

**Sunday June 14, 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), Brian Gisel, Kate Bergeron, Thomas Griesbaum, Liam Grant, Rob McLeod, Caroline “Caz” Malone, Wolfgang Maehr, Steve Taylor, Fumio Morooka, Charlie Mead, Yoonee Jeong, Alex Matovu, David Raflo, Nicole Bulos

**Also attending (non-voting):**

Volker Bernardi, (Executive Director), Karina Woldt (Managing Director Events and Operations), Igor Janković (Administrative Coordinator), Patrick Fourcampré-Maye (Event Coordinator), Tim Rockwood (Managing Director Broadcasting and Marketing).

Board members absent/excused:

Lori Daniels, Jamie Nuwer, Amandine Constant

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

The quorum was reached with 15 votes present out of 18.

**Report by the President**

Rauch welcomed everybody and thanked for participation.

**Decisions between meetings**

(none)

**Minutes of last meeting Board of Directors - 23 February 2020**

A motion was made by Malone to approve the Minutes of the meeting of the Board of Directors on 23 February 2020, seconded by Mead. The motion was approved unanimously.

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### **Minutes of last meeting Board of Directors - 20 April 2020**

A motion was made by Bergeron to approve the Minutes of the meeting of the Board of Directors on 20 April 2020, seconded by Bulos. The motion was approved unanimously.

### **Minutes of last meeting Executive Committee - 16 May 2020**

The Minutes of the last Executive Committee meeting was included in the Briefing Book as a reference.

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

#### **Women in Sport Commission Report (Malone)**

Due to the limited time Malone had for the meeting, the report of the Women in Sport Commission was moved to the top of the agenda, and she outlined the three latest accomplishments. First, the Gender Equity Toolkit for tournament organizers has been developed. The lead author on the document was Alicia Lui from Hong Kong who works full time in women's sports development. The importance of having a gender equity coordinator for all events and reminders is presented along with checklists, an explanation of how to do equal budgeting that supports gender equity. Everything from communications, site visits to the facilities, hosting workshops, and having safeguarding policies in place that prevent any gender-related harassment or abuse as well, is explained here. Woldt was helping with this document, which will be useful when events are back on schedule to present the Toolkit itself.

Second, Malone presented the campaign done by the commission for the International Women's Day and thanked Jennifer Thomas for her help with social media. Third, in terms of advocacy, the commission did a workshop last year in Shanghai, which was very successful, with more than 50 participants represented at the event. The result of such a gathering we're seeing with more interaction within the community and growing interest of female athletes in Asia and Oceania.

Malone concluded her report by asking everyone to have in mind the importance of the gender equity topic, especially at the moment around racial issues and the equality for all of us, whether it's race, different backgrounds, ages, or gender. That is something that the commission under her as chair will push forward later during the year.

Bernardi asked for the final version of the document so that he can report to the IOC. The Gender Equity Toolkit is a part of the WFDF's Development and Grants Programme funded by the IOC.

### **World Ranking Criteria for Disc Golf 2020-2021 (Mead)**

Two major criteria for World Rankings by country for Disc Golf have been used. One is the result from the WFDF Team Championships, and the other is individual player rankings from the PDGA, which means that every player in the World who is a member of the PDGA has a rating. The top three rated men, the top three rated women, top-rated masters, top-rated junior, all get added together. The ratings then determine the order for how countries are ranked for individual players. After that comes the rank of all the team members in the WFDF World Team Championships. WFDF combines the two sets of data in calculating the overall World rankings by country. Until now, the criteria have been calculated based on 50 percent for ratings for individual players and 50 percent for the WFDF World Team Championships. The DG Committee with input from the PDGA and players felt that the weighting on the WFDF World Team Championships was too high. The event is held only once every two years and therefore this one event has a disproportionate impact on the way the rankings are calculated. Mead said that the DG Committee recommends that the should use a 60/40 ratio, with 60 percent from the PDGA ratings, to provide a better balance while still allowing WFDF to provide and ensure that all WTDGC event has a significant impact on the world rankings themselves.

Rauch wanted to confirm with Mead that PDGA signed off on those 60/40 changes and he indicated that they are happier with it.

