

## **Sunday, September 8, 2013**

Conference Call at Sunday September 8, 2013; UK, POR- 14:30; GER, RSA- 15:30; USA NY, VA, MI- 09:30; USA CO, AZ- 07:30; USA CA, CAN BC- 06:30; Japan- 22:30; Taiwan- 21:30

### **Board members present:**

Robert "Nob" Rauch, Thomas Griesbaum, Sandie Hammerly, Si Hill, Kevin Givens, Michael Hu, Fumio Morooka (16:18), Brian Gisel, Kate Bergeron, Patrick van der Valk.

Also attending: Volker Bernardi, Executive Director (non-voting).

### **Board members absent or excused:**

Jack Cooksey, Ryan Scott, Ryan Purcell (Athletes' Committee, non-voting)

### **Call to order (time: 15:35 CEST)**

The quorum was reached with 9 members being present and 10 members present from 16:18.

### **Report by the President**

President Rauch welcomed all Board members and thanked them for joining the conference call. Main topics would be the approval of the 2014 World Junior Ultimate Championships host and the decisions on the job description of the Event Coordinator and the Task Force on On-Field governance issues. The meeting also would be used to discuss the 2014 Anti-Doping program plan and the Development Grants program as well as Wheelchair Ultimate.

### **Decisions between meetings**

Minutes of meeting of May 19, 2013: As there was no quorum reached at the last Board of Directors meeting on 22 June 2013 please vote on the approval of the minutes from the last Board meeting on 19 May 2013 as posted under [http://office.wfdf.org/documents/doc\\_download/513-draft-minutes-board-of-directors-meeting-19-may-2013](http://office.wfdf.org/documents/doc_download/513-draft-minutes-board-of-directors-meeting-19-may-2013) . You have received the minutes as part of the Board briefing book for the 22 June 2013 meeting, too.

The minutes were approved with 7 votes and 2 abstentions. Total voting: 9 members. 8 September 2013

### **Minutes of meeting of June 22, 2013**

Bergeron proposed to accept the minutes, second by Hill. The minutes were accepted unanimously.

## **Decisions requiring votes of the Board**

### **WJUC 2014 bid - approval of host**

Hill informed the board that WFDF has received and reviewed three bids:

- Lecco, Italy, the event to be held two weeks in advance of WUCC 2014
- Columbus, Ohio, USA
- Québec City, Canada

Mark Kendall from the Youth Commission did the first round of reviewing the bids and his synopsis was enclosed in the Board briefing book. The document recommended that the European bid was the Youth Commission preference as this option would be cheaper for European teams, which could represent the majority of participants (ie with the event in Europe, many more teams would be likely to attend WJUC than if it were in other continents). At EYUC in Cologne many team coaches indicated that the teams would not be able to make it to events outside Europe. Hill guessed that the participation figures might be less than half as looking at EYUC: the WJUC Open division could be 24 teams, Girls 16 teams in Europe. If the WJUC were held outside of Europe there might be only 12 Open and 6-8 Girls teams as an estimate. Rauch added that during the discussions on hosting the WUGC in Asia, proximity was always an issue, but that we need to consider fairness as well to non-European countries. Hill mentioned that this was also the main reason for the Events Sub-Committee giving a 4:2 vote to Lecco and the Ultimate Committee voting 2:1 to pass the recommendation to the Board.

The challenge is that the WJUC in Italy as per the proposal sent in by Ultimateevents S.R.L. would be hosted two weeks prior to the largest event WFDF has hosted ever in Lecco, with WUCC and WJUC being connected by a Flying Disc Expo week. The Board discussed whether this is a level of risk which can be accepted. Rauch asked whether the TOC in Lecco and the organisation of Max Vitali is a group of volunteers with a risk of burn out. Hill explained that Ultimateevents consists of a core group of full-time employees (3 people: Max Vitali, Gemma Perez and Matteo Ercoli). This core group would be running all events and the workload on them would be very high. Hill was concerned that this is a risky situation but the rest of the Ultimate Committee thought it would be fine. Bernardi added that he was in contact with TOC Head Vitali many times. While the general structure of the working group seems to be good, the main concern is that for Vitali everything seems to be “no problem”. Important answers are given late and documents are not sent in respect of the deadlines which are written in the contract. Bernardi thinks that Vitali and his team would be able to deliver both events but that, without a break in between the two events due to the Expo, burn out is inevitable. Van der Valk shared Hill's concerns as Vitali also runs a MLU team as General Manager and this causes concerns that he would not be dedicated full time to the events in Lecco.

