

Sunday November 24, 2024

15:00 CET / USA CA, CAN BC: 06:00 / CAN Calgary: 07:00 / NCA: 08:00 / USA
CST: 08:00 / USA NY, MI, VA, CAN Montreal: 09:00 / UK: 14:00 / GER, FRA: 15:00 /
Türkiye: 17:00 / UGA: 17:00 / KEN: 17:00 / UAE: 18:00 / SGP: 22:00 / PHI: 22:00 /
KOR: 23:00

Board members present:

Robert "Nob" Rauch (chair), Brian Gisel, Thomas Griesbaum, Kate Bergeron, Charlie Mead, Esther Omuseni, Jose Maria Javier Weber Bautista, Daniel O'Neill, Alex Matovu, Shiellah Quintos, Wolfgang Maehr, Haude Hermand, Chasen Brokaw, Steve Taylor (by proxy to Brian Gisel), Rob McLeod, Volker Bernardi (Secretary General, non-voting)

Also attending (non-voting): Karina Woldt (Managing Director Events and Operations), Tim Rockwood (Managing Director Broadcasting and Marketing), Dillon Richardson (Director of Membership Services and Sport Development), Oleksandra Boliak (Executive Assistant)

Board members absent/excused:

Yoonee Jeong, Jamie Nuwer, Caroline Tisson

Call to order (time: 15:03 CET)

Quorum reached with 15 votes of 10/18 needed.

Report by the President

Rauch welcomed everybody and thanked all for participating.

Decisions between meetings

(none)

Minutes of the meeting Board of Directors – 29 September 2024

A motion was made by Gisel to approve the Minutes of the meeting Board of Directors – 29 September seconded by Weber Bautista. The motion was approved unanimously.

Minutes of the meeting Executive Committee – 3 November 2024

A motion was made by Gisel to approve the Minutes of the meeting Executive Committee – 3 November seconded by Bergeron. The motion was approved unanimously by the ExComm members.

Decisions requiring votes of or input from the Board

WFDF Events Team Report: 2024 recap, 2025-26 Plans

Woldt began the meeting by summarizing the 2024 events and provided an update on the recent WFDF 2024 World Team Disc Golf Championships (WTDGC) in Australia and WFDF 2024 World Masters Ultimate Championships (WMUC) in the USA. A total of eight events were held in 2024, all successfully completed. Woldt noted that this year's weather was favorable compared to past years.

Woldt mentioned the plan to finalize the event financials by January 15, 2025, ensuring auditors can begin their work in time and provide a provisional report by March.

Bergeron inquired about conducting a player survey during the Masters, instead of just the team captains. Woldt mentioned that previous surveys lacked actionable insights but supported the idea of conducting a survey in 2025, emphasizing the need to clarify data objectives and expediency. Rauch suggested discussing survey logistics offline.

Woldt presented the planning for 2025 events, stating dates have been confirmed. The significant growth of the under-24 World Championships, with over 50 teams, registered was mentioned. Woldt informed the Board about the logistics for the upcoming face-to-face Board of Directors meeting scheduled for March 27–30, 2025, in Frankfurt, Germany. The Board was reminded by Woldt and Bernardi to focus on obtaining appropriate visas and using the main Frankfurt International Airport (FRA) to avoid logistical complications.

Woldt outlined ongoing efforts to finalize event dates for 2026, solving issues with venue availability and logistical constraints. WFDF plans to revert to pre-COVID timelines, with a call for bids anticipated in February for 2027 events.

Omusei raised concerns about visa challenges faced by African teams. Woldt and Bernardi acknowledged the difficulties and confirmed that WFDF does all possible to support athletes requiring visas for international events. The Events team had processed over 1,000 visa support letters, often involving direct coordination with embassies, but the final visa issuance is beyond WFDF's direct control. Bernardi added insights into the complexities of Schengen visa regulations, stressing the legal implications of issuing formal invitations that could lead to severe penalties and loss of credibility with European authorities.

Woldt also mentioned geopolitical restrictions affecting hosting rights and WFDF's efforts to maintain inclusivity for all 115 member federations. New contract wording with Local Organizing Committees aims to address these challenges.

Sponsorship Proposals

Woldt outlined updates on the Request for Proposals (RFP) for sponsorships in four categories: Bags, Gloves, Apparel/Merchandise, and Ultimate Official Disc. Bids were received for all categories and reviewed by the Executive Committee with preliminary recommendations.