Mead concluded that this change wouldn't be official until September 2021 because the next DG Championship is a month before, in August next year.

A motion was made by Mead to approve New World Ranking Criteria for Disc Golf, seconded by Jeong. The motion was approved unanimously.

### **Disc Golf Qualification Criteria for participation in DG events (Mead)**

There was a need to create a set of qualification criteria for players representing national teams. Bernardi pointed out a couple of inconsistencies and inaccuracies because many players were changing the national teams they represented every two years. There was also a legal matter about whether in Europe WFDF could insist on a residency requirement of more than two years because we can't avoid the European law ruling. As a result, DG Committee is proposing the following criteria:

- That a player may represent a country for which they hold a national passport or National Identification Card for a country recognized by the International Olympic Committee.
- That a player may play for a country for which their parents hold a passport, national identity card, or are recognized by that country to be a citizen of that country which is recognized by the International Olympic Committee..
- That a player may represent a country in which they have worked, studied or lived for a period of two years prior to the start of any specific event and where they have a registered address in a country recognized by the International Olympic Committee.
- That the country they wish to represent should be a paid up member of WFDF.

Should a player have dual nationality or their own country of recognition is different from their parents, then they may choose which country they wish to represent, subject to their national federation's own criteria. Once an athlete has represented a specific country at WFDF events they may not represent another country for a period of 2 (two) years from the time of the end of the previous event. They may also not re-represent any different country in consecutive events after having first represented that country.

In some cases, the DG Committee will be flexible where needed, especially for the cases of the EU countries where players are allowed to change their residence more often.

A motion was made by Mead to approve Disc Golf Qualification Criteria for players representing National Teams, seconded by Maehr. The motion was approved unanimously.

### **WFDF Disciplinary Procedures for DG (Mead)**

DG Community is putting down in writing specifically disciplinary principles and procedures for Disc Golf. Most of these could be taken from the disciplinary principles and procedures in bylaws of WFDF and PDGA. Disciplinary Procedures at an event would be taken from the PDGA Rule Book and Competition manual 2019/2020 and WFDF Conduct Policy. Athletes would sign a Player Waiver Form which would bind them to these policies.

A motion was made by Mead to approve the WFDF Disciplinary Procedures for DG seconded by Grant. The motion was approved unanimously.

### **Disc Golf Committee – the addition of member (Mead)**

Mead presented background information on Craig Sheather (CAN) who he proposed as a new member of the DG Committee. Sheather has been organizing DG in British

Columbia for years and has organized many large events. Mead expected that Sheather could help him communicate with DG communities around the world. It was noted that WFDF had not yet received the CV of Sheather.

A motion was made by Mead to approve the addition of Craig Sheather as a member for the DG Committee, seconded by Taylor. The motion was approved unanimously.

Mead added that he was looking for more women on the DG Committee. He asked for help and recommendations in engaging more women.

### **WUGC Postponement/Cancelation (Gisel/Woldt)**

Rauch presented this topic by referring to the FAQ letter sent to all teams and reminding everyone that the deadline for the teams to give their response in terms of continued participation was June the 17<sup>th</sup>, Woldt created the FAQ from the questions she had received and included a high level budget. So far the feedback was generally favorable but Gisel stated that WFDF needed to hear from every team originally registered for the WUGC. The important point Gisel and Woldt tried to outline in the budget was the question of what money could be returned should teams drop out or if the tournament was canceled. Information was based on reporting from the TOC directly at the time of creating this memo, including all the discussions and meetings before. Gisel said that WFDF is reasonably satisfied that most of the money that has been spent already will be rolled over to the 2021 event and not be wasted. Nonetheless it has been communicated with teams that the postponement surcharge would be up to 150 euros per player should the event go forward.

WFDF committed to making a go or no-go decision on the tournament by July 15th, at which point there will be more decisions about what that surcharge will end up being.

Rauch reminded everyone that one of the things that WFDF pushed very hard with the TOC from the very beginning was that no new money would be requested from players or teams until early January in order to have a better perspective on the course of the pandemic situation.

Grant entered the discussion by thanking Woldt and Gisel on their hard work on this matter. He asked for more information related to the budget. Gisel and Woldt provided the details they had and indicated that the expense budget was as reported by the TOC directly.

