

**Sunday December 15, 2019:** UK, POR- 14:00; GER, SUI- 15:00; UGA- 17:00; USA NY, VA, MI 09:00; USA CO, AZ 07:00; USA CA, CAN BC 06:00; JPN 23:00; HKG 22:00; PHI 22:00

**Board members present:**

Robert “Nob” Rauch, Kate Bergeron, Brian Gisel, Thomas Griesbaum, Caroline “Caz” Malone, Yoonee Jeong, Amandine Constant (via proxy), Jesus Loreto, Travis Smith, Rob McLeod, Ali Tincknell, Charlie Mead, Fumio Morooka, Steve Taylor, Jamie Nuwer, David Raflo

**Also attending (non voting):**

Volker Bernardi, (Executive Director), Karina Woldt (WFDF Managing Director Events and Operations), Tim Rockwood (Managing Director Broadcasting and Marketing), Igor Janković (Administrative Coordinator)

**Board members absent/excused:**

Alex Matovu, Kevin Givens

**Call to order (time: 15:04 CET)**

The quorum was reached with 16 votes present out of 18.

**Report by the President**

Rauch welcomed everybody and thanked all for participating in this last meeting of 2019.

**Decisions between meetings**

(none)

**Minutes of last meeting Board of Directors - 20 October 2019**

Rockwood asked for two corrections to be made under the topic “Media and Broadcast Plans for 2019/20”:

- to replace the term “distinct” views by “unique” views
- to replace the second sentence with “Viewing numbers in China alone for WU24 (Heidelberg) were 700,000 page views, with 100,000 unique visits, making WU24 the most widely viewed Ultimate event ever.”

A motion was made by Gisel to approve the minutes of the Board of Directors meeting on 20 October 2019, seconded by Mead. The motion was approved unanimously.

## **Minutes of last meeting Executive Committee - 24 November 2019**

Rauch presented the minutes of the last Executive Committee's meeting for reference by the full board.

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

#### **IT Issues: Web site update, Email alias update**

Rauch announced that WFDF had signed a contract effective December 1<sup>st</sup>, 2019, with Luke Tobiasiewicz as new WFDF IT Administrator. Tobiasiewicz had provided a report which would be circulated after the Board meeting. He had focused on six main IT areas, among them

- testing a consultant work hours tracking system
- getting the new WFDF web site ready to be launched (technical issues with load speed and review of content on the new web site)
- training of editors for the new web site
- linking the rules sub-site to the new domain
- migrating the Yahoo groups over to a new google based system
- roll out of new WFDF email aliases with the new domain wfdf.sport which had begun already and would be finalized over the next several weeks
- migrate to an online cloud storage system to consolidate all files relevant to WFDF matters
- getting up to speed with the UltiOrganizer system initiating a project to raise it to the next level

#### **BULA/WFDF MOU - negotiation with BULA 2021/2022**

Rauch reported that WFDF had been in discussion with head of BULA Sofia Pereira about the potential renewal of the 2016 – 2019 MoU. BULA saw its future main contribution to WFDF on the media side and asked to continue to receive a portion of the sanctioning fees of major Beach Ultimate events. There was a discussion of the pros and cons with input from the Beach Ultimate Committee chair. ExComm had discussed signing a two year MoU and providing BULA with a contribution to support their ongoing development efforts. A number of revisions were reviewed, including providing for WFDF to be able to introduce game advisors or anti-doping measures if Beach Ultimate were to be included in a multi-sports event, and eliminating Currier Island since it is not a real country and impacts the competition. It was acknowledged that BULA and Patrick van der Valk in particular had contributed immensely to the development and advancement of Beach Ultimate and spirit for which role he should be recognized.

A motion was made by Rauch to approve to offer to BULA a renewal of the MoU with a commitment of financial support for the development of Beach Ultimate, seconded by Raflo. The motion was approved with 15 in favor and one against.

## **Press Release/Social Media Protocol**

Rauch outlined a proposal for the submission and publishing of WFDF's official press releases. The proposal makes a distinction between releases concerning WFDF's administration, WFDF events, and other WFDF activities. All releases should be reviewed by the WFDF Communications Group (WFDF President, Executive Director and Director of Communications and Global Media).

Each release should be submitted together with a photo or a graphic, also to be used on the web site and social media.

There would be four distribution levels ranging from WFDF staff/volunteers and member federations to the Global Sports Community plus general news media.

A motion was made by Griesbaum to approve the proposed protocol, seconded by Bergeron. The motion was approved unanimously.

