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**Minutes of the WFDF Executive Committee meeting Saturday April 6<sup>th</sup>, 2024**

6.00 am PDT / 8.00 am CDT / 9.00 am NY / 3.00 pm CEST / 5.00 pm GST

**Attending:**

Robert “Nob” Rauch (chair), Kate Bergeron, Brian Gisel, Thomas Griesbaum, Volker Bernardi, Karina Woldt, Timothy Rockwood, Dillon Richardson, Samantha Kehl, Luke Tobiasiewicz, Patrick Fourcampre-Maye, Oleksandra Boliak

**Call to order**

15:03 CEST

**Overview by the President**

President Rauch greeted the participants, opened the meeting and briefly introduced the agenda.

**Decisions between meetings**

(none)

**Decisions requiring votes of or specific input from the ExComm**

**Board of Directors Meeting Minutes 18 FEB 2024 meeting**

The Board of Directors meeting minutes of February 18, 2024 were presented to the Executive Committee for review.

**WFDF staff onboarding, coordination, and planning**

Rauch noted the importance of effective communication between team members and newly appointed WFDF staff members. In total, 3 full time independent contractor positions were appointed during the last 45 days.

The strategic plan is the starting point for discussing the contributions of new team members. The WFDF 2023-2028 Strategic Plan was considered, outlining seven strategic goals, each of which includes specific tactics:

1. Support member associations in promoting youth development as path to growth

2. Pursue inclusion in the Olympic Programme and Other Multi-Sports Games
3. Showcase Spirit of the Game as an essential element of disc sports
4. Ensure the well-being of our athletes and our sport and encourage gender equality and diversity in all aspects
5. Build the audience by increasing the visibility of disc sports competitions supported by proper branding and support of sponsors and other partners
6. Promote the “frisbee lifestyle”
7. Optimize organizational resilience and effectiveness

Rauch asked the team members to choose priority areas for work during the week and understand whether all strategies are taken into account. Team members should be a resource for the more than 120 volunteers, the various committees and commissions, and be there to assist and support them.

Rauch noted that Executive Committee and Board of Directors meetings have been the main mechanism of communication for a long time and proposed the establishment of a monthly staff meeting in between board/ExComm meetings or work coordination and productive cooperation between WFDF staff. Woldt expressed concern about organizing such meetings on the weekend. Rauch confirmed that the meeting should take place during working days of the week at an additionally determined time, convenient for all staff members.

## **Event Management Report**

Full financial reconciliation with 2023 Events has been completed. Deadlines for reports and audits should be considered during planning the next events.

A change into event coding for all expenses and incomes is expected due to the adjusting the general ledger chart of accounts.

Woldt informed that registration for all events in 2024 was basically closed. Only registration for the WFDF World Team Disc Golf Championships 2024 (Mundaring, WA, Australia) is still open. The continuation of the registration of club teams for the WFDF 2024 World Masters Ultimate Championships (Irvine, CA, USA) made it possible to double the bid list from 35 to 70 teams, which is a successful result.

Woldt emphasized the urgency of finalizing logistics for WFDF representatives to travel to the WFDF Annual Congress 2024 (Gold Coast, Australia), because there are already difficulties with finding reasonably-priced tickets and hotel options.

The WFDF Events Team proposes to make some changes to the bid review process and base it on 30 minutes meetings with potential delegates with participation of

representatives from that Event Subcommittee to be more efficient. Gisela confirmed that adjustments have been made during last 10 years, notably shifting more responsibility to the Events team. It is suggested that the Events team should engage with the LoC (Local Organizing Committee) directly to discuss bids, write reports, and potentially score them before passing them on to the relevant group for approval. Bergeron emphasizes the importance of ensuring efficiency to avoid spending excessive time on meetings with event groups.

