

2011 PDGA Board Candidate Statements

Tom Cremer, #1673

Professional Experience:

As Postmaster, I am responsible for all of the financial and accounting records of the Moulton Post Office. I am also responsible for all of the timekeeping and payroll records. The Moulton PO is a city delivery and rural delivery office and I supervise 4 full time employees and 3 part time employees. I also complete numerous daily, weekly, quarterly and yearly reports on the computer. Managing the budget for the Moulton PO is another one of my duties. The office has a budget of over \$340,000 in expenses for this fiscal year, including over \$290,000 in Salaries & Benefits. Verbal and written communication with the customers of the Moulton PO and the citizens of Moulton is a daily task that I enjoy doing. Besides keeping the mail moving, my most important job is to everyday project a positive and professional image of the United States Postal Service.

Disc Golf Experience:

PDGA member since 1979. PDGA Regional Coordinator for Iowa, Minnesota, Nebraska, Missouri and Kansas City KS from 1986-1994. I have played in a Frisbee or disc golf tournament every year since 1974 and still play 12-15 events a year, including at least 2 National Tour Events a year. Started first Iowa PDGA Tour, along with Kim Steele from Urbandale IA, in 1982. Founder and President of Iowa Disc Golf Club, 1985-1990. Editor and Publisher of "Iowa Disc Golf News", the first statewide disc golf publication, 1985-1990. I have directed 49 PDGA events, including the first events in Fairfield IA, Oskaloosa IA, Cedar Falls IA, Coralville IA and Ottumwa IA. I have played in 300+ PDGA events and have 82 PDGA victories, including 29 Open Pro victories. Open Division Champion at first Minnesota Majestic. Two time State Champion in Open Pro, three time State Champion in Master Pro. Designed courses in Edgewood Park in Madrid IA, Chautauqua Park in Fairfield IA, Pioneer Ridge Nature Area in Bloomfield IA and Wildwood Park in Ottumwa IA.

Statement:

Disc golf has been a big part of my life for 38 years and I would like to continue to give back to this great sport by becoming a member of the PDGA Board of Directors. As a member of the Board, I would stress the need to continue to focus on the importance of all disc golfers, especially those in the Open Pro Division, to present a professional image at all times while competing in PDGA Events.

I served as the Regional Coordinator for Iowa, Minnesota, Nebraska, Missouri and Kansas City KS from 1986-1994. Having played in a Frisbee or disc golf tournament every year since 1974, and still playing in 12-15 events a year, including at least 2 National Tour events a year, I think I can bring a unique blend of old school knowledge and experience along with modern day awareness and appreciation of the sport to the Board. Along with Kim Steele from Urbandale IA, I started the first Iowa PDGA Tour in 1982. I was founder and President of the Iowa Disc Golf Club from 1985-1990. Publisher and Editor of the "Iowa Disc Golf News" from 1985-1989. I have directed 49 PDGA events in 5 different cities in Iowa. I have played in 300+ PDGA tournaments and 8 PDGA Pro World Championships. I have 82 PDGA victories, including 29 Open Pro victories. Two time State Champion in Open Pro, three time State Champion in Master Pro. Open Division Champion at 1st Minnesota Majestic. Designed courses at Edgewood Park in Madrid IA, Chautauqua Park in Fairfield IA, Pioneer Ridge Nature Center in Bloomfield IA, and Wildwood Park in Ottumwa IA. Managerial skills and communication skills honed by being a Postmaster for over 25 years. Retirement is just around the corner and I look forward to being able to devote more time to the sport I love.

I was recently part of the first class to be inducted into the Iowa Disc Golf Hall of Fame. Other inductees were Jeff Harper, Juliana Korver and Bob Kramer. I have given a lot to the sport over the years but have received much more back from the sport. My biggest contribution to the PDGA would have to be being father to two PDGA members and being grandpa to another PDGA member. Alison, #4146 and two time World Junior Frisbee Champion, has been a member since she was 3 years old. Benjamin, #4147 has been a member since he was 6 months old, and Henry (2 years old), #37258 has been a member since he was three weeks old. Disc golf- truly a lifetime sport.

I would appreciate your vote and support.

Robert W. Decker, CPA; PDGA Treasurer; #17745

Professional Experience:

I have nearly 36 years of experience as a practicing CPA in public practice providing tax, auditing and advisory services to a wide variety of clients. I am currently the president and majority shareholder of our firm. As a business owner (www.hiebertcpa.com) and Certified Public Accountant with substantial experience in dealing with the business needs of various types of nonprofit and for-profit entities, I have a set of professional skills and knowledge that is valuable to the PDGA. In addition, my years as a practicing CPA and years of serving on various management teams have provided me with the ability to listen to all sides of a discussion and to formulate ideas and actions that incorporate the best of all opinions.