## **Election update/preliminary results - 2019 elections**

Bernardi reported that a quorum for all positions had been reached and voting would close the same day at midnight. He expressed disappointment that some WFDF members would not cast votes for all committee chairs and that some of the biggest members had not cast a vote at all just hours before the deadline. He suggested to rethink the requirement for a 50% majority for non-Ultimate committee chairs. The official election results would be announced in the middle of the following week because all voters have 74 hours to confirm their vote.

Rauch thanked Bernardi for his work in running the election.

## **Anti-discrimination and safeguarding Policy (per GAISF Governance Survey/IOC requirement)**

Nob reminded the board that the GAISF Governance Survey in 2019 had suggested WFDF establish an Anti-Discrimination Policy. He confirmed that WFDF had seen a need for such a policy together with a Safeguarding Policy recently and was looking for people to help Bernardi to write a draft, building on policies from other international federations. Malone saw a potential volunteer in the Women in Sports Commission, Tincknell suggested to have a member of the Athletes' Commission included and Mead offered his help.

## **WFDF Commissions - proposed appointments and changes: Athletes' Commission, SOTG Committee, Sport for All/Development Commission**

Tincknell stated that she was stepping down as Athletes' Commission Chair for personal reasons and she proposed commission member Liam Grant to be approved as interim chair until new elections in July 2020 at the WUGC in Leeuwarden.

It was agreed that Grant, who was connected to many media outlets, would respect the confidentiality of board matters.

A motion was made by McLeod to approve Liam Grant as interim Athletes' Commission Chair, seconded by Loreto. The motion was approved unanimously.

Bernardi informed that member of the SOTG Committee Dan Raabe had stepped down and the committee was proposing to replace him by Kate Kingery who had submitted a complete application. Smith confirmed that Kingery was a very good candidate for this position, which Rauch confirmed.

A motion was made by Smith to approve Kingery as new SOTG Committee member, seconded by Tincknell. The motion was approved unanimously.

Bernardi reported that the Sport for All/Development Commission Chair had been unresponsive for many months despite several attempts by him and Griesbaum to receive a reply through different means of communication. Bernardi had collected and evaluated proposals for IOC grants for the second year and proposed to find a new chair. He suggested to act as interim chair with WFDF Administrative Coordinator Janković as deputy chair.

It was asked if this position should be paid. Bernardi replied that IOC preferred to see its money be spent for projects rather than for human resources.

Rauch asked Bernardi to inform Sani that he no longer was chair of the Sport for All/Development Commission.

A motion was made by Malone to approve the interim appointment of Bernardi as Sport for All/Development Commission Chair with the goal to identify a future chair, seconded by Gisel. The motion was approved unanimously.

### **Report on WADA World Anti-Doping Conference 2019**

Nuwer gave a summary of the conference:

- The new Anti-Doping Code had been approved.
- All IFs needed to increase the oversight of its athletes. Bernardi had again negotiated successfully to keep testing for Flying Disc at the lowest possible level.
- New measures such as Athlete Biological Passport and Athlete Passport Management Unit had been introduced
- A Charter of Athletes' Rights was being worked on
- The effects of the IOC medal reallocation program were presented

### **WFDF cooperation with International Testing Agency (ITA)**

Nuwer proposed to work with the ITA to help WFDF meet requirements, which were getting more complex and difficult for volunteers to do.

ITA would not take over WFDF's authority. WFDF would still decide where, when, and how many tests would be done. ITA offers a wide range of services and the full scope would be very expensive. WFDF had spent about US\$ 13.000,00 for anti-doping last year and would increase this by US\$ 10.000,00 in 2020. ITA would help with ADAMS, take care that in-competition and out-of-competition testing were performed, and results stored/archived. ITA would keep the Biological Passports (electronic record which tracks biological markers – blood and urine – from individual athletes) as well as run the Athlete Passport Management Unit.

Nuwer proposed that WFDF should meet WADA requirements by continuing to use Real Winner, TUE committee, and MADC manage any abnormal testing results. WFDF could also work together with other low risk sports for the intelligence requirements.

A motion was made by Jeong to approve to outsource the above mentioned tasks to ITA, seconded by Tincknell. The motion was approved unanimously.

### **Proposals on WFDF WADA code compliance**

Nuwer proposed the Anti-Doping testing pool and test distribution plan for 2020. Designated countries would be asked to nominate athletes for the testing pool. She continued to explain the proposal for Out-Of-Competition Testing (OOCT) and In-Competition Testing (ICT) in 2020.

A discussion arose about whether it was too distractive for athletes to have OOCT very shortly before a WFDF major event. Tincknell reported that some athletes had expressed a preference to be tested not within the days immediately to a major event. It was agreed that the implications (e.g. higher costs) needed further discussion and would not be implemented in 2020.