Woldt indicated the importance and urgency of providing a calendar for 2025-2026 as a key priority. After Rauch's clarification regarding the weight of cost in the overall decision, it was determined that the bid review template could be updated and the whole points scoring system adjusted. Woldt emphasized the need to work on reducing costs and highlighted discrepancies in scoring related to pricing and geographical spread and the impact of flight costs on team participation. Gisela added that one of the main factors after covid is the number of bids and the prestige of the tournament, which should be considered as well. Event Team will come back to the Executive Committee with a proposed workflow and new templates for consideration.

Rauch clarified with Woldt about the possible terms of the calendar proposal for 2025, after which it was determined that the Event Team would return with recommendations in 2-3 weeks.

Bernardi remarked that Board is considering finalizing evaluation of bids during the next meeting in the end of April. This timeline was suggested to ensure thorough assessment and to avoid potential complaints post-decision. Bernardi asked about the status of the WFDF 2025 World Wheelchair Ultimate Championship and stressed the importance of early planning to not lose participating countries. Woldt informed about the potential host countries: Japan and Lithuania and that they were informed about the delay in the calendar. Bernardi suggested organizing the Championship in September or October like in the first edition and not early in the year because it gives members much more time to prepare.

Woldt presented all the logos for the upcoming events. An updated online registration manual was presented. In the coming months, an online registration will be introduced and provide a completely paper-free registration part of the event.

Woldt pointed out some complications in the review of the event registration system. The initial promise of direct integration into QuickBooks Online has faced challenges, but using a third-party provider with transaction fees would be cost-prohibitive. Tobiasiewicz expressed his willingness to help speed up the process.

Richardson emphasized the importance of automating the process in the future for a centralized database of competition results. Fourcample-May confirmed that he will

move all the archived results onto the server. Rauch mentioned the importance of collecting all the necessary data and further organizing this work. Kehl emphasized her readiness to collect and capture all footage and store it in the place with regular access. Bernardi highlighted the need for detailed confirmation for national federations seeking recognition from the National Olympic Committee, including rankings and participation statistics from the past ten years' world championships. This information, often provided by WFDF to support national federations, underscores the importance of establishing an automatic system or database for easier access in the future, facilitating crucial help to members and WFDF growth within Olympic federations.

### **Communications Report**

Reach, followers and visits on WFDF Facebook and Instagram pages have increased significantly due to regular engagement on social media channels. Kehl highlighted participation in International Women's Day, posting reels and photos from past events, and starting a weekly quiz on Hand Signals for Trivia which garnered good engagement.

The purchase of the Loomly system has been suggested to improve content management, which was approved.

The collection of all video and photo materials continues, including everything from Ultiworld from the past six years with some slow-motion footage. Rauch emphasized the need to run a YouTube channel or similar for better ways to organize, present and make available the stuff that we do have.

Tobiasiewicz mentioned that within Google workspace environment, we have access to 100 terabytes of online storage. For the video archive, it is necessary to provide more space or purchase another separate system specifically for this. Kehl agreed with the feasibility of storing materials online with ongoing access. Woldt promoted the idea of sharing all working files online, which is useful when the number of staff has increased.

It was agreed to use online tools with the technical support to increase the effectiveness of communication and productivity of the WFDF team and establish the master plan with user guidelines. Bergeron offered to conduct a small training for the board on using online tools so that everyone was at the same user level and emphasized the convenience of this approach to work.

Bernardi expressed concern about the convenience of data protection and of using the tool when there is no Internet connection or access, especially during travels. This point should also be considered.

### **Finance: Chart of Accounts revision, YTD 2024 report**

Bergeron reported that WFDF efforts in collecting payments resulted in a positive outcome, as it is highlighted in the WFDF Financial Reports for year-ended 2023 (pre-audit). The beginning of the year typically sees a negative financial trend due to member dues and collections.

Bergeron outlined the updating of the organization's chart of accounts, which determines how spending is categorized. Reasons for the update include changes in the organization's operations over the past decade and it aims to make it simpler to compare financial reports with auditors' reviews, especially during Congress meetings.