Disc Golf Experience:

I am a Disc Golfer that loves to play the game, run tournaments and assist with the growth of the sport.

I have served on the PDGA board of directors since December 2004. This currently makes me the longest continually serving member of the board. During two of those years, I served as your President. Otherwise, I have served as financial director and treasurer. During this nearly 7 years of service, I have gained valuable insight into the complex operations of the PDGA, the varying needs of its members and the sport of disc golf, and an understanding of the history of the PDGA and how it has come to this point in its existence.

I am an Ace Club member and have participated in 6 of the last 8 Am Worlds and was also invited to the 2006 Pro Worlds. In addition, I have been the president or treasurer of the Air Capital Disc Golf Club in Wichita Kansas since 2001 and have been instrumental in negotiating with the city to expand our courses. Finally, I have run a multitude of local "club nights" as well as most of our Ice Bowls and PDGA sanctioned tournaments since 2000.

Statement:

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As a business owner (www.hiebertcpa.com) and Certified Public Accountant (CPA) with substantial experience in dealing with the business needs of various types of nonprofit and for-profit entities, I provide the PDGA board with a valuable set of professional skills and knowledge. In addition, my nearly 36 years as a practicing CPA and years of serving on various management teams have provided me with the ability to listen to all sides of a discussion and to formulate ideas and actions that incorporate the best of all opinions. This ability has helped me work in a positive way with the various different beliefs and approaches brought to the board by its other members.

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I hope that this information has convinced you that allowing me to continue serving you as one of your PDGA board members will benefit you as a member, the PDGA as an organization and the sport in general. I would appreciate your vote.

If you would like further information about me, or my business, please visit my business website at www.hiebertcpa.com or e-mail me at rdecker@pdga.com.

Again, thank you for your vote.

John Dorn, #13295

Professional Experience:

My name is John Dorn and I am humbly submitting my candidacy for the PDGA board position with a nomination from Wisconsin coordinator Terry Miller. You might know my name from 17 years of hot stamps, color artwork, web sites and marketing materials for disc golf events.

I have worked for major corporations, small companies and worn the freelance cap. With over 30 years of professional experience as a graphic artist, designer, illustrator, marketing professional, educator and father I can bring numerous skills to the table as a PDGA board member.

Disc Golf Experience:

1994 - Current. Disc golf event marketing, promotion, advocate and creator of hundreds of disc golf custom stamps and logos.

2010 - Current. Disc Golf Course Designers Group - Designer

2010 - Pro worlds artist and web designer

2007 - Pro worlds artist, volunteer coordinator and web designer

2000 - 2006. O'howler TD

2004 - 2005. League coordinator - Grafton, WI

2003 - Design and install of Pinecrest Disc Golf Course, Howard, WI

2000 - Installation, t-signs and course map for Grignon Park, Kaukauna, WI.

1997 - 1998. Am worlds team member

1997 - T-sign and course map creation for O'hauser Park, Neenah, WI

1996 - 1997. Design assist and installation at Telulah Park, Appleton, WI

1994 - 1997. League coordinator - Appleton, WI

1989 - First played disc golf in Winter Park, Colorado

Statement:

I will keep this brief. My direction as a PDGA board member is simple and centers on my strengths in marketing/advertising, education and family. These are the cornerstones from which I make decisions and I believe those areas line up well with the PDGA moving forward.

Thanks for considering me as a Candidate.

Rebecca Duffy, #33115

Professional Experience:

I have worked with failing businesses from financials to production finding where they are losing money. I recommend ways to save money and help them regain profits for a successful business. With my fishing rod company, I made profit in the first calendar year by keeping costs down but still delivering a high end product. I am a problem solver, public speaker and an advocate.

Disc Golf Experience:

Found disc golf in 2006, played my first tourney in 2007. I ran for office for the Eugene Disc Golf club and I was Secretary for a year. I ran for President and I am now serving my third term. I have been Tournament Director for the Eugene Celebration for the past three years with the biggest payout last year. I have worked with the County, State, and I sit on a City planning committee advocating for more courses and maintaining the ones that already exist. I was the recipient of the Bob West Memorial Sportsmanship award. I served on the PDGA Women's committee. I have organized weekly leagues, tourneys, and Discs for the Troops. I have a true passion for promoting disc golf in a positive way and I hope you allow me to do that.