The bid for 3-year contract 2025/26/27 was received from Greatest Bags. A motion was made by Maehr to approve the Greatest Bags bid for bags sponsorship, seconded by Matovu. The motion was approved unanimously.

The Gloves bids were presented to the Board. After a thorough discussion especially comparing the offered cash contributions and value in kind a motion was made by Maehr to approve the Friction Gloves bid for gloves sponsorship for 4-year contract, seconded by Bergeron. The motion was approved unanimously.

Rauch presented an overview of the bids received for the official Ultimate disc sponsorship. Woldt provided a detailed description of the six bids received, considering completeness, player feedback on disc performance, financial contribution, and logistical details. The Board discussed the bids. A motion was made by Gisel to approve the Discraft bid for Ultimate disc sponsorship for 4-year contract, seconded by Brokaw. The motion was approved unanimously.

Woldt presented bids for Apparel/Merchandise. The board discussed advantages and disadvantages of each proposal. A motion was made by Quintos to approve the VC Ultimate bid for apparel and merchandise for 4-year contract, seconded by Bergeron. The motion was approved with 14 in favor and 1 abstention (Brian Gisel).

Hiring Process Update

Woldt presented the report with staff recruitment updates. She informed the Board about the ongoing recruitment process for two positions: Director of Communications and Social Media and Event Manager. Woldt revealed 240 applications for Director of Communications and Social Media position, reflecting the increasing global interest in digital communication roles. For the Event Manager position, approximately 35 applications were received, with a quarter of the candidates being

known within the disc sports community. To ensure high-quality candidates, skill-based assessments will be incorporated into the shortlisting process. Woldt explained the decision to allow candidates to propose part-time or full-time hours based on their expertise. In the meanwhile, the hiring process will remain within the current budget strengthening the team. Rauch mentioned that the recruitment process should conclude by the end of the year if possible.

Colombian Probation Violation

Rauch informed the Board about ongoing governance issues within the Colombian member Federación Colombiana de Disco Volador that is currently on probation for previous infractions. A recent misconduct report raised concerns about Colombia's participation in the World Games. Board decided to not penalize players and focus on resolving governance issues and outstanding payments.

Woldt confirmed that Colombia still owed few payments across multiple invoices, explaining delays to fragmented payment processes. Additionally, the federation withdrew from the World Disc Golf Championships at short notice, forfeiting any refunds. Rauch emphasized the importance of improved communication and collaboration between WFDF, and further involvement of continental federations to address such issues effectively.

Finance: YTD 2024 report

Bergeron presented a financial summary, reporting higher revenues from broadcasting rights and sanctioning fees. At the same time, expenses in travel, anti-doping, and marketing exceeded the budget due to the WFDF's expanded activities.

Woldt noted that some unclosed event budgets might explain part of the travel expense discrepancies. Marketing investments, particularly for WFDF's promotion as a part of strategy, also contributed to higher spending. Despite these extra expenses, Bergeron informed the Board that the federation remains generally within budget.

ANOC Meetings Recap

Rauch commented about the recent WFDF attendance of the XXVII General Assembly of the Association of National Olympic Committees (ANOC), held in Cascais, Portugal. That is a cornerstone of WFDF's Olympic marketing strategy in

the coming year. The main purpose was to expand recognition of flying disc sports by national Olympic committees (NOCs), enhancing national members standing in respective countries. General Assembly hosted 196 National Olympic Committee (NOC) leaders, providing a significant platform for WFDF to introduce Flying Disc sports and promote its inclusion in future multi-sport continental events and regional games. WFDF invested ~US \$10,000, including €7,000 for a booth, to facilitate networking. Rauch highlighted the event's success, noting 128 productive contacts received during three days.

TWG Competition Managers Meeting - Brief Overview

Gisel and Mead shared updates on the venue and logistical progress for the 2025 World Games. The productive communication with the local organizing committee was mentioned.

Mead reported challenging adaptation of the park to a disc golf course, requiring meticulous preparation. Nonetheless, Mead expressed optimism to resolve technical issues and confidence in successful preparation.

Gisel checked the Chengdu Ultimate venue, which showed significant improvements since the previous year. Renovations were nearing completion, and the venue looks more suitable than the Birmingham site used in 2022.

Bernardi emphasized the importance of centralized coordination for event logistics, including accommodation, transportation, and meal planning. Bernardi provided a detailed summary of recent updates from Chengdu, emphasizing that the shared documents included comprehensive presentations and frequently asked questions from various meetings. Bernardi advocated for WFDF's events team to serve as the primary point of contact with the support of the International World Games Association (IWGA).