Rauch added WFDF relies on organizers to manage the event that potentially has the loss taking the side of it. Bergeron mentioned that WFDF was running off its reserves

and had made adjustments to its annual budget. In 2020 WFDF was not receiving any sanctioning fees. Some WFDF staff were taking salary cuts.

Before concluding this topic, Woldt asked Grant to help with getting replies from all teams by June 17<sup>th</sup>.

### **Host of the 2021 WFDF World Under-24 Championships (Gisel)**

After a detailed analysis of the bids WFDF received from Cincinnati, USA, and Limerick, IRL, the Ultimate Committee recommended that WFDF give the host to Limerick, Ireland, as Gisel presented. Both bids were excellent and cost was the deciding factor.

A motion was made by Gisel to approve Limerick, Ireland, as host of the 2021 WFDF World Under-24 Championships, seconded by Raflo. The motion was approved unanimously with one abstention by Grant due to the conflict of interest.

### **WFDF 2020 Annual Congress – agenda draft (Rauch)**

The plan is to have Congress 2020 virtually on August the 15<sup>th</sup>, as Rauch presented. He asked everyone, including committee, commission, and continental associations' chairs, to provide a written report in the next three weeks. A complete package of information has to be given to all the participants, and people need enough time to go through the material. Bernardi will be sending the note in the week following this meeting, as a reminder. Bernardi also added that due to the circumstances, quality reports are this year more important than ever before. He also highlighted the report Nicole Bulos provided in front of the PAFDF and asked everyone from the continental associations to take a look at it and to use as a template.

### **Annual Risk Assessment (Rauch)**

Rauch started the report by reminding that five years ago, WFDF instituted annual risk assessment. In the past, WFDF highlight the potential impact of the disruption of the events cycle and the financial impact that it might have. The maintenance of a significant reserve is proved to be crucial this year because it will allow WFDF to continue activities.

Maehr commented that WFDF's business has grown significantly in the last couple of years and wanted to know if the operating model has been changed over the years.

Rauch explained that the most significant adaptation was adding the staff coming this year. Fourcampré-Maye as Event Coordinator, Jankovic as Administrative Coordinator, and Tobiasiewicz as IT Administrator. Nine years ago, Bernardi came as the first full-time member. After that, Woldt joined firstly on a part-time basis in 2014, and later as a full-time in 2017. Additional staff includes Rockwood (Broadcasting and Marketing), beginning in 2015, and Thomas (Communications), beginning in 2017, in primarily unpaid capacities. WFDF has a paid bookkeeper on hourly basis. However, WFDF is still highly reliant on volunteers.

Maehr commented regarding maintaining the Spirit of the Game as an essential component of the Flying Disc sports.

A motion was made by Jeong to approve the Annual Risk Assessment, seconded by Maehr. The motion was approved unanimously.

### **Approval of revised 2020 – 2021 budget and 2022-2025 forecast (Bergeron)**

Bergeron said that the first thing she did was looking at where WFDF stands for the 2020 budget and what modifications have to be made for 2020 and 2021.

WFDF is taking a big hit because of the events not going on this year and not receiving the sanctioning fees. Profit from the event management and events itself is not crucial for WFDF, but sanctioning fees are a core item of the WFDF income. The projected number was US\$136,000 from sanctioning fees. With various adjustments, 2020 revenues are expected to be reduced by nearly 60%.

On the income side of the budget, US\$365,000 initially projected. Bergeron expects that due to the COVID-19 impact and previously explained events situation, WFDF ends up receiving the half of it, around US\$170,000. Moving up the events to the next year, instead of US\$331,000, expectations are that income could be higher, close to US\$370,000.

Bergeron then outlined the expected reductions in expenses. This results in an expected loss in 2020 of US\$110,000.

In 2021, we assume that several of the events originally scheduled for 2020 will be held, although Continental Championships will be canceled.

A motion was made by Gisel to approve a revised budget for 2020, seconded by Jeong. The motion was approved unanimously.

A motion was made by Raflo to approve a revised budget for 2021, seconded by Mead. The motion was approved unanimously.