Statement:

Hello fellow PDGA members,

My name is Rebecca Duffy and I am running for the PDGA Board to improve the sport using my business background and passion for the game.

Rebecca Duffy (continued)

I have a Masters in Business Technology and Industry and a Minor in Music. I founded and own CamoCreek Signature Fishing Rods and CamoCreek Business Consulting. With the latter company, I work with businesses that are losing money and need help to become profitable again. My job is to observe and investigate all areas of their operation, from financials to production, and identify where they can improve their processes, save money and start making profitable decisions for their businesses to succeed.

I also work very hard for my community. I have been chair of our local Relay for Life for the American Cancer Society raising funds for cancer research for the past 3 years which is the biggest relay in the Great West which is just shy of the 1 million dollar mark. I am an Advocate for the American Cancer Society Cancer Action Network which deals with politics and cancer. I was awarded the National Advocate Award by the American Cancer Society and also the 2007 Outstanding Leadership Award in Oregon.

I discovered disc golf in 2006 and played my first tournament in 2007. I live 3 minutes from one of the best technical courses in the United States and found I wanted more of it. I soon attended a work party to improve the park and after working with the caliber of people that I met; I knew this is where I belonged.

I ran for office for the Eugene Disc Golf Club and I was Secretary for a year, but I knew I could do so much more. I learned so much from the original core members of the club that I decided to run for President. I am now serving my third term as President of the Eugene Disc Golf Club. I have worked with the County, State, and sit on a City Planning Committee advocating for more courses as well as improving the ones that exist. I have organized summer leagues, tournaments, and disc for the Troops. I also served on the PDGA Women's committee to help promote women in the sport.

The Eugene Celebration has been around for 20 years and this is my third year being the Tournament Director with last year having the biggest payout ever. I hope to improve that even more this year. My passion for disc golf grows every year; I love to see new players, especially women, on the course. This passion was fueled even more when I became the recipient for the Bob West Memorial Sportsmanship Award.
www.pdga.com/sportsmanship-nominations

Working with Disc Golf Planet, www.discgolfplanet.tv, has really been an adventure and an eye opener to PDGA membership and tournaments. What are some of the major keys of the PDGA? My answer to that is membership (retention, new, non-competing), youth, tournaments, and positive exposure.

If elected to the board, membership will be one of my main focuses. Increasing membership will not only strengthen the PDGA but it will help bring our sport to the forefront. I want to concentrate on retaining our current membership by developing incentives to renew year after year and encouraging new membership in a new and exciting way. Some of our most loyal members are non-competing members. Devising ways for these members to become more involved can only improve and strengthen our organization.

Being a woman, I know the trials that we experience in disc golf. Developing a solid and educational foundation for women will improve competitions and offer more divisions for women. Using great tournaments such as the Chick Flick in Oregon and Juliana Korver's La Vien Rose as models for women's tournaments will greatly increase the number of women competitors and overall fun.

In addition, I believe that investing in the youth of today is the key to carry on our passion and love for the game. Being at the Collegiate Championship sparked quite a few ideas. Feeding the passion at the high school level or earlier can greatly enhance our exposure. As an example, I developed a high school disc golf club at my son's school which is still going strong at 23 plus members. Disc golf offers an inexpensive route for parents to have their children involved in an active sport. As a member of the Board, I will work to increase the number of high school clubs and to have disc golf recognized as a competitive sport throughout the United States.

Tournament Directing can be one of the most rewarding and stressful experiences in your disc golf career. I would like to start the development process of an online instruction program on how to run a tournament from beginning to end. This will include ideas of getting sponsorships, organizing tournament committees and filling out your final tournament report in a timely manner. Not only will this take some of the stress away but will also add to the enjoyment of being a Tournament Director.

Exposure for our sport seems to be one of the common goals in our industry. Developing a coalition with all other disc sports will greatly increase our exposure. This coalition would feed off each other's ideas and
Rebecca Duffy (continued)

experiences to develop a way to create a festival experience for everyone to enjoy. This festival would highlight each disc sport (ultimate, disc dogs, etc.) which would give our sport positive exposure and finally put us on the map.

In conclusion, I would greatly appreciate the opportunity to serve as your advocate on the PDGA Board. With my skill set in business, problem solving, and being a never-ending optimistic I believe that I would be a great addition to a team that is trying to make this sport better and move it forward into the future. I would love the chance to show what I really can do and I will use all my experience to benefit all current and future members of the PDGA.

