

**Sunday, September 20, 2020:** UK, IRL 14:00; GER, SRB, FRA 15:00; UGA 17:00; DOM 09:00, USA HI 04:00, USA MI 08:00, USA NY, VA 09:00; USA CO, AZ 07:00; USA CA, CAN BC 06:00; JPN 22:00; KOR 22:00; HKG 22:00; SIN 22:00, UAE 18:00.

**Board members present:**

Robert “Nob” Rauch (chair), Kate Bergeron, Thomas Griesbaum, Liam Grant, Rob McLeod, Caroline “Caz” Malone, Wolfgang Maehr, Fumio Morooka, Charlie Mead (via Proxy), Alex Matovu, David Raflo, Nicole Bulos, Jamie Nuwer, Waldemar Wagner as alternate for Lori Daniels

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

**Board members absent/excused:**

Brian Gisel, Steve Taylor, Yoonee Jeong, Amandine Constant

**Call to order (time: 15:05 CET)**

The quorum was reached with 13 votes present out of 18.

**Report by the President**

Rauch welcomed everyone and thanked everyone for joining the 4<sup>th</sup> Board of Directors meeting of the year. Despite the challenging global situation, important things were going on within WFDF, such as new policies and compliance issues.

**Decisions between meetings**

Bernardi highlighted a critical decision that happened in the meantime – approval of Nicaragua as an 88<sup>th</sup> WFDF member country. He was pleased that the application process for this new member was managed quite smoothly as they were very responsive.

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**Minutes of the last Board of Directors meeting – 14th of June 2020 and Minutes of the previous Executive Committee meeting – 18th of July 2020**

Rauch presented the Board of Directors meeting Minutes that needed approval. Executive Committee meeting were presented for information and did not need approval by the Board.

A motion was made by Maehr to approve Minutes of last meeting Board of Directors – 14<sup>th</sup> of June 2020, seconded by Bulos. The motion was approved unanimously.

**Minutes of the virtual Congress – 15th of August 2020**

Rockwood noticed some minor typos within this document that have to be corrected for the final version that goes to Congress.

A motion was made by Raflo to approve Minutes of the first virtual Congress – 15<sup>th</sup> of August 2020, seconded by Maehr. The motion was approved unanimously.

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

**Participation in OCA Asian Games 2022 and Asian Beach Games 2021 in CHN**

Bernardi reported the negotiations with the Chinese Flying Disc Administration Committee in the People's Republic of China to take over from the older association of China and position WFDF NF for the People's Republic of China.

During the negotiations, the major events were discussed, those held internationally within the next few years:

1. 2022 Winter Olympic Games
2. 2021 World University Games
3. 2022 OCA Asian Games
4. 2021 Asian Beach Games

The People's Republic of China is one of the WFDF's fastest growing partners moving forward. The importance of being involved around these events is an excellent opportunity to advance WFDF's goal of being included in LA 2028, Rauch added.

A motion was made by Malone to approve Participation in OCA Asian Games 2022 and Asian Beach Games 2021 in CHN, seconded by Maehr. The motion was approved unanimously with one abstention.

### **WUGC 2021**

Woldt reported that the negotiation process was going slowly. All communication was going through TOC's lawyer. However, things were still moving forward, and TOC had become more responsive as of late. It is a difficult situation since the events are the TOC's principal business and these setbacks are not easy for them. They do seem very committed to hosting the event next year, Woldt stated.

The outstanding issue was getting to finalize an amendment to the contract. Governing law is holding this back, and Rauch stated that WFDF wrote the contract per US law. The TOC prefers the contract to be under Netherlands or Dutch law, and WFDF offered the compromise to use German law, which would require a major rewrite to be appropriate for civil law vs common law.

Woldt informed that, assuming we reach a successful resolution, TOC would send the refunds for the teams which had withdrawn from WUGC once the amendment was signed by both sides,.

### **WMUC 2021**

Moving this event to September 2021 was an easy decision; however, recent governmental restrictions announced are causing significant problems. The Australian TOC decided to withdraw as host of the event next year as borders in Australia are closed not only internationally but inside the country as well. All the international flights have been significantly reduced until July 2021. An official press release won't go out until there is a firm plan to try to reschedule or cancel the event. TOC from Australia agreed on not announcing anything before WFDF publishes a public statement.