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### **Approval of auditor for 2020 (Bergeron)**

Bergeron explained that WFDF has been working with a certified auditor from Colorado Springs for the last several years. Last year our principal CPA set up his own company, and now we are working with McMillen & Company, PLLC, run by Lane McMillan. Bergeron thinks that WFDF should continue the contract with them.

A motion was made by Bergeron to approve McMillen & Company, PLLC as auditor for 2020, seconded by Gisel. The motion was approved unanimously.

### **Safeguarding Policy (Rauch)**

Rauch said that the goal would be to try to finish this up in the next two to three weeks after this meeting and that it will be sent out to the Board for an electronic vote for approval after that.

### **WFDF – WADA Code Compliance – policies/actions requested by WADA and Anti-Doping Test Distribution Plan changes – update (Nuwer/Bernardi)**

Bernardi reported that WFDF is now in the final stage for the WFDF – WADA Code Compliance policies approval that has been required due to the new WADA Code coming into effect in 2021. Updates and documents were provided within the Briefing Book several times before this meeting. Approval of the documents is mandatory.

Rauch asked whether the new WADA Code for 2021 would represent significant changes or just small adjustments. Bernardi answered that this was a complete rewrite of the Code and, for example, WADA requests that disciplinary sanctions are stricter than ever before.

Bernardi concluded his report by saying that since WFDF started the testing, there were no negative cases regarding anti-doping testing. If there were any, it would likely result in greatly increased testing requirements.

### **WFDF 2020 census and membership dues invoices – update and requests for lowered dues (Bernardi)**

Bernardi indicated that Israel, the Netherlands, and Hungary asked for a delay in paying the dues because of the WUGC postponement. There are two requests for 100% waiver of the fees from India and Uganda.

Rauch said that there is no such thing as a formal postponement. The countries that are not paying dues are not in good standing within WFDF. Therefore, they will not have a vote in Congress, and they will not be able to participate in the World Championships. They cannot move anything to Congress, Bernardi added.

With the requests of waiver, Rauch referred to the WFDF bylaws. Reducing the issued invoices by 50 percent under the special terms of payment is available to countries that are lower-income countries. Rauch thinks that India, Uganda, and the Democratic Republic of Congo would all qualify as lower-income countries. Rauch proposed these special terms of payment to the two countries that officially requested (India and Uganda) and to do the same with the Democratic Republic of Congo when they send the official request. This means that unless they pay 50 %, they cannot vote at the Congress 2020.

A motion was made by Rauch not to approve the postponement of the payments for the countries which requested the delay, seconded by Raflo. The motion was approved unanimously.

Bernardi mentioned the ten members out of 60 regular members that didn't file the Census and asked for the decision on those members as well.

Rauch asked for them to be invoiced with the amount they were invoiced last year. No one was against this proposal.

A motion was made by Rauch to approve the special terms of payment for dues in 2020 for the payments for India, Uganda, and the Democratic Republic of Congo, seconded by Bergeron. Maehr abstained due to the conflicts of interest.

### **Current issues around COVID-19, Event cancellations/postponements, Racism debates, etc. (Rauch)**

Rauch explained why WFDF hadn't reacted officially when it comes to the recent issues that had arisen around racism. Rauch asked the Board members to express their opinion, especially if they think that WFDF should react differently. A discussion arose about this topic, concluding that WFDF during the years has been open about these issues and that Flying Disc tries to be one of the most inclusive sports. Mead and Griesbaum think that the current issue isn't as localized as it seems and that WFDF should come forward with some kind of a global statement.

Bernardi presented the example FIBA did by referring their statement to the "world of basketball" instead of connecting the issue with any kind of political action happening in the world.

Gisel added that people would expect some kind of action at the WFDF events. Rauch asked if there should be some kind of inclusive workshop at 2021 events. Most of the people from the meeting agreed. Rauch comments that the Rule 50 of the IOC restricting athletes from expressing their political opinions during the Olympic Games was currently under review. They can use their social media profiles to raise their voices but not do any act in competition or the medal ceremony. Earlier this month, the IOC President, Thomas Bach, said that they are reopening this discussion. We will expect a resolution by early 2021 and revisit the situation at that time in connection with our own events.