An audit procedure is planned in April, after which the next step will be to adjust the 2024 budget to align with the new chart of accounts.

Bergeron clarified that the old chart of accounts will be used for the 2023 audit since it is already in progress. However, starting from 2024, the new chart of accounts will be implemented, which may require additional work.

A motion was made by Rauch to approve the new Chart of Accounts. The motion was seconded by Bergeron and approved unanimously.

### **TWG 2025 Chengdu - WFDF IF Commitment / distribution of Officials proposal**

Bernardi reported on the peculiarities of the accreditation quota for participation in The World Games Chengdu 2025. WFDF will have an increased quota on IF Officials for TWG 2025, Chengdu (CHN) of 21 IF Officials. Oleksandra Boliak is going to have the direct accreditation of IWGA. Accreditation slots cannot be transferred, which means one official is valid from the beginning of The World Games until the end and, in case of leaving before the end or in the middle of TWG, accreditation is automatically terminated.

## **Appointment of WFDF Director of NOC Relations**

Bernardi proposed Marco Tomasini as Director of NOC Relations, replacing Michele Barbone. Michele resigned due to health reasons and Marco is seen as a suitable replacement and has a strong presence in the Mediterranean area. The position is volunteer and non-paid.

Rauch recommend approving Marco Tomasini for the position of WFDF Director of NOC Relations and made a motion, seconded by Bergeron. The motion was approved unanimously.

## **Appointments related to the WFDF Ethics Commission**

Bernardi mentioned that Nob Rauch is the chair of the Ethics Commission and proposed to change a chair position for good governance reasons.

Ana Paula Provenza Degreef is recommended as a replacement for the chair position, based on her qualifications and experience. She is already a member of the Ethics Commission and has an experience in anti-doping matters, strong legal background and language fluency.

A motion was made by Rauch to approve Ana Paula Provenza Degreef as a new chair of the Ethics Commission, seconded by Gisel. The motion was approved unanimously.

## **Report on WFDF - ANOC relations/WBG**

Bernardi reported on discussions around the potential addition of Beach Ultimate to the World Beach Games held with the Association of National Olympic Committees (ANOC) at their headquarters in Lausanne. It was noted that the 2023 edition of the World Beach Games was cancelled due to political and financial reasons, raising concerns about the future of the event. The possibility of ANOC retaining the project for the World Beach Games was deliberated during the upcoming General Assembly and Executive council meetings in November. ANOC confirmed the opportunity to engage with their representatives at the SportAccord World Sport&Business Summit next week to further discuss the potential addition of Beach Ultimate to the World Beach Games.

ANOC proposed the idea of WFDF participating in the General Assembly in Cascais in November, providing an opportunity for promotional activities and engagement with national Olympic committees. Bernardi agreed to await a proposal from ANOC

regarding participation in the General Assembly and further discussions on budget considerations.

### **Report on Meetings in Athens - EOC/CIJM/HOC/HELSEFA/Sport Ministry of Greece**

Bernardi reported about his visit to Greece during the period from 23rd to 31st March, where he held the successful week of meetings to enhance the presence of flying disc sports in Europe and the Mediterranean area. During the meeting with European Olympic Committee President, Spyros Capralos, an IOC member, he discussed potential participation of flying disc sports in European Games. The 2027 European Games will be hosted in Istanbul, Turkey. The meeting with Iakovos Filippousis, Secretary General of the International Committee for the Mediterranean Games (ICMG/CIJM) opened up prospects for future inclusion of flying disc sports in Mediterranean Games and beach ultimate in the Mediterranean Beach Games. This cooperation will allow WFDF to strengthen contacts with ANOCA in Africa.

Flying disc sports and beach ultimate are not enough visible in the Olympic family around the world. Therefore, the importance of highlighting the flying disc in the public sphere is a priority area for increasing the opportunity to be part of multi-sport events. Other important tasks include timely coverage of sports events, including press releases.