### **WTDGC 2021 (Wold/Mead)**

Last year's WTDGC in Estonia was a considerable success, and WFDF is looking for significant growth in the next iteration. Since the second COVID-19 wave has hit Croatia, and given the uncertainty around next year, TOC proposed to WFDF to move the event to 2022.

Several options around this event were discussed, Mead went to the Disc Golf community (WFDF Disc Golf Committee, PDGA) and all agreed to postpone this event entirely to 2022. The motive is to push the event for 12 months and give people more time to get over the uncertainty of 2020 and 2021.

A motion was made by Malone to approve moving WTDGC 2021 to 2022, seconded by Bergeron. The motion was approved unanimously.

Woldt and Mead questioned whether there were room for a smaller continental DG championship next year in Europe. Rauch said that it was something to be discussed with EDGF and it depended on the situation with other events already planned over the next year but that WFDF in principle would be supportive.

### **WFDF Safe Sport Policy and WFDF Policy on Non-Discrimination**

Rauch reminded everyone that Safe Sport Policy is one of the areas that is getting increasing attention. WFDF felt that it was essential to develop a policy that puts down a formal approach concerning any form of discrimination, harassment, or abuse that may take place.

The general framework was based on a template WFDF took from a couple of other international sports federations, and the drafting was driven by Bernardi and Rauch. Bergeron, Mead, Grant, Malone, and many other people from the WFDF BoD and ExComm participated in reviewing this document since January. The policy has been reviewed from a legal standpoint by a US sports attorney.

There are two parts to the policy. The first relates to safeguarding within WFDF events, and the second one is a series of guidelines for the national federations. The definition of best practices outlines procedures for dealing with misconduct incidents that may arise. The board engaged in a fulsome discussion of several specific points.

A motion was made by Nuwer to approve the WFDF Safe Sport Policy, seconded by Malone. The motion was approved unanimously.

A motion was made by Maehr to approve the WFDF Non-Discrimination Policy, seconded by Raflo. The motion was approved unanimously.

### **Bylaws requirement for one national federation per country – transition phase**

Rauch wanted to remind everyone that the bylaws revision done back in 2018 had a transition period with respect to the WFDF national members.

WFDF is looking to have unified national federations under the provisions of the bylaws. This conforms to the IOC model of having national federations. The transition period was extended through to the end of 2020 with an additional one-year extension.

In the past some WFDF members were Ultimate-only which allowed other groups to challenge their WFDF membership. WFDF needed to communicate with NFs about transition where appropriate.

Rauch mentioned the peculiar situation in the USA, with USA Ultimate as the WFDF member (and recognized by USOPC) and other disciplines organized in the US under FPA, USAGP, and PDGA. While WFDF bylaws allows non-country members as Associate members, these would pay no dues but also have no vote, there has been no moves toward this. WFDF has suggested that an umbrella confederation could be set up to become the US member, but this needed to be discussed among the stakeholders themselves.

### **WFDF 2021 Anti-Doping Rules and the Anti-Doping Test Distribution Plan changes**

Medical Director Nuwer started the report by stating that the plan approved for 2020 had to be changed because all significant events have been canceled due to COVID-19. Still, there are minimum standards for any sport participating in the Olympic movement.

The number of tests was reduced to six out of competitions test, and Bernardi confirmed that it might be under the budget covered by the IOC Development Grant. Two out of six tests will be blood tests which is the minimum WFDF can get down to. That's the only way to detect HGH, which is the key hormone WADA wants to test for. The rest of them will only have to do the urine test.

A motion was made by Bergeron to approve the Anti-Doping Test Distribution Plan changes, seconded by Morooka. The motion was approved unanimously.

## **WFDF – WADA Code Compliance – policies/actions requested by WADA**

Nuwer presented a summary of significant changes between the current world anti-doping code and the code that will affect 2021 in the Briefing Book for this meeting. Some of the significant changes come from the fact that WADA requires a stricter approach, but some of the changes are also good for athletes.