A motion was made by Gisel to approve the Anti-Doping testing pool and test distribution plan for 2020, seconded by Griesbaum. The motion was approved unanimously.

### **Discussion topic: WADA doping ban include Ultimate?**

Bernardi reported on recommendations made by the Compliance Review Committee (CRC) and endorsed by WADA that the Russian Anti-Doping Agency (RUSADA) be declared non-compliant with the World Anti-Doping Code (Code) for a period of four years. No exact time for the validity of the recommendations can yet be set as this will depend on any potential appeals and process at the Court of Arbitration for Sport (CAS). WADA will come up with detailed guidelines and recommendations after the CAS meeting in January 2020.

There may be limitations for WFDF world championships in the future once potential appeals had been heard and CAS has passed a ruling. Even if there would be a ban on Russian teams playing in WFDF events, athletes from Russia could play under a neutral banner. As of now WFDF cannot make a definite comment.

## **Report on IPC General Assembly & Conference 2019, conclusions on IPC recognition for WFDF**

Bernardi had attended the IPC General Assembly in October. He had resubmitted WFDF's application for renewal of the status as an IPC recognized IF which would be decided on in January. WFDF's classification code needed to be finalized very soon to remain classification code compliant. This would be worked on in a meeting in January/February with the help of the FINA classification officer.

Mead suggested to get input from the WFDF Athletes' Commission to create a classification which would reflect the needs of Flying Disc. Tincknell confirmed that the AC could help.

Bernardi agreed to have as much input as possible, but the first IPC compliant classification code draft was needed very soon. It would then be possible to update the classification as needed.

### **Division name - Motion regarding "Open" vs "Men"**

Smith had presented this motion: That WFDF should use (and recommend for use) the term "Open" instead of "Men" or "Mens" for all divisions of all disc sports, when that division (mens/open) is, in fact, open to all genders. "Open" would therefore be the name used for any open division at all of our own events, and at multi-sport events whenever possible.

WFDF had received feedback from the Women in Sport Commission and Ultimate Committee. Rauch asked each chair to give an overview of the feedback.

- Women in Sport Commission was in favor of going back to the term "Open", as this would clearly advertise that any gender may participate. It could decrease the visibility of the Women division, but that was hard to measure.
- The Ultimate Committee was mostly in favor of keeping the term "Men" as it seemed to be more clear. Other associations or event hosts could still use "Open".
- The Athletes' Commission voted to move to "Open" as this term described the division best. Also, this term did not pose any problems when translation was needed.
- Bernardi stated that no Multi-Sport event would accept the term "Open", at all these events WFDF would have to use the term "Men/Mens".
- In Disc Golf "Open" was being used
- In Guts there were no other than men's teams (except in Japan)

Smith thanked all committees for presenting a broad perspective. He confirmed that the motion did not request "Open" to be used at Multi-Sport events, only where possible.

Rauch did a roll call for this vote. The result was  
Eleven (11) in favor of the change

Four (4) against the change  
One (1) abstention

### **Motion: Ultimate Appendix 2020**

Gisel presented the WFDF Rules of Ultimate 2017 – Appendix V4.0 to come in effect in January 2020. There were few significant changes of which he highlighted:

- receiving foul clarification
- gender switching for all WFDF events
- dangerous play
- adjustment to seeding rules (countries who did not participate at events in the recent past)
- bidding process
- changing hand signals for game stoppage and gender ratio.

### **Motion:**

A motion was made by Gisel to approve Appendix V4.0, seconded by Travis. The motion was approved unanimously.

## **Reports and Updates**

### **Overview of events in 2019-2020: Events Report / Post-events Reports and Issues to flag**

Woldt reported that she was still closing the 2019 event books and her focus was switching to the upcoming events in 2020.

### **Call to Bid all 2020/2021 events PR**

Woldt reported that she had received many bids for 2021 and 2022 already and several bids were from outside of the Ultimate community, e.g. from tourist boards.

A discussion arose if bids which were not supported by the national federation should be accepted. Woldt confirmed that all bidders were asked to provide endorsement by the national federation. Should a NF express disapproval the bid would be brought to the Board for discussion.

### **Athletes' Commission Report**

Tincknell reported that the Athletes' Commission had been contacted by the Rules Subcommittee Chair and had provided feedback and comments on a draft update of the Appendix for the rules of ultimate. In light of the upcoming elections of three AC members at the WIGC in Leeuwarden the Commission had discussed how to attract more participants in the elections. Tincknell also saw room for improvement in integrating AC members into other commissions.

