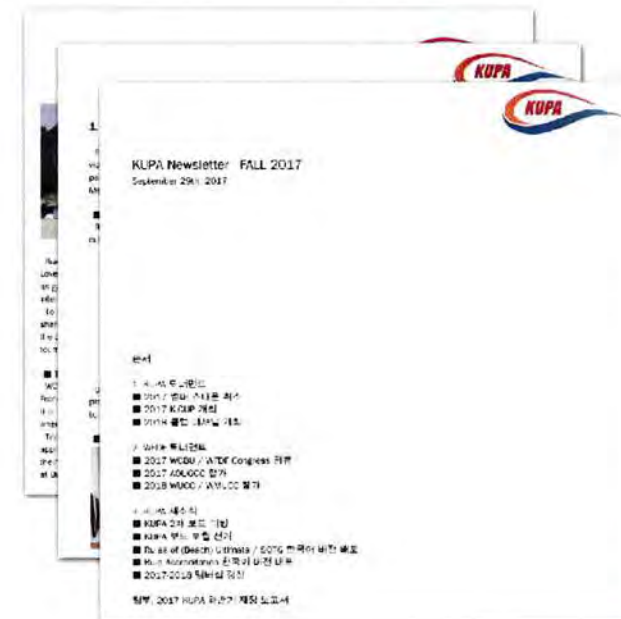
- Transparency and Communication
- Promotion of athletics and education
- Long term goals towards gaining official association status (becoming legally recognized)

TRANSPARENCY AND COMMUNICATION

Revamped website and publishing **biannual Newsletters** for members ^(bilingual)

Financial Reports are added with the newsletters for transparency.

Members will get to see how their membership fees and tournament fees are being put to good use



NEW COMMUNICATION

New website acting as the **central hub** for communication, membership, and rules



PROMOTING ATHLETICS

- Tournaments -



- Sponsored Events -



- Clinics & Coaching -



TOURNAMENTS

Domestic Tournaments are hosted throughout the year.

- KUPA Club Nationals (Mixed) — Spring
- Summer Showdown (Open/Womens) — Summer
- K-Cup (Mixed) — Fall



TOURNAMENTS

International Tournament Participation

- WUCC 2014
- AOUC 2015
- WUGC 2016
- WCBU 2017
- AOUGCC 2017
- WMUCC 2018 (upcoming)
- WUCC 2018 (upcoming)



SPONSORED EVENTS

KUPA sponsors various ultimate events throughout the peninsula

- Ultimate Day in Haeundae with the City of Busan
- 'Fast and Free Frisbee' with Lululemon



CLINICS AND COACHING

KUPA holds various clinics and offers coaching to various teams for the growth of ultimate

- Korea Women's Ultimate Weekend



CLINICS AND COACHING

University Teams

- 7 current active university teams
 - SSUF (comprised of various Universities in Seoul)
 - Jeonnam Univ.
 - Chosun Univ.
 - Dongguk Univ.
 - KAIST
 - Korea Univ
 - Ulsan Univ.



PROMOTING ATHLETICS

What's Next

- Increasing KUPA members and subsequent participating teams throughout Korea
- Next year's goal sits at 12 participating teams for nationals and K-Cup
- Obtaining respectable results at World Events, and increasing Korean participation
- More clinics and educational/promotional events e.g. "Ultimate Day in Haeundae"
- Increasing the number of university teams for a possible College Nationals

Club Nationals

- 7 teams in 2017
- 9 teams in 2018

K-Cup

- 10 teams in 2016
- 11 teams in 2017

Summer Showdown

- 4 women's teams, 4 open teams



EDUCATION

Lowering the barrier to Ultimate:

KUPA has acknowledged the lack of Korean materials for Ultimate, and started to create and provide various educational materials for coaches and players.



EDUCATION

Rule Translations available on the WFDF and KUPA website (also available on mobile)

- WFDF Rules of Ultimate 2017
- WFDF Rules of Beach Ultimate 2017
- WFDF Rules of Ultimate 2017 Appendix (In-progress)



WFDF

2. 플레이 필드(Playing Field)¹⁾

- 2.1. 플레이 필드는 그림 1 과 같이 세 개의 존(Zones)으로 구성된 직사각형 형태의 공간이다. 플레이 필드는 평평하고 장애물이 없으며, 선수에게 안전을 제공해야 한다.
- 2.2. 경계선²⁾은 플레이 필드 둘레를 나타내며, 길이를 나타내는 두 개의 사이드라인(Sidelines)과 너비를 나타내는 두 개의 엔드라인(Endlines)으로 구성된다.
- 2.3. 경계선은 플레이 필드에 포함되지 않는다.
- 2.4. 골라인(Goal lines)은 센트럴 존(Central zone)과 엔드 존(End zones)을 구분하는 선으로, 센트럴 존의 일부로 간주한다.
- 2.5. 브릭(Brick) 마크는 1m 짜리 선 두 개를 교차해서 표시하며, 각 골라인에서 센트럴 존 방향으로 18m 떨어진 지점과 양 사이드라인에서 경중양인 지점이 교차하는 곳에 위치한다.
- 2.6. 색깔이 밝고 산축성 있는 8 개의 물체(플라스틱 콘 등)로 센트럴 존과 엔드 존의 각 코너를 표시한다.
- 2.7. 플레이 필드 바로 옆 인근에는 움직이는 물체가 전혀 없도록 한다. 경기하지 않는 사람이나 물체가 경계선의 3m 이내에서 경기를 방해한 경우, 해당 선수 또는 디스크를 점유하고 있는 스로워는 "바이올레이션" 공을 외칠 수 있다.