Representation of all Disc Disciplines

Rauch acknowledged the importance of all disc disciplines representation raised by Mead and Maehr in the recent period. As this issue is complex and requires a detailed discussion Rauch suggested to add this topic into the agenda of the upcoming face-to-face Board of Directors meeting so that there would be sufficient time to address the issue fully.

Association Camerounaise de Frisbee (ACF) - application for WFDF National membership 112

Bernardi presented the membership application for Cameroon. The Association Camerounaise de Frisbee fulfilled all requirements, including updates to its bylaws to include a non-discrimination clause and providing recommendations from Ghana and from AAFDF. A minor question about financial governance was raised by Bergeron and Bernardi proposed conditional approval.

A motion was made by Matovu to approve forwarding the Association Camerounaise de Frisbee application for WFDF National membership to Congress voting upon resolution of financial governance issue, seconded by Griesbaum. The motion was approved unanimously.

Transition from Provisional National Federation in 2025 - BDI – Burundi

Bernardi mentioned that the Ultimate Burundi Federation met the criteria for upgrading to national membership, clarifying that according to the amended Bylaws there is no need for Congress approval in case of transition from provisional national member federation to national member federation.

A motion was made by Matovu to approve transition of Ultimate Burundi Federation from Provisional National Federation to WFDF national member federation, seconded by Bergeron. The motion was approved unanimously.

WFDF Development grants allocation

Bernardi presented received proposals and discussed WFDF's IOC development funding allocation report, underscoring its importance for securing future resources. The Board reviewed two new development grants proposals for South Africa (Working Towards Racial Equity in South African Ultimate) and North Macedonia (Eco Project - Alarm for Nature Festival), both of which align with the WFDF Strategic Plan.

A motion was made by Maehr to approve two development grant proposals from South Africa and North Macedonia, seconded by Griesbaum. The motion was approved unanimously.

IOC Development funding allocation - report to the IOC for use 2024

Bernardi stated that WFDF had received US \$32,000 of development funding annually from the International Olympic Committee (IOC) since WFDF's provisional recognition in 2013. This funding needs to be allocated to certain development projects and activities as well as anti-doping each year. Bernardi emphasized the importance of early planning for 2025 projects, highlighting the upcoming application deadlines and encouraged Board members to send proposals.

2025 FISU Summer World University Games Activation

Bernardi presented a proposal for WFDF's activation at the FISU Summer World University Games in Germany for next year. Richardson had developed a framework for flying disc promotion during multi-sport events, considering this year's successful activation at the ANOC General Assembly in Portugal. The proposal included using Germany as a test case to prepare for larger promotions at future events, such as the Dakar 2026 Summer Youth Olympic Games (YOG).

The Board expressed interest. Bergeron advocated for a cost-effective approach and Rauch supported the initiative as a visibility tool within the Olympic movement. A final proposal was suggested to be decided on in the coming months.

WFDF Anti-Doping Education plan 2025-2030

Bernardi emphasized the federation's commitment to WADA Code compliance through effective education programs. WFDF's five-year Anti-Doping Education plan integrates timelines, KPIs, and structured education for athletes, support personnel, and administrators. Among key changes are expanding education to all Athlete Support Personnel (ASP) as well as addressing doping risks posed by coaches and medical staff; avoiding of duplicate education for players who complete national or international anti-doping programs, accepting other NADOs education courses next to ADEL; the requirement for National Federations to appoint Anti-Doping coordinators from end of 2025, replacing the initially proposed Anti-Doping Committees.

A motion was made by Bergeron to approve WFDF Anti-Doping Education plan 2025-2030, seconded by Maehr. The motion was approved unanimously.

Proposal - TAFISA Certified Leadership Course

Richardson presented a proposal for WFDF to apply to host the TAFISA Certified Leadership Course online in 2025 for CAs and NFs. These courses focus on leadership and administrative development, with an opportunity to secure EUR 5,000 (US\$ 5,310) in funding from the Olympic 365 program.

A motion was made by Brokaw to approve the proposal for WFDF to apply to host the TAFISA Certified Leadership Course in 2025, seconded by Gisel. The motion was approved unanimously.

Proposal - INTERACT+ Capacity Building Workshop

Richardson presented a proposal for WFDF in collaboration with TAFISA and the INTERACT+ project, to deliver a Capacity Building Workshop online for CAs and NFs offered at no cost by Jörg Benner from Deutscher Frisbeesport-Verband. This initiative supports grassroots development through the federation's Learning Management System.