Gisel commented that he himself ran two back-to-back tournaments recently and also a MLU team. What balanced his decision on 2014 was that he felt that the scale economies of combining the events (with regard to logistics, sponsorship, transportation, hotels etc.) out-balance the threats as they save doubling work. Vitali's advantage is his experience. If we were two years from the event, Gisel would recommend to spread it. With 10 months away it hampers our abilities to have WJUC outside of Europe. We should plan 2016 at least two years ahead so European teams have time to plan travel outside Europe.

Van der Valk is worried about the Expo in between as it would be better to have a break between the two events. He asked Hill whether we could remove that in order to get the break for everybody. In general he felt that the EYUC was strong this year and the European teams got a lot of experience and we should give consideration for the two North American bids.

Hill mentioned that there was no second recommendation as the group was pretty clearly set on Lecco. It was only a discussion on whether the TOC could manage both events. There was a slight preference in the event committee for Ohio if Lecco were not approved, but the discussion became quickly a question about the participation levels.

Van der Valk asked whether the economies of scale savings in hosting two events do show up in budget. Hill responded that the savings seem to go to Max and not to the players. A negotiation would be necessary with Vitali about this. Rauch asked about the player fees comparison between three bids. Van der Valk added that these are pretty equal. When asked whether savings by TOC could be passed on to US and Asian teams, Hill said that EUF had considered that but that it would be hard to do.

Hammerly expressed concerns about awarding both events to Lecco. She requested further information on the Expo. Her view is that three weeks without a break would be just too much. Van der Valk agreed. Bernardi had mentioned the Expo workload concerns to Vitali before and recommended to give the bid to Lecco if Max would not do the Expo. Rauch added that the Expo idea in principle is very good – in the future this is something we should aspire to -- but that the burn out issue is very real. He suggested a compromise would perhaps be to have a 4 day break after WJUC and 2 day Expo.

Hammerly added that it seems that the TOC is not asking for outsiders to help with feedback and ideas. What is the content of the Expo? Rauch mentioned that the content clearly would reflect on WFDF so we should be a part of the planning.

With regard to the merchandising Hammerly mentioned that still the event hosts are making the final decisions on merchandisers. As it is written in the WUCC contract, we should insist that there be an open bid process for merchandisers.

Hammerly stated that for WCBU2011 there were not enough people involved in the preparations and operations. Griesbaum recommended we involve FIFD more in the organisation, but Rauch was worried whether FIFD has the personnel to do it.

As the discussion was concluded, Rauch proposed to the Board that the bid from Lecco should be approved with the caveats that:

- there should be an open and common bidding process about merchandising and other commercial issues like Broadcast/Streaming etc.,
- there should be a dialogue on the Expo, its length, contents, and whether it should be held at all,
- there would be separate event TOC Directors for each event, and
- TOC would have to pay for 3-4 Technical visits of the Executive Director or Event Coordinator for planning and consulting.

Givens added that, separately, there should be a process for WFDF with the new Event Coordinator to see that the 2016 WJUC Championships might be held outside of Europe. Rauch asked for a roll-call vote:

Rauch:	Yes
Hammerly:	No
Griesbaum:	Yes
Hill:	Yes
Gisel:	Yes
Van der Valk:	Yes
Bergeron:	Yes
Hu:	Yes
Givens:	Yes

Morooka did not vote as he just joined the call and did not participate in the discussion.

The proposal was approved 8-1-1.

Bernardi will meet Vitali during the next week and negotiate on the open points.

### **Event Coordinator (EC)**

Van der Valk commented on the job description that BULA has been doing event coordination for its own events in the past and they would like to keep that going so he would not want to see a large influence by the EC on Beach Ultimate. Also there is no SOTG coordination mentioned in the document. Furthermore, 1,000 hours / year are 20 hours / week and he doesn't think that will be enough. Rauch confirmed that no increase of influence on BULA events is planned. The SOTG role in sanctioned events will be added and the question of more work hours (ie a full-time position) is really a budget question – ie we don't currently have the budget available to prudently set this up as a full-time position.

Van der Valk asked whether we should connect this budget to the number of players attending events. Rauch objected as we don't want to create incentives for more events. Van der Valk added that we have already large events and e.g. 4,000 athletes at WUCC will generate US\$120,000 of income in 2014.

Hammerly asked whether if we go to Lecco the EC could take over the Expo and additional money generated could go to the EC budget. Van der Valk thought that this would make the EC focus more on the Expo than on the sporting events. Rauch also objected as taking over the Expo would mean taking over the financial risk which might not be immaterial. If the EC starts in January he would not have enough time for this anyway. Rauch added that a person who can do this part time might not want to do it as full time job. Hammerly mentioned that working two part time jobs is hard. Hill requested that we should try to get extra money out of the double-Lecco event (e.g. 10,000 or 15,000 USD) but wasn't sure how to do that.

Hill proposed to post a job offer for a part-time Event Coordinator and to approve the job description (with the part-time position already in the 2014 budget), seconded by Hammerly. The proposal was accepted unanimously.

