

**Saturday January 23 2021;** UK, IRL- 22:00; GER, SRB, FRA - 23:00; UGA - 01:00; UAE - 01:00; DOM - 18:00; USA HI - 12:00; USA NY, VA, MI - 17:00; USA CO - 15:00; USA CA, CAN BC - 14:00; JPN, KOR - 07:00; HKG, SIN - 06:00

**Board members present:**

Robert “Nob” Rauch (chair), Kate Bergeron, Brian Gisel, Thomas Griesbaum, Jamie Nuwer (via proxy to Bergeron), David Raflo, Fumio Morooka, Adam Swanson, Yoonee Jeong, Rob McLeod, Nicole Bulos, Lori Daniels, Haude Hermand, Liam Grant, Caroline “Caz” Malone

**Also attending (non-voting):** Volker Bernardi, (Executive Director), Karina Woldt (Managing Director Events and Operations), Igor Janković (Administrative Coordinator), Tim Rockwood (Managing Director Broadcasting and Marketing), Jennifer Thomas (Director of Communications and Global Media)

**Board members absent/excused:**

Charlie Mead  
Alex Matovu  
Wolfgang Maehr

**Call to order (time: 23:06 CET)**

Quorum reached with 15 votes present out of 18.

**Report by the President**

Before opening the meeting, president Rauch welcomed the two new WFDF Board of Directors members, Haude Hermand (EFDF) and Adam Swanson (Guts).

**Decisions between meetings**

The following proposals had been voted on electronically by the Board and approved unanimously:

Proposal 1 - appointment of at-Large Board member (2021-2022 term): Yoonee JEONG (KOR)

Proposal 2 - vote on Rules and Appendix (Grass Ultimate): WFDF Rules of Ultimate 2021-2024 and APPENDIX v1.0 - Official version effective 2021-01-01

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## **Minutes of the Meeting Board of Directors - 15 November 2020**

A motion was made by Gisel to approve the Minutes of the Meeting Board of Directors - 15 November 2020, seconded by Jeong. The motion was approved unanimously.

## **Minutes of last meeting Executive Committee - 19 December 2020**

The Minutes of the last Executive Committee Meeting will be sent out in the following week for further review and then circulated for all board members for information over the coming weeks.

## **Decisions requiring votes or input from the Board**

### **Presentation on duties as a member of the WFDF Board of Directors**

Some of the primary duties of the WFDF Board of Directors members were presented by Rauch. Response time to electronic votes up to seven days. Indication of the availability through the Doodle voting system to be made within three business days.

As WFDF Board of Directors members, reflecting on the personal experience is important, but avoiding conflicts of interest comes with the position. In these times, being careful with public statements is important for the entire WFDF community, especially if someone's strong beliefs are in contradiction with the mission of the WFDF. Rauch reiterated the duty to be responsible and to avoid conflicts of interest.

McLeod added that it is imperative to be careful what you post and comment on social media.

### **WUGC 2021 and WU24 status - COVID-19 situation**

Gisel opened the main topic of this meeting by stating that the decision to cancel the events in 2021 came down to the health and safety considerations for the athletes and other participants. While it is positive that several vaccines have been developed and are being administered, it has become clear that the distribution programs across the globe are moving slowly and it is unlikely that young healthy adults (such as flying disc athletes) will be able to be vaccinated in time to travel and participate in events for at least the first three quarters of the year.

Since WUCC is scheduled in 2022, it would be impossible for WFDF to run both that and the WUGC in the same year. WU24 has been canceled due to the same reason.

WFDF wanted to avoid re-scheduling of the WBUC, but it wasn't only a question of holding the competition but there was a need to take into consideration the preparation of the athletes and if teams could train appropriately. TOC agreed to move it to April 2022 and that would give WFDF extra time to find out how vaccinations were going.

Woldt referred to the WFDF press release for the new events calendar but provided the caveat that the dates were tentative.

Daniels wanted to know if the World Urban Games would happen, but there are no updates yet. Bernardi spoke with the Hungarian association, who suggested the event might be moved to late fall or even to 2022. However, GAISF still needs to be included in the discussion before the event is finalized. Rauch added that there also no opportunities in 2021 for a Freestyle demo event. WFDF is looking to organize a Freestyle event in 2022. Bernardi commented that WFDF is expected to do a Freestyle event as a demonstration of the new event format for GAISF.

WFDF will be working with the TOC of WUGC to arrange for the refund to teams of all funds that have not been spent. A formal reconciliation to the budget and audit will be performed which is expected to be completed in April.

### **Latest developments on other WFDF 2020/21/22 events**

Rauch briefly presented the new tentative schedule with the WFDF events published in the press release in January. WTDGC is still planned for 2022, WOC is moved to 2022, and WUBC is now planned for April 2022.

Woldt reported the situation of the bid collection for potential continental events for disc golf, as the travel involved might be permissible on a regional basis. There was an indication of interest for an event New Zealand and Australia, but it might be a few more months before the bid was formalized.