Thank you so much for your time and consideration.

Teresa Trueba Embree, #18302

Professional Experience:

1999 - Present: R&D Engineer for Hewlett Packard. Fluidic Architect designing and developing Thermal Ink Jet (TIJ) print-heads and Writing Systems Engineer defining and developing new TIJ printer platforms from conception to manufacturing start-of-ramp. I have extensive experience in program leadership, program management, and effective communication that should be directly applicable to a position on the PDGA BoD.

1995 - 1998: Process Technician for Hewlett Packard supporting the Advanced Applied Research Lab R&D Engineers while completing my BS at Oregon State University in Chemical Engineering. I Gained experience leading teams and administering programs while running the R&D test and analysis lab.

Disc Golf Experience:

2009 - Present: Running the OLE (Oregon Liquid Environment) winter disc golf series, the Great Northwest Open, and this year the Scout Lake Classic with my husband Tom Embree. We have been taking a much needed breather from intensive disc golf leadership. Now I'm ready to jump in again!

2002 - 2008: Board Member, Event Coordinator and Event Producer and Promoter for the Oregon Series that officially became Northwest Disc Golf Promotions in 2007. Cris Bellinger, Todd Andrews and I administered the Oregon Series, and successfully helped grow the sport of disc golf in Oregon and the Northwestern US with the help of the Series event TDs and clubs. We worked passionately for the players to create the best possible competitive disc golf experiences.

2003 - 2008: Co-Tournament Director for the Beaver State Fling. Starting this event as a C-tier and growing it to an NT in four years. This event for me was everything I love about competitive disc golf put into action.

2003 - 2007: Co-Owner of Sassy Pants - Traffic Stopping Disc Golf Gear for Girls. My partner Jodie Turmell and I ran this business to promote women participating in competitive disc golf. We sponsored several amateur women through our "Pass the Sass" program, based on essays they wrote, to play an event of their choosing and help spread enthusiasm for disc golf to other women in their areas. We also sponsored several events every year that were involved in growing disc golf in a positive way for women.

Member of the PDGA Executive Director Hiring Committee tasked with replacing Brian Hoeniger.

Co-founded the Willamette Disc Golf Club in Corvallis, Oregon

2005: PDGA Female Rookie of the Year; 3rd woman to ever play the USDGC, played again in 2006 and 2008.

2004: First/Only Amateur to claim a PDGA Professional World Championship Title - Mixed Doubles with Dave Feldberg.

2003: First World's experience, placed 4th in Advanced Women's. Took 1st Place at the Memorial in Advanced Women.

Teresa Trueba Embree (continued)

Statement:

I started playing disc golf in Corvallis, OR in 1999 when the Willamette Disc Golf Course was installed a few blocks from my home. I quickly fell in love with this sport and soon after with competitive play. My husband at the time, Cris Bellinger, and I started being seriously involved in the local disc golf scene and co-founded the Willamette Disc Golf Club along with the players that had brought the sport to our attention in the first place.

We started traveling to play in tournaments in the western United States in the early 2000s and soon after started running not only our own events, but also a summer Series, the Oregon Series, that has helped grow disc golf in the Northwest. We paid attention to all the events we traveled to and took our favorite parts of these experiences and incorporated them into our events and the Oregon Series. Our flag ship event, The Beaver State Fling, quickly grew from a C-tier to an NT based primarily on the philosophy of delivering the ultimate player experience to *all* the players.

I feel my experience with the Oregon Series and the Beaver State Fling has prepared me to be an effective member of the PDGA Board of Directors. I understand and appreciate the perspective of both the players and the tournament directors, and will work to strike balance and represent the interests for both of these member bases in the PDGA.

I am concerned that Tournament Directors, the back bone of the PDGA are not getting the support they need from the organization. If elected, I will work to bring TD's better tools to help make their jobs easier, allowing them to put more time and effort into the actual events. The PDGA needs to empower and back-up TDs and I will work toward this goal.

Through my experiences, I have an understanding of the concerns and struggles of the touring pro, and also the different set of needs and desires of local pro and amateur players. The PDGA needs to take both of these groups of members into account when making decisions and allocating resources, and if elected, I will work to make sure that happens.

I am concerned with how the Master's division is essentially being pushed aside in the PDGA National Tour. We have Pro Master's players that have been touring for years, and should have the same ability to sustain going on tour as the rest of our Pro players. I would like to see the NT payout structure adjusted to give these players a fair shake at Purses. After all, our Master's are not just the generation of disc golfers previous to the current Pros, in many cases these players are the fathers and mothers of this sport we love. They deserve better than the back burner.