## **SOTG Committee report**

Smith reported that the International Spirit of the Game Day on December 7<sup>th</sup> had attracted slightly fewer participants, in part due to less outreach in preparing the event. But overall it was considered successful.

SOTG directors for four events in 2020 had been identified. Rauch stated there should be a review of the proposed SOTG directors, e.g. taking travel costs into consideration.

Mead asked the SOTG Committee for help in establishing SOTG criteria for Disc Golf. He suggested that new SOTG Committee members should also have disciplines beside Ultimate in mind.

## **Media and Broadcast Plans for 2019/20**

Rockwood expressed content with the results of 2019. He was working on the broadcasting plans for the events in 2020, mainly concentrating on WUGC in Leeuwarden. Fanseat had expressed interest in a three year deal for the right to broadcast games from secondary fields. He mentioned that WFDF was working on a MoU between WFDF and USAU which would make WFDF a part of a three year USAU deal with a US television company, starting in 2020. The MoU wording would make sure that WFDF's affiliation with the Olympic Channel, the International World Games channel and various Chinese media outlets could be continued.

Through Bernardi a contact had been made with Italian Ferrero SpA, the second biggest chocolate producer and confectionery company in the world, who was interested in adding Flying Disc to its social responsibility project "Joy of Moving." This 10 year old project is targeted towards children ages 5 – 12. Rockwood suggested to develop a curriculum for children and to produce video iterations of the curriculum for use in "Joy of Moving".

Mead mentioned that there was already a curriculum for Disc Golf.

## **Continental Association Reports**

Loreto reported on the PAUC (13 countries, 67 teams in 6 divisions with 1255 athletes). The PAFDF Congress was held during the PAUC event with record participation and many important discussions. Elections were currently ongoing. Loreto was not running for re-election.

Bernardi noted that the elections of the continental associations needed to be synchronized better with WFDF elections since the continental presidents were ex-officio WFDF board members.

Morooka reported that also for AOFDF elections were ongoing. Currently AOFDF had 27 member countries and he was looking into raising this number. Notable events in 2019 had been AOBUC and AOUGC. As upcoming events he mentioned the Asia

Oceanic Ultimate and Guts Club Championships and the World Masters Games Kansai in 2021.

Bernardi noted that Yuta Saito had been appointed as Tournament Director. Usually this appointment would have been done by WFDF. He also noticed that the proposed number of divisions differed to what the IMGA was expecting. It was agreed that this needed further discussion to make sure the expectations of the IMGA would be met.

### **Disc Discipline Committee Reports**

Mead reported that the DG Committee was working on a 5-year plan and had identified several working topics, e.g.:

- WFDF and DG Membership - Relationship between WFDF members, IOC, NOC's and GAISF
- New criteria for World rankings
- Complaints procedure for DG - especially to deal with disciplinary issues
- Multi-sport events programme - IWGA, WMG, TAFISA
- WFDF sanctioning of DG events - minimum criteria.
- Development targets - including creating media and coaching materials for members; clubs and schools etc - involve WFDF Media Team
- Representation on all WFDF Commissions for DG; SOTG, Gender Equality, Athletes, Sport for All, Parasports, Schools and Universities, IT and including Media Team.
- Work with PDGA
- WTDGC schedules - need to co-operate with EDGF/PDGA?

McLeod reported on the received EOIs for WOC 2021 from three countries. After a successful WOC 2019 in the USA with over 100 participants from three continents chances were to have the event again in Europe.

A motion was made by McLeod to approve the payment of US\$ 3.000,00 for the preparation of ten videos with a duration of around three minutes each for each of the Flying Disc disciplines, seconded by Gisel. The motion was approved unanimously.

Upon request McLeod confirmed he would consult with the Women in Sports Commission about the editing of the videos.

Raflo reported that José Pires of the Beach Ultimate Committee had stepped down and he was looking for a replacement.

Taylor reported that the AOUGC 2019 had been a very good opportunity to promote Guts. He expected to have 10 teams for WUGC 2020 in Leeuwarden, which would be a new high.

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## **Finance**

### **Treasurer's report - November 2019 YTD**

Bergeron reported that relative to the budget, income was higher than expected, about US\$ 70.000,00. But also spending was more than budgeted but within a tolerable range. The 2020 budget needed to be reviewed, though. She was trying to close books and send all outstanding bills.

Rauch thanked the Board members leaving (Smith, Tincknell, Givens, and Loreto) and everyone for their efforts in 2019.

### **Next Meeting**

ExComm: Jan 25/26; Board: Feb 22/23

**Closing: 18:14 CET**

submitted by Thomas Griesbaum, WFDF Secretary