### **Treasurer's report - December 2020 YTD and Budget Revision for 2021 and 2022 due to COVID shutdown**

Bergeron presented the preliminary financial statement for 2020. Membership dues ended up being better than expected. On the other hand, sponsorship was less than budgeted, as our sponsors were closed for much of the year, and there was no

sanctioning fee income. Our \$150,000 revenues for 2020 was down 55% from what was budgeted at the beginning of the year. While certain expenses were reduced, we maintained our staffing through the year. The resulting net loss for the year is estimated to be around \$107,500. We nonetheless maintained a reasonable cash position at the end of 2020 but there are going to be further pressures in 2021 due to the continuing impact of COVID.

Bergeron presented an initial revised projection for the 2021 budget reflecting the event cancelations and an expectation for a reduction in dues. While the initial budget revision has reduced many discretionary expenses, we are going to be reviewing our staffing expenses as well since the initial revision our cash position dropping to around US\$170,000, which would not leave us with much financial flexibility going into an uncertain 2022.

### **WFDF 2021 census and membership dues invoices - update/proposal to reduce dues**

Rauch began the discussion with a comment on the impact of the pandemic on WFDF's member associations. Many NF's have little or no competitive activity, have lost members, and (those who have staff) have had to sharply cut back their staff. He proposed that WFDF provides a 50% discount on regular dues for 2021, even though this will sharply reduce one of WFDF's only sources of revenue. Specifically, the per capita fee would be reduced from US\$1.65 to US\$0.825, the minimum dues would be reduced from US\$300 to US\$150, and the maximum cap would be reduced from US\$5,280 to US\$2,640.

Bernardi asked if this change for 2021 affects the WFDF Congress's voting rights. Rauch confirmed that votes would continue to be based on the actual membership figures reported in the census (i.e. a member reporting up to 200 members would have 1 vote, a member reporting 1,601 to 3,200 members or more - due to the cap - would receive 5 votes).

PAFDF President Bulos asked about the impact on poorer members and Rauch stated that the "special terms of payment" outlined in the Bylaws, which allows for a special 50% reduction for members in economically impaired countries, would still be considered.

A motion was made by Rauch to approve membership dues reduction to 50%, seconded by Malone. The motion was approved unanimously.

## Ultimate Committee Report

In light of the cancelation of the WUGC, which was to serve as the qualifying event for The World Games, the Ultimate Committee considered two alternatives to determine the eight national teams for the event in July 2022. The first was a potential special 16 team mixed Ultimate championship that potentially could have been held in Dubai in January 2022. The second was a European championship to be held in early 2022 that would determine three European qualifiers, details to be determined. While the idea of some form of qualifying event was desirable, ultimately it was agreed that it would not be feasible, for four reasons. The first was that it was unclear whether it would be feasible for international travel and a cross-border event to be held even early in 2022. Second, even if travel were feasible, teams would likely not have time to be able to properly train in the months prior to any such event. Third, adding another event to an already crowded 2022 schedule was viewed as making too much of a demand on the elite athletes participating, both from a time and cost basis. Fourth, trying to schedule this type of qualifier just 5-6 months prior to TWG leaves little time for the teams that qualify to get prepared and little flexibility in case the impact of COVID continued into early 2022. Also, it was deemed unrealistic to have just a European qualifier as it would be inconsistent with the treatment for other regions and well as for the more general reasons above.

Accordingly, instead of creating a special qualification event for TWG, the Ultimate Committee decided that it should rely on the policy that was already in place to determine the teams qualifying. Per the policy, “The qualifying event for World Games will be the most recent Ultimate World Championship event which was held at least 8 months prior to the World Games.” In this case, that event is the WUGC 2016 and its final standings. Although this was not a fully satisfactory solution, as it might not take into consideration more recent teams’ performances, it was felt to be fair as it was reliant on a policy that had been in place for several years. The effective result was also consistent with the current world rankings resulting in the same eight nations as through the 2016 WUGC.

Bergeron highlighted feedback from Grant and the Athletes Commission where they complained that Russia might be a stronger team than France. Grant suggested that the EUC 2019 should have been a part of the TWG qualification procedure because, in their opinion, that would have been a far better representation of the relative strength of the European teams. Hermand countered that while teams always prefer to decide these things on the field, that relying on the EUC 2019 would be inconsistent with the established policy, and perhaps such results were not as relevant in the context of a World competition.

Moving on, Gisel referred to page 32 of this meeting’s Briefing Book, where the Ultimate Committee presented the idea of working on a social awareness policy for

athletes to bring up causes at WFDF events. At this point, the Committee is only discussing with NF's. Rauch added that with no events in 2021 WFDF could be very methodical on the discussion around this procedure. Malone supported the idea and would like the Women in Sports Commission to further implement this idea.