The changes started with an increased emphasis on health as the rationale for the code and the fundamental rationale of athletes' rights, which are very important for Nuwer. Along with Bernardi, she amended WFDF policies to make it even more clear that this is to protect the athletes' right to clean sport and their health.

However, the need for a third party to execute all the rules and WADA requirements exists. Bernardi added what has to be done within NF's. Each member federation needs to have an anti-doping auditor and check if their codes comply with national anti-doping agencies. The response to that survey until this meeting wasn't high, but the next couple of weeks will be used to make them all answer to this very important topic. Rauch pointed out to the part of the Briefing Book where all new rules could be checked.

A motion was made by Matovu to approve the Anti-Doping Rules for 2021, seconded by Griesbaum. The motion was approved unanimously.

## **WFDF 2020 Census and membership dues invoices – update/requests for reduced dues**

Bernardi presented the numbers shown in the Briefing Book, where it could be seen that collecting dues is going better than expected. The missing dues are due to the postponement granted by the WFDF Board of the Directors or the Executive Committee during the last meeting, so WFDF can expect all of the missing dues are coming in in the year 2020. Unfortunately, Philippines and Georgia have not been reachable.

## **New memberships report**

Nicaragua is the newest member, and Haiti as the next one as soon as the final part of the application is finalized. Besides that, some countries plan to send the documents this fall, such as Albania and several other countries from Eastern Europe still being a goal to acquire. There are some discussions in Africa thanks to the

contacts from Mali and Cote d'Ivoire. Despite the COVID situation, WFDF is making progress toward its target for this year.

### **The merger of Commissions: University and School Sport/Youth in Sport**

This was a topic discussed during the Congress 2020 and at some of the meetings before.

In the past, the issue was to find qualified members to fill in these commissions, and some of the members from both were discussing the merger themselves. To WFDF, this does mean fewer commissions but more dedicated work. And the proposal is to keep José Amoroso from Portugal as the chair of this commission.

A motion was made by Malone to approve the Merger of Commissions: University and School Sport/Youth in Sport, seconded by Morooka. The motion was approved unanimously.

### **Additions/Changes for WFDF Commissions**

The most important change is happening within the Athlete's Commission per IOC guidelines, as Bernardi stated.

A motion was made by Maehr to approve the replacement of Joeng by Emily Wong (SIN), seconded by Bulos. The motion was approved unanimously.

Rauch called for a motion of the replacements in the other Commissions presented in the Briefing Book of this meeting:

#### **WFDF Sport for All and Development Commission - Additions:**

- Nicole Bulos (DOM), PAFDF President, Central America and Caribbean representative
- Gabriele Jiménez (COL), South America representative
- Yoonee Jeong (KOR), WFDF Board of Directors member, Asia Oceania representative
- Travis Myburgh (RSA), AAFDF Secretary General, Southern Africa representative

#### **WFDF University and School Sport/Youth and Sport Commission**

(note that this is a merger of two Commissions) – Additions/Returning:

- Davide Morri (ITA), University/School

- Vanessa Rincones (VEN), Youth
- Mauricio Moore (COL), University/School
- Ralf Simon (GER), University/School
- José Pedro Amoroso (POR), chairman, University/School
- Roxana Gonzalez Munera, (COL), Youth
- Prof. Fumio Morooka, (JPN), Youth-University/School
- Surbhi Kulwelkar (IND), Youth
- Felix Angue (PHI), Athletes Commission representative

A motion was made by Maehr to approve the replacement in the Commissions as presented above, seconded by Nuwer. The motion was approved unanimously.

### **WFDF Development Program 2020 – changes**

Bernardi presented each project as a potential substitute for the previously approved acquisition of the new members from the Eastern Balkan that has been postponed due to the COVID-19 situation. Rauch commented that the presented projects that could be seen in the Briefing Book with all the details.

A motion was made by Malone to approve the WFDF Development Program 2020 – changes, seconded by Morooko. The motion was approved unanimously.

### **WFDF 2020 elections – candidates and dates, elections announcement**

Bernardi presented the open positions for the 2020 election year cycle for WFDF. He motivated everyone interested in taking the positions to apply and also consider the Continental Federations.