A motion was made by Hermand to approve proposal for WFDF in collaboration with TAFISA and the INTERACT+ project, to deliver a Capacity Building Workshop online for CAs and NFs, seconded by Brokaw. The motion was approved unanimously.

Proposal - Teacher Course LTU - Jose Amoroso

Richardson presented a proposal to financially support an organization of three training sessions in Vilnius, Kaunas and Klaipėda which are planned between 3rd and 9th of February 2025. The training sessions, particularly Workshop (Disc Sports in schools) for PE teachers, with accreditation by WFDF/National Federations, will be held by José Amoroso, Chair of WFDF University and School Sport / Youth and Sport Commission. This will support dissemination of disc sports to the largest number of physical education teachers and Promote Wheelchair Ultimate in Lithuania.

The Board raised sustainability concerns about the teacher course and about associated costs and effectiveness, which were addressed by Bernardi and Richardson. Bernardi emphasized that supporting this initiative aligned with Lithuania's broader goals and reinforced their collaboration with WFDF.

A motion was made by Gisel to approve funding proposal for Teacher Course in Lithuania, seconded by Bergeron. The motion was approved unanimously.

WFDF Annual Census and Dues Invoices Report

Bernardi provided an overview on status of the member census and financial contributions. The strong participation and financial compliance of members reflects the healthy end-of-year status.

Bernardi reported on the status of reactivating inactive member organizations and the challenges faced in maintaining consistent communication. Rauch praised the work of Bernardi and Richardson in managing membership compliance and encouraged further efforts to resolve the remaining issues.

Broadcast: 2025 plans

Rockwood introduced the draft of Request for Proposal for WFDF's broadcast initiatives, aimed at maintaining a successful year where broadcasts generated revenue without player fees. The RFP is designed to ensure fairness and avoid being tailored specifically to incumbent providers. Rockwood and Gisel are keeping in touch with potential stakeholders. There was a discussion about a possibility to accommodate some tournaments via hybrid models, leveraging both local production companies and WFDF partners for distribution.

A motion was made by McLeod to approve the draft of Request for Proposal for WFDF's broadcast, seconded by Gisel. The motion was approved unanimously.

Reports and Updates

Athletes' Commission Report

Tisson was not able to attend the meeting. Rauch provided an overview on the completion of the elections to the Athletes' Commission and Tisson's ongoing work with new members.

SOTG Commission report

Maehr provided an update on the planning for International Spirit of the Game Day, emphasizing community involvement. The Board discussed on whether to include

“WFDF” in the day’s title. It was decided to temporarily keep “WFDF” while revisiting the date and format for broader engagement in the future. Plans for press releases, social media campaigns and potential TikTok and Facebook activations were discussed. National spirit scores from past events will be compiled to showcase collective achievements.

Women in Sport Commission Report

Omuseni gave an update on Positive and Safe Coaching Pathway to girls/women in cooperation with TAFISA. The integration and implementation of the pathway remained a priority, with a detailed final report submitted.

The collaboration with the IWGA to promote women’s leadership in flying disc sports was mentioned. Woldt and Bernardi clarified that due to an overwhelming number of applicants and the limited spots for international federations, only Yenny Pardo was selected to participate in IWGA Women Leadership course.

Omuseni brought up the transition of renaming the Women in Sport Commission into the Gender Equality, Diversity and Inclusion Commission, which included issuing an official memorandum on the name change, reviewing the mission and objectives of the Commission, restructuring the composition to ensure inclusivity, updating all WFDF documents and social media to reflect the new name. Rauch suggested to discuss all related questions offline, checking an alignment with WFDF’s bylaws and organizational objectives.

Continental Association Reports

PAFDF

Brokaw provided an update on the Pan-American Youth Ultimate Championships, which has garnered interest from 28 teams across the region, including new representation from Cuba. He highlighted challenges such as Cuba’s logistical issues and concerns regarding Colombia’s participation, which may affect the event. He also emphasized a focus on engaging with National Olympic Committees to promote multi-sport event inclusion and on expanding governance structures to better support member associations.

AOFDF

Bautista reported on recent tournaments, including the 2024 China International Ultimate Open, hosted in Xi’an, Shaanxi, with 20 teams, 400 players, and 8 countries represented. Additionally, the Manila Spirits 2024 Tournament in the Philippines

featured 23 teams and 491 players. Within the framework of this event, a Game Advisor Clinic was organized, led by Oliver Browne, significantly boosting the region's capacity for event management.