### **Election of Vice President of the Board**

Rauch reminded that WFDF appoints a Vice-President annually from the Board membership and proposed Gisel for this position.

A motion was made by Rauch to approve Brian Gisel as WFDF's Vice-President, seconded by Jeong. The motion was approved unanimously with one abstention (Gisel).

### **Appointment of Disc Golf Committee member - Kristin Tattar**

In a written statement Mead had proposed a new member for the Disc Golf Committee. Rauch presented Kristin Tattar (EST), a top-level athlete, and referred to her biography included in the Briefing Book.

A motion was made by Malone to approve the appointment of Disc Golf Committee member Kristin Tattar, seconded by Bergeron. The motion was approved unanimously.

### **New memberships report**

Bernardi explained the current situation with the project to grow WFDF's membership to 100 countries. Obvious, the impact of the global pandemic made this not feasible. Nonetheless, WFDF's membership was increased to 91 countries, so reaching the goal might happen in 2021 if the development efforts are maintained.

### **WFDF Development Programme 2021 - changes**

Bernardi expects development grants to be required earlier this year, as mentioned in previous meetings.

The new WADA code requires more work from WFDF. The anti-doping testing budget has been reduced with the note that in 2020 WFDF conducted almost no testing.

A new plan for 2021 potentially will be proposed in February. More discussion is needed regarding WADA code compliance. Out of competition testing will absolutely be required in 2021. Athletes from the eight countries planned for TWG in 2022 will be added to the testing pool in 2022 at the latest.

## **Reports and Updates**

### **Athletes' Commission Report**

Grant shared the Athletes Commission's disappointment for not being involved in deciding WUGC and asked for the Commission to be involved in the future. The proposals regarding inclusion of an Athletes representative in Disc sport Committees/Ultimate Subcommittee will be presented in the next meeting.

Bernardi explained that all special commissions have formal AC representatives within their membership following IOC's requirements. WFDF hasn't implemented this for Disc sport Committees so far.

Rauch explained to Grant the background of all decisions made by WFDF he was pointing at, and Grant just asked to be informed directly in the future.

### **SOTG Committee report**

Rauch congratulated the SOTG Committee on the good organization of the International SOTG day. This should be repeated in 2021.

### **Communications and Global Media Report**

Thomas explained that there was no room for big campaigns. In 2021 Thomas will work on video alongside Malone and McLeod.

Many world records and rules updates were shared in the previous period.

### **IT Update**

In Tobiasiewicz's written report he presented the issue with World records and the event archive. There were still updates to the new website needed. Yahoo groups were closed in December 2020.

## **Continental Association Reports**

Bulos reported on the PAFDF members' online meeting in December. She talked about the promotion of Disc Golf throughout the region as it is safer than team sports. Haiti and Peru are finally moving forward with their memberships, with Cuba and Ecuador, Trinidad and Tobago to come.

Morooka reported that AOFDF could not plan any events. The executive meeting is scheduled for March 2021, and the General meeting in Autumn. World Masters Games were postponed to October 2022, and Asian Masters Games were delayed to 2023. Jeong added that AOFDF is working hard to form committees and offered help to select people.

Hermand presented the results of the EFDF Congress in December last year. The restructuring of the European federation was in progress and she expected results in the next two months. EUF plans to have events in 2021, but they may be postponed or canceled.

## **Disc Discipline Committee Reports**

McLeod reported on the rescheduling of WOC to 2022. The voice-over for the discipline videos has been finished, and the process for clip creation has been improved. The potential sponsorship YouEQ was presented.

A motion was made by McLeod to approve the appointment of Overall Committee member Andre Anneli, seconded by Daniels. The motion was approved unanimously.

Daniels proposed establishing a working group within WFDF to figure out how to approach members to work more closely with other disciplines. Rauch suggested she contact Mead and formalize the proposal.

Daniels had attended FPA Board Meeting and presented FPA's very successful TikTok initiative. One clip had received more than one million views. Since the scheduling of most of the recent WFDF Board meetings had made it impossible for her to attend she asked for representatives to attend because young Freestylers must hear feedback from WFDF.



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## **Other business**

Congress will be held virtually in August. Last year's event had a tight but effective agenda that fits most countries' time zones.

Bernardi this year celebrates a decade as Executive Director of WFDF. This meeting did bring up the most uncertain and mixed feelings ever. Bernardi thanked the ExComm, Board and staff members for their support in a decade of work. The COVID-19 working group worked hard to make the right decision, and if WFDF stands together, there is a bright future.

Before concluding the meeting, Rauch said while that we first needed to get through the challenges of the coming year, he is confident that WFDF will be back to a new normal again in 2022, and encouraged everyone to maintain their enthusiasm.

## **Next meetings/wrap-up**

Next meetings planned:

Executive Committee: 20/21 FEB; Board of Directors: 20/21 MAR

**Closing: 01:28 CET**

submitted by Thomas Griesbaum  
WFDF Secretary