## **Task Force for SOTG and Onfield Officiation**

Rauch asked for comments and questions on the proposal.

Hill agreed that we should try to make the game properly viewable with SOTG. He also mentioned that no system makes all players play a fair game. We need to solve the practical problem.

Rauch stated that he has seen situations where there are certain people who have deliberately cheated. There are certain lines we probably need to draw and that some element of this has to be taken in consideration. Gisel agreed that such a task force should be set up, but said that the idea is not so much that we need to make rules to force people to be more fair, but that we need to find a way to evolve the sport with the players. Van der Valk wants to take a step back; he hears people saying that World Games bronze medal game was bad; but he feels that we don't have more bad games than in other sports. He asked whether we really have a problem or this is just a reaction to a public outcry.

Hill confirmed that we do have an issue relating to the viewability of games and that we have a vulnerable point in our showcase games concerning officiating. We need to have a plan what to do, when that happens. The World Games bronze medal game was not awful by what was happening on the field, but it was not watchable. Hammerly preferred we say "preserve SOTG" instead of just saying our objective is a "fair game". She does not want people to think we are moving away from SOTG. It is a selling point for the sport.

Givens mentioned that games like the World Games bronze medal game hurt us. We need to make players more aware that they are ambassadors of the sport. Van der Valk agreed.

Rauch mentioned that at World Games there were many highly competitive, very close games that were nonetheless highly spirited, except for that one game. But this game got noticed at World Games where it had many VIPs watching. For most of the games it worked out, but this one blemished game confirmed to some of the spectators that they were right about their concerns about self-officiation. He is concerned that we need to be proactive, or otherwise we might get pushed into a solution which we do not like. We need to acknowledge that 65% of competitive players worldwide play with observers. Van der Valk wanted to tell the people that 95% of all games run well. If people don't listen to that, should we care?

Rauch added that we got hammered by the TV production company because one game started late. We are expected to deliver consistency. It is that small percentage of problems which people remember. In American football, a 3 minutes delay while referees are discussing a call will be accepted because it is clear what is going on, but if players do the same discussion, it won't be accepted because it looks amateurish.

Hammerly considered it be essential to set up the Task Force. She suggested Danny Saunders and David Barkan as additions to SOTG Task Force. Van der Valk said that Barkan might be too busy. Bernardi added that there should be some flexibility in the composition since the Task Force members proposed haven't been informed about that

so far. Rauch confirmed that he just put up names and hasn't spoken with several of the individuals yet, as noted in the proposal.

Gisel would like to see what our members see as a problem to this regard. In MLU, referees that clock games make games much more watchable than any other Ultimate game he has seen. Many people have confirmed this to Brian. If there are incremental revisions that make games better to watch, people will gravitate to that.

Van der Valk is worried that the Task Force has only 4 months to come up with its recommendation. he feels that this is too short a time for this complex task. Rauch stated that due to the perspective of looking at complex tasks, giving more time might be considered by others as too short again, and thus giving a short frame will help concentrate on solution finding.

Van der Valk proposed to make several chunks of 4 months but Rauch insisted that making it longer will make people take more time. Hammerly agreed that if the Task Force needs more time, they will tell us. Van der Valk insisted that we should not rush this as the outcome is very important. Gisel mentioned that even shooting for a January deadline would not be early enough for any changes in 2014 anyway; e.g. if we decide to have referees, we wouldn't have enough trained referees quickly enough. Gisel suggested that 4 months after task force is set up it reports back to what they have achieved by then, and then we shoot to finish in mid-year. Bergeron mentioned that it is clear that people want to discuss this. She remarked that currently most viewers are from the sport, but that could change. Rauch added that due to video streaming the audience has already broadened out. Morooka mentioned that it is very important to make games viewable by spectators.

Hill proposed to set up the Task Force as proposed revising the time schedule as discussed, seconded by Hammerly. The proposal was accepted unanimously.

## **Development**

### **Grants Program**

Rauch informed the Board that WFDF possesses an increased budget through the IOC financial support that will help us to set up a "Development Grants Program". Hammerly suggested to create an application form to standardize applications.

Hammerly proposed to accept the motion, seconded by Givens. The proposal was accepted unanimously.

Bernardi will set up an application form which will be filed by applicants, perhaps based on the application form used by USA Ultimate in their program.

### **Anti-Doping 2014 program**

Rauch informed the Board members that WFDF had agreed with WADA to submit an interim program plan for 2014 and asked the Board members to provide input on this.

#### Out-of-competition Testing (OOCT):

The next step could be a real no-advance-notice testing possible at any time within the given frame as alternative to our system used in the past to do OOCT on the day before the start of the event. Hill would like to continue to minimize the testing. Hammerly agreed unless we get pressure by WADA. Rauch asked Bernardi to confirm whether WADA could be fine with using the same system again in 2014.