Last, but not least, I am passionate about growing the number of competitive female disc golfers. This has been a core goal for me throughout my disc golf career, and it will continue to be if I am elected to the Board.

Joe Feidt, #362

Professional Experience:

Since 1976 Editor & Writer; 2001-2011 Health Insurance Sales Consultant; 1992-2000 Owner & Mgr. Play It Again Sports Franchise (sold biz in 2000)

Disc Golf Experience:

Current Senior Editor DiscGolfer Magazine; 2011 Voted into DG Hall of Fame; 2001 Pres. Minnesota Frisbee Association; 1988-90 Edited & Wrote original PDGA Disc Golfer newsletter; 1987 Served on PDGA board as Regional Director; 1986 Minnesota State DG Champ - Open div; Active PDGA member since 1978

Statement:

Our PDGA is doing well. Disc golf's future is bright. We are growing year after year regardless of the recession. However, I feel our organization has been getting a little too "ball-golffy." From my position as senior editor of DiscGolfer, it sometimes seems as if we're trying to emulate ball golf's boring white bread image. Rather, I'd like to see us celebrate, and take advantage of, disc golf's alternative nature.

Instead of ball golf, let's use snowboarding and the X Games as models for attracting the elusive major sponsorship. Marketers are looking for something fresh, different, distinctive, edgy. Let's give them that, not tired

Joe Feidt (continued)

old ball golf in a disc golf package. Let's show the world how different we are from ball golf and traditional sports.

I'm concerned that we're losing our identity as an alternative sport. If elected, I would like the Board to revisit some of our policies on topics such as support for local DG clubs (the backbone of the PDGA), dress, alcohol and smoking. For example let's consider new ways to strengthen local clubs, relax the dress code and seek out microbrew sponsors. Cheers!

David Feldberg, #12626

Professional Experience:

PDGA Board of Directors Secretary 2 years
State Coordinator; Oregon 4 years
PDGA Tournament Director
Sat on National Tour Committee
Small business owner
Course designer

Disc Golf Experience:

2001-2002, Innova Champion Discs, Rancho Cucamonga, CA
2007-Present, University of Oregon, Eugene, OR - Disc Golf Instructor
Coach of the University of Oregon Disc Golf Team - 2011 National Collegiate Champions

Statement:

Since 1997 I have dabbled in many different aspects of disc golf and I have loved pursuing a more "behind the scenes" involvement with the PDGA. I am excited about again offering my help and experience to the PDGA as an ongoing Board member. I have played all over the world and the common theme is a desire for change. So, I think it is time for experienced players like me to step up and help provide this transformation. I have been involved with all facets of the game from the grassroots to high competitive play. The sport has treated me well and I love having given back to the membership through my service in a Board of Directors position. As many of you know, I am a determined person, and I am motivated to see this sport blossom. I have supported this by development as a world class player, a teacher and a promoter. It's time to get more involved with the organizational side and give it all that I have, as I have done to date on the PDGA board and on tour. Please help me help us take the next step of growth in our favorite sport together.

My past two years serving on the Board has been a great learning experience for me to serve the membership. I have done my best to be proactive on the important issues as well as to create new agendas and programs. It takes a while to get accustomed to serving effectively on the board and understanding its policies and procedures. I have spent the last two years serving the board, and I hope to serve the next few years with your support making changes to promote the sport from grassroots to professional competition as an effective, experienced team member, rather than getting the hang of what it takes to volunteer in this position.

Agenda's that I have supported in the past two years are vast and include the creation of the sports development fund. It is a program that is dedicated to helping start disc golf in places where it is not being played currently. For example, I will be teaching students and installing courses around the world this summer. I am very grassroots orientated and I believe that for the sport to succeed, we must start with the children and teach them in clinics and camps. More people need to know about the game. I believe we should be working on awareness of the sport to the general population. I would love to see professional disc golf reach the mainstream, but without the sport being accepted by the public and taught to the children, that goal is just a dream. So, two years ago I decided to give back to the PDGA to help reach these goals as a Board member. I have helped bring new direction and vision to the PDGA Board and I look forward to serving you again with your support this election.

John Heaton, #4409

Professional Experience:

27 years in Sales, Marketing, and Product Development of Medical/Surgical Equipment and Devices.

Disc Golf Experience:

Awarded PDGA Rookie of the Year in 1988 - Participated in several hundred tournaments with dozens of Open and Masters top 10 finishes - Have played over 500 courses in 29 states.