### **WADA CCQ Update and ITA Agreement execution**

WADA has published its annual report, where the flying disc is presented with 16 tests of which none were positive. Rauch noted that flying disc is considered a low risk sport because we have never had a positive test. Since 2011, the WFDF remains in full code compliance with WADA.

The number of tests WFDF do is negotiated by the Secretary General meticulously and for the time being we continue to have a very favorable, constructive dialogue with WADA. The testing numbers of 16 may go up incrementally from year to year. It was mentioned that just one positive test can cause big changes in the requirements and resulting budget, so this point of education and staying compliant with the code is extremely important.

Bernardi emphasized that WFDF concluded the WADA code compliance questionnaire for 2024 and fully resolved all critical issues. He planned to propose a modification to WFDF's risk assessment and its test distribution plan in the next

board meeting. WADA concluded that WFDF does too much education and should focus education on a smaller number of athletes, but both directly and intensively. WFDF has signed an agreement with the International Testing Agency (ITA).

### **Brisbane 2032 meeting report**

Rauch reported that he traveled to Australia last week and met with the president of AFDA (WFDF's national member), as well as the chairman of the AFDA events group. He also met with Matt Ryan, the WUC tournament director.

Rauch had a one hour meeting with the Brisbane 2032 organizing committee: Cindy Hook, the CEO, Brendan Keane, the director of sport. He was joined by Ryan and two board members of AFDA who live in Queensland. The things that piqued the OCOG's interest were the mixed game with its gender equality, the fact referees were not a part of game, the youth orientation, and flying disc's universality. The performance of AFDA was important. With its many beaches, Rauch emphasized the beach version in Brisbane.

Bernardi reiterated that for multi-sport events it makes sense to reduce the quota of players, which will increase the willingness of international organizations to let WFDF participate in multi-sport events including the Olympic Games.

### **IT Report**

Tobiasiewicz asked that everyone utilize the helpdesk email for any assistance needed, as it facilitates efficient tracking of work. Training for new staff was acknowledged as a key task, with plans to schedule it for the following week. Further training and deployment strategies will be formulated once a document management strategy is established.

Rauch requested a plan for specific activities within the organization, seeking input from admin events teams on desired outcomes and areas requiring assistance. Various ongoing projects were outlined as discussion points, including document management and event registration. There was an understanding on the need for additional resources and time allocation for IT to address working challenges effectively.

### **Broadcast: 2023 recap and 2024 proposal**

Rockwood offered a new proposal for broadcast for a three-years plan with Ultiworld. A positive meeting with stakeholders was reported. Plans were outlined to hire local commentators for tournaments, with specific selections for WJUC and WMUC tournaments discussed to minimize travel costs.

There was a discussion about ways to reduce costs of production. Rauch expressed doubts about committing to a three-year contract, citing uncertainty and the need for flexibility. The possibility of exploring shorter-term contracts with escape clauses or alternative funding models was proposed.

A motion was made by Rauch to let Brian Gisel and Timothy Rockwood to go forward with the Broadcast proposal 2024-2025 and bring a comprehensive proposal with the budget to the next Board of Directors Meeting for discussion and approval. The motion was seconded by Bergeron and approved unanimously.

### **WFDF Annual Census and Dues Invoices report**

Bernardi reported on the work on communication with members who have unpaid dues from 2023 and proposed a new Census form for members with changes that needs approval before sending. Richardson explained the proposed changes to the Census and emphasized that their data could be useful for other areas, such as broadcasting and events.

Rauch suggested that other members of the Executive Committee review the changes to the Census in detail. Difficulties with data collection and verification were mentioned. Bernardi expressed the idea of the difficulty of submitting the correct data of national federations and expressed an opinion about establishing a system that we can audit and check.

### **Next meeting**

Board: 27/28 APR; ExComm: 25/26 MAY  
Closing at 18:00 CEST

submitted by Thomas Griesbaum WFDF Secretary