The deadline to apply for the upcoming election is October the 28<sup>th</sup>.

### **Reports and Updates**

#### **Overview of events in 2020-2021: Events report / Post-event Reports and issues to flag**

Woldt stated that her team continues to plan next year as normal, assuming the pandemic situation will improve sufficiently. It was most important to work with TOC's, NF's, and Governments to make sure that WFDF could make these events run all



safely. At this stage, the course of the COVID pandemic is unknowable so the main priority is to get contracts signed up.

### **Athlete's Commission Report**

Grant referred to his report in the briefing book.

### **SOTG Committee report**

Spirit of the Game Committee is looking for two new members, including at least one person from the Oceania region.

Maehr reported recently established engagement with PAFDF thanks to Bulos, especially since Pan America doesn't have SOTG Committee.

### **Women in Sport Commission**

Malone reported about the focus on getting the Gender Equity toolkit out and getting everyone to give their input which had been a priority for the Commission.

### **Media and Broadcast Plans for 2021**

Rauch started this report by letting everyone know about the "behind the scenes" work towards LA2028 that he is working on with Rockwood. Rockwood reported that they have put together a pretty solid information packet for a very influential online publication that has many readers inside the Olympic movement. He is also working on distributing evergreen content, enhancing awareness, and getting people to know about WFDF and its disciplines.

### **IT Update**

Rauch gave a brief report on the website status. The IT team has been making some progress and had gotten through a few technical challenges due to outdated plugins.

Tobiasiewicz is reaching out to Bernardi, Woldt, and the rest of the Administrative and Events team to update the content since the goals are to publish the new website in October if possible.

## **Continental Association Reports**

### **PAFDF**

Bulos presented a 10-year strategic plan for PAFDF that has been divided into three horizons. The end goal is to get Olympic recognition of flying disc sports within all PAFDF countries.

Another important goal is to continue the membership growth among the following countries: Bermuda, Jamaica, Barbados, Honduras, Belize, Guatemala, Trinidad and Tobago, Cuba, Salvador, Ecuador, Peru, and PAFDF is trying to look for the evidence of the flying disc sport in Aruba and Curacao.

### **AOFDF**

Morooka started his report with the information about the World Masters Games – Kansai 2021. On September 18<sup>th</sup>, there was a meeting between LOC and National Labor Relations. Morooka was present at the meeting and reported that the previously scheduled date is May the 14<sup>th</sup>. At this point, they are considering special permissions.

He also presented the Japan Open DG Tournament 2021 (Kukui, 14<sup>th</sup> – 21<sup>st</sup> May) that can be used to showcase disc golf. Same with Asian Games 2022, the plan is to showcase several of the flying disc disciplines.

### **AAFDF**

Alex started by thanking Board for being patient with AAFDF and also by appreciating the support from Bernardi and Jankovic in the last couple of months.

A significant change happened within AAFDF, the General Secretary has been changed, and Alex was pleased to present Travis Myburgh, an enthusiastic professional organizer out of South Africa. The latter is eager to speed up the development process in Africa.

He also mentioned the importance of an increasing number of female leaders within the AAFDF Commissions even though this is a challenge he has been facing for many years.

## EFDF

Griesbaum said that it's time to regroup and renew EFDF, especially now that Constant is also stepping down from the Secretary's position. They are working at identifying a new leadership team to replace them.

## Disc Discipline Committee Reports

Raflo asked the Continental associations representatives to support him with volunteers to work on the Beach Ultimate rules Appendix revisions that are going on at the moment.

## Finance

### Treasurer's report - August 2020 YTD (Bergeron)

Bergeron started her report by confirming that WFDF is tracking better on dues than projected and expected.

However, the big opening at the moment is sponsorships. Bergeron will work on that and try to boost the income by the end of the year. Rauch added that with WFDF core sponsors, it is a priority to figure out what 2021 may look like, even though it is difficult to expect that at this point.

Following up on this meeting, Bergeron will work on and prepare a revised 2021 budget.

## Next Meeting

ExComm: October 17/18 Board: November 14/15

**Closing: 17:48 CET**