Statement:

Hello voting members of the PDGA and fellow disc golfers. My name is John Heaton and I am running for the PDGA Board so that I can play a more active role in helping the sport of disc golf. I have a 27 year background in sales, marketing, and product development of surgical and medical diagnostic devices and equipment. I would like to put that background to work, helping grow the sport of disc golf.

I grew up in a golfing family and have been a Frisbee® player since the 5th grade. I started playing disc golf in 1987, was awarded PDGA Rookie of the Year in 1988, and I've been a passionate disc golfer ever since. I've participated in several hundred tournaments and have played over 500 courses around the country.

I believe that disc golf could easily become the most participated in sport on earth. In so doing, it will provide an opportunity to inspire millions of young people to act with honor, integrity, and self-control. It will provide professional careers for thousands and will create a viable industry and consumer market for numerous sponsors and emerging entrepreneurs.

By voting for me you will be adding to the board someone that is dedicated to the entire sport, not just the Pro Tour or the top players. I will use my unique background and professional skills to nurture the sport much like a product manager; doing everything in the interest of propelling the sport forward, furthering its reach, and assuring that the PDGA serves its members in the broadest sense.

I welcome any questions you may have and would love to hear from you. Thank you for your consideration and support.

See you on the links!

Jack Hicks, #28773

Professional Experience:

I have over 17 years in Information Technology Field. Many of those years spent customer facing, selling, installation and support. All of these roles required the ability to listen and negotiate on behalf of my company.

Disc Golf Experience:

As an avid disc golfer for over 5 years, I have participated in 58 Sanctioned events, including AM Worlds in 2007, 2008, 2009 & 2010. In addition to participating in these events, I have also been the Co-TD or TD at the Jacksonville Open for the last 4 years. I served on the Board of Directors for the River City Disc Golf Association over the last 6 years. Currently I hold the position of Director of Marketing. During my Tenure, I have developed and distributed a monthly newsletter, negotiated and participate in a radio segment monthly on "Miller on Sports" (AM 600 weekdays 1pm) and assisted with numerous disc golf clinics.

Statement:

I strive to be an ambassador of the sport of Disc Golf by promoting and teaching to all who will listen and learn.

Jurky Jurkovich, #35046

Professional Experience:

Extensive experience in Marketing & Design. I create and inspire on a daily basis.

Disc Golf Experience:

PDGA member since 2008

Jurky Jurkovich (continued)

Certified Official

Volunteering efforts at events & course maintenance

Gathering Sponsorship for tournaments

Attending many PDGA & Ladies Tournaments

Traveling to different states (and countries) to meet new people & play new courses

Statement:

Hello, my name is Jurky Jurkovich and disc golf is my life! If I'm not asleep or at work, I'm out on the course. Not counting a few casual rounds in college, I started playing competitively in the spring of 2008. Since then, I've played in over 35 sanctioned events including several women's events and two trips to the Japan Open! I currently compete in the Intermediate Women's division, but I'm practicing hard and I am looking forward to moving up to Advanced in the near future.

One of my favorite parts of disc golf is introducing the sport to new players, especially women. As such, my main inspiration in running for the PDGA board is to make the tournament environment more welcoming and rewarding for women. As an amateur woman, I feel I can bring a unique, and often unheard, perspective to the board.

Considering that the majority of the field at most sanctioned events is comprised of amateur players, I feel it is important that there be adequate representation for we in the 'lower ranks' on the board. While I support the growth of our sport and its players, from the first-timer to the 1000-rated pro, we must remember that we all started somewhere.

I also look forward to leveraging my background in marketing to assist the board in promoting the sport and attracting larger and more diverse sponsorship. I'm quite comfortable approaching large corporations and welcome the chance to brainstorm promotional ideas.

Thank you for your consideration and I'll see you on the course!

Jack Lowe, #15316

Professional Experience:

Over 18 yrs of recruiting at high level positions in exempt and non-exempt roles from Fortune 50 companies, to smaller organizations, to running own business.

Disc Golf Experience:

Ran 2-World Championships, including the largest ever disc golf event (2009 Pro/Am Worlds), ran multiple NT's, been a PDGA Marshal, played over 450 courses, designed over 10 courses, wrote and received several grants for disc golf over the course of playing, and running events in over 30 years.

Statement:

My desire to join the board is simple. I think that I offer a lot to the sport that I would like to help improve upon at a national level. My local history speaks volumes of what determination I have to help the sport, and I feel the timing is now to help move to a national level of my interest to help our sport grow at a national level as it has within our local market.