### **Congress motions presented by HFDF Hungary (Rauch)**

Rauch presented motions for Congress by the Hungarian Flying Disc Federation that came before this meeting. Board members discussed it, and they came up with a conclusion not to support it due to various reasons.

HFDF will be informed that the WFDF Board rejected the proposals, but if they are in good standing, they have the right to present their proposals directly to Congress, albeit with the caveat that WFDF Board didn't support them.

A motion was made by Rauch not to support the motion made by HFDF and to communicate as agreed, seconded by Gisel. The motion was approved unanimously.

### **Reports and Updates**

#### **Overview of events in 2020-2021: Events Report / Post-event Reports and Issues to flag (Woldt)**

Woldt thanked Fourcampré-Maye for his support on making the refunds to the WMUC and WJUC teams. The Event department is looking forward to starting work on 2021 events.

#### **Athletes' Committee Report (Grant)**

Grant said that he already shared the biggest concerns of the Athletes' Commission and got the answers he needed.

### **SOTG Committee report (Maehr)**

As the events are being pushed to next year, SOTG Committee is trying to reconfirm the SOTG directors for the following year. The Committee is also working with USAU on the spirit scoring sheets. They are doing updates trying to make it more inclusive language-wise.

### **Media and Broadcast Plans for 2020/2021 (Rockwood)**

Rockwood assured that everything done in the last four years was still on point, and it would be active as soon as WFDF continues with the events.

### **IT Update (Rauch)**

Rauch presented the report submitted by Tobiasiewicz. There has been a setback with the new website since some of the WordPress functionalities are outdated, but the IT department is working towards solving those issues. The current timeline says that the website could be released in early August. Rauch reminded once again, everyone to use Clockify regularly. There is positive feedback about using Google Meet to meet. The IT department is working towards GDPR rules to be aligned with the new website.

### **Continental Association Reports (Chairs)**

#### ***PAFDF***

Rauch mentioned once again how everyone within WFDF is satisfied with the report PAFDF submitted. Bulos presented the survey results and said that they created the WhatsApp group with representatives from each country so that people can communicate better. PAFDF established contacts with Ecuador, Nicaragua, Puerto Rico, Guatemala, Peru, and El Salvador to help them become WFDF member.

#### ***AFDF***

AFDF established Committees, and they are now discussing the activities after the pandemic situation. The website will be launched next month. AFDF is considering Flying Disc participation with Bernardi at the Asia Pacific Master Games in Korea 2022.

## ***AAFDF***

Matovu reported the problems they're having around AAFDF with people not being responsive or resigning from their roles. At the moment, the main focus is on establishing new structures. Finding volunteers is also a big challenge at the moment.

## **Disc Discipline Committee Reports (Chairs)**

### ***Disc Golf***

Mead said that one of the important goals would be having the representatives from the disc golf in other committees. He also mentioned the challenge of introducing the SOTG to the DG, which he added to his report that will be mostly the same for Congress 2020 as it was for this meeting.

### ***Freestyle***

Written report submitted by Lori Daniels. She couldn't participate due to the board meeting time being in the middle of the night.

### ***Overall***

Written report submitted by Rob McLeod. He added that there is a critical sponsorship option overall. McLeod asked for \$150 for a video clip which would explain what WFDF is. McLeod presented the idea on how to promote overall in Asia.

A motion was made by McLeod to approve additional funding for the video, seconded by Gisel. The motion was approved unanimously.

### ***Guts***

Besides submitting his report, Steve Taylor thanked for being invited to the call of the PAFDF.

### ***Beach Ultimate***

Raflo reported a slight delay in getting the rules updates. Regarding the questions that he submitted, he also received several helpful answers during this meeting.

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## **Finance**

### **Treasurer's report - May 2020 YTD (Bergeron)**

Bergeron presented a pre-final version of the 2019 finance. The income from dues in 2020, as mentioned before, is doing quite well, while expenses are minimal, mostly tracking to salaries.

Rauch asked for a summary of the balance sheet 2018 vs. 2019. Bernardi asked for the documents that have to go in the Briefing Book for the Congress 2020 that people have to vote on.

### **Next Meetings**

ExComm: July 18/19, Congress 2020: Aug 15th, Board: September 19/20 (tbc)

**Closing: 18:25 CET**