Further developments included discussions with the Hangzhou local government. The city expressed strong interest in promoting flying disc sports by offering office space and infrastructure in exchange for hosting major events and establishing a WFDF representative office. Rauch and Bernardi explained the complexities of formalizing such arrangements, emphasizing the need for a clear division of responsibilities between WFDF and AOFDF, with board approval required for any further agreements. The importance of balancing local representation with WFDF's global governance standards was highlighted.

Flying Disc will debut as a demonstration sport at the Southeast Asian Games 2025 in Bangkok, featuring Mixed Ultimate, Men's Individual Disc Golf, and Women's Individual Disc Golf.

Bernardi underscored the urgent demand from the Southeast Asian Games Federation (SEAGF) to establish a formal Flying Disc Federation for the Southeast Asian Games. This step is essential for transitioning from a demonstration sport in 2025 to a full medal sport in future editions. It was confirmed that a subcommittee under the Asia Oceania Flying Disc Federation (AOFDF) is being developed, with representatives from Singapore, Malaysia, Thailand, and the Philippines. This matter will be further discussed in upcoming meetings.

AAFDF

Matovu had to leave the meeting shortly before presenting his report but provided the Board with a summary of the last AAFDF Board meeting held on November 14 for review. Topics raised at that meeting included the donation of discs from Japan, preparations for the AAUC 2025 in Kampala, the organization of the Annual General Meeting for Africa to be held virtually on December 15, 2024, including elections, and a Women in Sport initiative.

EFDF

Hermand began the report by providing an update on the final decision from the Court of Arbitration for Sport, following an unfortunate security incident affecting the Israeli team at the European Youth Ultimate Championships (EYUC) in Ghent last summer.

Laura Heikkilä from Finland has been appointed as a representative for Europe in the WFDF Disc Golf Committee, aligning with her role as Vice-President of the European Disc Golf Federation.

The EFDF Congress is scheduled for January 29, 2025. Bernardi provided clarifications regarding the rights of provisional WFDF members to apply for EFDF membership.

Disc Sport Committee Reports

The Overall Committee Report

McLeod reported on updates to the WFDF website for Worlds and the launch of an online learning course, which will include discipline-specific videos. Scripts for the videos have been completed, and work on voiceovers is ongoing.

Beach Ultimate Committee Report

Quintos provided updates on the ongoing revision of Beach Ultimate rules, which are expected to be finalized by the end of 2024. Discussions about the inclusion of a 4v4 club division at WBUC 2025 were also mentioned.

The Disc Golf Committee Report

Mead presented a report on the WFDF World Team Disc Golf Championships 2024 in Australia, praising overall organization, the Spirit of the Game, and the great feedback from the athletes of the 23 teams who participated. The event featured strong performances from top-tier athletes, and 16 teams successfully qualified for the 2025 World Games in Chengdu, China.

Mead also announced the possibility of Chengdu hosting the next World Games Series event. He expressed optimism about integrating disc golf into the series and commended the growing enthusiasm within the community.

Closing Remarks and Acknowledgments

Thomas Griesbaum was honored for his 12 years of service as WFDF Secretary and decades of dedication to the Flying Disc sports going back to the early 1980s. Rauch and Bernardi acknowledged his pivotal role in advancing WFDF's goals, particularly within Germany.

Rauch acknowledged Mead's nine years of service as Disc Golf Chair. Thanks to his leadership, PDGA became an Associate Member of WFDF, and organization of world-class events were successfully achieved. And, with the efforts of Bernardi and Rauch, Disc Golf is back on The World Games program.

Bernardi announced significant achievements in national recognition, including the Ultimate Players Association of Singapore, which has been formally recognized by the Singapore National Olympic Council, and the Deutscher Frisbeesport-Verband, which is poised for recognition by the German Olympic Sports Confederation on December 7, 2024. These milestones underscore WFDF's commitment to integrating Flying Disc into the Olympic Movement through National Olympic Committee recognition.

Jörg Benner was praised for his 20 years of leadership in bringing the Deutscher Frisbeesport-Verband to NOC recognition.

Rauch thanked the Board for their efforts throughout the year, emphasizing the significant progress made, despite some challenges.

Next meetings

ExComm: 14/15 DEC; Board: 18/19 JAN

Closing: 18:25 CET

submitted by Thomas Griesbaum
WFDF Secretary