Tom Lowry, #2446

Professional Experience:

I have been self-employed for the last 30+ years in the oil and gas industry. I started as a Petroleum Landman in 1979 negotiating contracts for oil companies. 13 years ago I decided to start my own oil company, Clear Creek Minerals, LLC. I have served on the Board of several local non-profit organizations. The latest of which being a 6 year tenure at Heritage Oaks Church in Duncan, OK as a Board Member and Finance Director. As Finance Director, I was charged with creating the budget on an annual basis and overseeing the actions of the Treasurer and the general spending of the church.

Tom Lowry (continued)

Disc Golf Experience:

I joined the PDGA in 1982. I was a co-founder of the Oklahoma Disc Golf Association in 1983 and TD'd my first PDGA event in 1984 at McClure Park in Tulsa, OK. In 1985 participated in the organization of the World Championships held in Tulsa, OK. I have been an active TD throughout my disc golf life. I am sure many have never heard of me since I have not been a touring player since the early 1980's due to my family and business obligations. However, ask anyone who has participated in any one of the 50+ events in which I was TD, and you will surely get positive feedback. More recently, I helped found the Junior Disc Golf Foundation, a non-profit

foundation which was started to fund college scholarships to young aspiring disc golfers, of which I am currently the Director.

Statement:

I am not the greatest disc golfer out there and never have been and most PDGA members do not know who I am. However, I have been involved with this sport since 1979, I love it and have always been a promoter of the sport and the PDGA. I feel I have the business, non-profit and disc golf background to provide valuable assistance in leading our organization to a very bright future.

Kevin McCoy, #9453

Professional Experience:

9 years as a Circuit Engineer/Provisioner with Verizon, AT&T, Level3, & MCI Worldcom

Disc Golf Experience:

18 years (16 years PDGA member), 5 years full-time Touring Pro, 92 PDGA Professional Wins, 4 World Doubles Championships. 2006 PDGA AM Worlds TD, Oklahoma State Coordinator 2002-2007.

Statement:

My Mission is to increase the memberships of the PDGA. My goal is that the PDGA have at least 50,000 annual memberships, not total memberships. By lowering the membership fee to a more practical price that is somewhat equal to what the members actually receive in return and to add more benefits to entice more people to become members. One of which I strongly believe in is to organize PDGA Sanctioned League Play. The weekend tournament play is not for everyone and the PDGA is missing out on most of the recreational weekday players. Take softball for example, is the American Softball Association solely featuring their attention to weekend tournament play? No actually most of its participants play weekly recreational league play and that is where I believe most of the disc golfers fit in. When we organize these leagues it will feature ratings and weekly points scoring structures. PDGA league play will dramatically increase members and revenue for the association and it is time for it to happen.

I want to build a stronger tour and I don't mean throwing cash blindly into event purses. I'm actually speaking of the creating featured events that can be more of a festival like environment. The current tournament structure is only good for the top players and it has heavily increased the players that give up the sport because there is no reward for them if they are a middle level player. If the player was provided a festival atmosphere they would at least consider they had a great time instead of feeling like they just donated their entry fee to the top players.

I am also interested in the position because the division structure of tournaments needs to be fixed. I'm for eliminating the 30+ different divisions you can play. Age protected divisions are fine but the different levels of Amateur creates a sandbagging element and I know how it can be eliminated. First of all, I think amateurs should get paid up front with strong players packs. Paying amateurs out in merchandise at the end of the event actually promotes sandbagging which also drives the lower tier players away from coming back regularly. I believe in a flight payout system similar to what most of your local recreational golf tournaments are played.

I would also like to incorporate the Advanced divisions along side with the Pro divisions, not competing against the pro's but to have them competing within the pro's but only competing against other Advanced players. This will enable them to get the experience they may need to make the step to the next level. I think that the Advanced divisions should be sort of like the minor leagues, where players have a chance to get better. Take for example the PGA where Amateurs play along side if the pro's and they still reward the top Amateur players at

Kevin McCoy (continued)

their event. I really feel like the Advanced divisions are the level that the PDGA should focus more time and energy because they are the next players in line and we should work with them more than we do.

I am very concerned with the direction the association is going and I would like to be part of the board to ensure the association is headed in the right direction of growth. My wife has been a PDGA member since 1997 and I have been a member since 1994 and we have been hearing "wait 5 years this game is going to explode." Well I have been waiting 5 years for some time and it's time I get back involved to help that explosion finally happen.