그림 1

KUPA



EDUCATION

Accreditation Translation

- now available on <https://rules.wfdf.org/accreditation>

WFDF Accreditation - Standard

ルールテスト「スタンダード（初級）」

공식규칙 시험 - 기본

For all types of players (including those who have not played a game)

WFDF Accreditation - Advanced

アルティメットルールテスト「アドバンス（上級）」

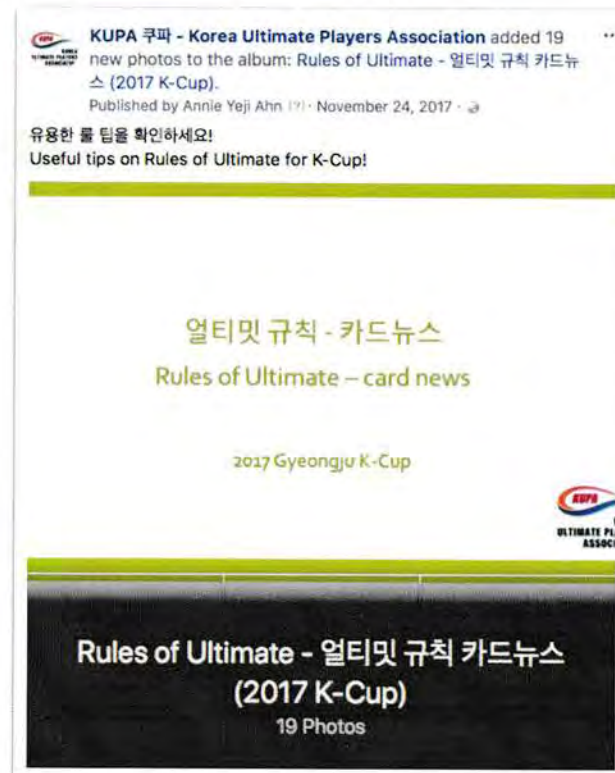
공식규칙 시험 - 고급

For experienced players only



EDUCATION

Rule Translations through Card News on SNS Platforms



EDUCATION

What's Next

- Completion of the translation for WFDF Rules of Ultimate 2017 Appendix
- Vitalizing Rules Q&A, Discussion Board on KUPA website
- Encouraging players to take accreditation

IV. 2018 & BEYOND

FUTURE PLANS

WFDF/KFDF Relations

- Incorporation (i.e. gaining legal status as an official association) is possible upon acquiring necessary funds (40,000,000 KRW)
- Registration of incorporation status possible through Seoul administrative offices and recruiting members residing non-Seoul areas throughout Korea possible

Post-incorporation process

- Write Articles and Bylaws (in English and Korean)
- Open a corporate bank account
- Decide whether to appoint a legal representative
- Post-incorporation items related to WFDF/IOC
- Notify incorporation status
- Reconcile and solidify relations between WFDF/IOC/KFDF/KOC

FUTURE PLANS

Gender Equality

- KUPA recognizes that gender equality is an important issue in ultimate and the society as a whole. We focus on how women can have a big impact on and off the field as players, coaches, and leaders. We don't just talk about gender equality, we show it in our actions. KUPA and its members have voted and proven that women can make a difference, as evident in the current executive board and officers. We have hosted biannual women's ultimate clinics for empowering women on the field. We hold gender equality high in importance, and will continue on to show our values in everything that is done through KUPA

Sustainability

- Sustainability has always been a part of KUPA from the beginning. Lack of playing fields inside the peninsula has always driven us to protect and sustain the very few fields and open spaces that we have. KUPA has taken various measures and care of public grounds, making sure we do not destroy the very grounds that provide us with the opportunity to play this beautiful game. This includes sodding, taking care of food waste, and being conscious about the amenities that we provide at our tournaments. Discounts were given to players who carry around tumblers than plastic water bottles. While we have continued our efforts in sustainability, we believe that can further extend our efforts further through a more centralized campaign.

(<https://koreaultimate.org/blog/?q=YToxOntzOjEyOiJrZXI3b3JkX3R5cGUiO3M6MzoiYWxsljt9&bmode=view&idx=170265&t=board>)



FUTURE PLANS

Promoting the Sport

- We have seen an influx in university students throughout the peninsula as well, with more and more university teams being aware of ultimate and making their own teams to play.
- In 2018, KUPA is participating in its first ever Worlds Masters Ultimate Club Championships (WMUCC). As a smaller organization of a large and ever-growing ultimate community, this is a huge step for us as a participating nation. This means we are growing as a community, and shows that growth is happening both ways; to younger university students and to the older generations.
- We would like to build on this opportunity, and provide more ultimate opportunities to everybody; from beginners to veterans, and from students to older parents. Next in line is hosting a college nationals for the university students, which we believe that will kick-start ultimate here in the Korean peninsula.