Bernardi responded that 2014 is an interim plan because WADA will set up new rules for 2015 to be accepted during the World Conference on Doping in sport in November 2013 in Johannesburg. It was always our main goal to minimize the impact on the athletes. In 2011 WADA already informed us that we needed to prepare for “real” out of competition testing one day. WADA has told us to prepare to get ready for this in 2014. Only 3 people will have to experience these tests. There are chances that after Jan 2015 we might even be able to drop OOCT tests as the new code will allow for that after an assessment by WADA. Rauch wants to press hard for 2014 to keep away from no-advance-notice testing.

#### In-competition testing (ICT):

The question was asked whether we should we do testing at national teams at WJUC or club teams at WUCC.

(Bergeron left the call).

Hill suggested to do ICT at WUCC, not at WJUC. If we are looking at finalists’ testing, these club teams will come from countries where the associations know WADA requirements. Gisel mentioned that Club teams rosters still are not as organized as national teams. But he agrees that finalists will come from educated countries.

Rauch requested that only adult players be tested and stated he preferred WUCC. Bernardi confirmed that tests only would be done on adults (no minors – being 18 years old and and older). Where are we more likely to hit problems? Not in the area of performance enhancing drugs, more with social drugs. In the adults’ event people might be more likely to be using social drugs as per the experience of the Medical Committee.

Hill asked whether we would test after the finals. Bernardi confirmed that our plan is to do testing after the finals and that at WJUC that would be Open 2, Womens 1 and at WUCC one test per Open, Womens and Mixed divisions after the finals. He also confirmed that all rostered players could be tested even when they not participate in finals. Hill added that if testing was only for finalists, he would not be too concerned about doing testing at WJUC.

Rauch discussed the Anti-Doping quiz group “Real Winner” and added that we need to spend one-third of the US\$25,000 USD from the IOC on Anti Doping activities. “Real Winner” would cost US\$5.00 /user up to 300 users, and US\$4.00 /user up to 1,000 users. he proposes that we have 3 athletes from each team at WJUC and WUCC go through the course and to buy the “Real Winner” license. Hill supported having this test widely across teams. If we could put up this budget there it might give WFDF more leverage to keep our anti doping OOC test system. Hammerly agreed.

Bernardi added that we are quite successful with officials and described the problems which we have with players. Other sports have introduced this quiz and have had good success. He recommends we introduce this test. Rauch concluded that it sounds like we are prepared to spend the money. Hill asked whether we could do just 3 players per team, but perhaps exclude the captain, but Rauch raised an objection since the captain plays such a major leadership and information role on most of our club teams.

Rauch summarized that the Board would like to try to continue our WADA testing OOC system and that the preference is to test at WUCC, but that if necessary WJUC would not be a big problem.

### **Wheelchair Ultimate**

Rauch presented a proposal to see if it is feasible to establish an organized effort in wheelchair Ultimate. Hill will find out who is the contact in the UK, and Morooka will look for the contact in Japan.

The Board approved moving ahead with this.

### **Reports and Updates**

#### **WFDF Governance**

#### **IOC Recognition Application Update**

Rauch referred to the IOC letter and confirmed that WFDF will receive the US\$25,000 financial support for 2013 with one third slated to be spent on Anti-Doping activities.

#### **WFDF 2013 elections - information**

Hu confirmed upon request that he would run for re-election as at-large Board member.

#### **Report on membership issues (BEL, IND, KOR, TAN, MEX, BLR)**

Rauch presented the report.

#### **WFDF Congress 2013, Toronto**

No issues were discussed under this item.

#### **Global Athlete Questionnaire**

Rauch will be putting together a questionnaire.

#### **Pan American Association**

WFDF will try to encourage the Pan American countries to set up a Pan American Continental Association.

## **Ultimate Events**

Rauch presented the written reports.

On PAUCC we will check whether USA and CAN will participate.

## **Development**

### **Peace and Sport project in Colombia – sponsors**

Rauch reported that the project was concluded successfully.

## **Spirit of the Games Outreach**

Rauch reported that van der Valk gave a seminar in the Ukraine (paid for by WFDF) and that he has been invited by Russia to do the same (paid for by Russia). Van der Valk added that the Ukraine project was good and many young teams with young players ages 14 -16 had never had any spirit teaching, was an eye opener for many of them (around 150 players in all). Spirit at event was good, and laid a foundation for understanding of SOTG.

## **Freestyle**

Givens had no additions to his written report.

## **Finance**

Reports will be distributed at a later stage.

## **Next Meeting**

Proposed date: one month from now.

## **Closing**

The meeting closed at 17:55 CEST.

Submitted by Thomas Griesbaum, WFDF Secretary