In closing I want to mention that I was the Oklahoma State Coordinator from 2002-2007 and in that time we went from a state with very limited numbers of members and events, all the way to hosting the 2006 Am Worlds, 2 National Tour Events and several other prominent events that ended up marking Oklahoma on the map as a great place for disc golf. I have played in 3 countries and over 40 US states so I have a broad range of what does and does not work in the entire disc golf community.

Vote for me and let's make it happen.

Theo Pozzy, #14166

Professional Experience:

I graduated Dartmouth College with a degree in Computer Science in 1981. I have spent most of my 25 years in the software business as a technical executive in small software companies. I have run engineering departments and IT staffs, and spent two years as President and CEO of one company. I have been on the Board of Directors of three companies, including serving as Chairman for one company. For the last 6 years, I have worked in IT for Portland General Electric, a local regional utility.

Disc Golf Experience:

Since I joined the Board in early 2002, a lot of my efforts have been in helping position the PDGA for sustained growth. I have worked very closely with the Executive Director and staff to automate key data processing functions, including the processing of tournament reports and membership applications and renewals. For the last 7 years, using technology I designed and implemented with Jason Haas, Steve Ganz and others, the PDGA has published database-driven player statistics and tournament results for most events on its website at pdga.com.

In 2002, I spearheaded the effort to complete the implementation of the PDGA ratings system, working closely with Chuck Kennedy, Roger Smith, , and others. This included building tools to help manage the processing of all the necessary data, as well as helping crunch all the historical data since the beginning of 2001. In parallel with getting the data up-to-date, I led the design and implementation of a new competition structure for the amateur divisions. This new structure uses the ratings data to define which divisions an amateur player may play in, and has been in place since it went into effect January 1, 2003.

In 2004, I was an active member of the team that managed the 2004 PDGA combined Pro and Amateur World Championships, the largest disc golf event in the history of the sport.

I have been actively involved in the sport since I moved to Portland, Oregon and started playing in 1997. In addition to my PDGA Board contributions, I:

- Assisted with the 2000 NW Series by building a dynamic website for the tournament scores and player standings
- Was assistant tournament director for three PDGA B-tier events
- Contributed significant time and money to Northwest disc golf tournaments, courses and organizations
- I have written articles for Disc Golf World News, including an article about disc speed and distance and an article using video to break down the driving motion of some of the sport's top professionals
- Was the State Coordinator for Oregon from January 2001 to February 2002
- Was a member of the team that helped build and run Oregon's first National Tour event and one of the top tour events, the Beaver State Fling
- Have served as the chair of the PDGA IT Committee since 2007

Theo Pozzy (continued)

Statement:

After a four-year break, I am looking forward to volunteering my time to support the PDGA again! If elected to the PDGA Board of Directors, I pledge to help lead the organization in defining and achieving its goals. My current priorities are to develop a strategic and tactical focus on marketing, to support the continued growth of the sport, and to enable sustainability for the PDGA, its members and all of its partners.

As the organization grows, the enforcement of rules, currently done by the tournament directors, volunteer officials, and the players themselves, will continue to be a challenging issue. As we solicit more and larger sponsors, it is imperative that we exhibit a level of sportsmanship and professionalism that will help us succeed in our fundraising efforts. I will be working with the Board to ensure our rules and policies help all the individuals responsible for their enforcement.

As a Board member, I will focus on these key goals:

- Developing marketing strategies and initiatives to fuel growth
- Develop more formal processes for management of all aspects of the business, including rules updates, disciplinary actions, decision making, etc.
- Continue to develop the PDGA website, and add additional benefits to members, tournament directors and the PDGA staff

I was on the PDGA Board of Directors for over five years, beginning as Regional Director in February, 2002. From August, 2003 to August, 2007, I was the President and Commissioner of the organization, planning and overseeing some of the biggest changes the organization has been through. In 2008, I was honored to get the PDGA Volunteer of the Year award, for my contributions in leading the effort to move the website to the next generation of technology and features. In the last 9 months, I have been consulting with the PDGA and managing the development of the organization's first mobile app (coming soon!).

I think that I work well with others, and have shown the ability to be collaborative and diplomatic in my efforts to achieve consensus on various issues. I believe that my active involvement with disc golf and the PDGA and my professional management experience in growth-oriented companies make me a strong candidate for the Board of Directors.

I pledge to do my best on your behalf. Thank you for your support.

Kent Schafer, #22662

Professional Experience:

1) Six months as a Clinical Counselor for substance abuse.

-Provided Intake Assessment for Deaf and Hard of Hearing substance abusers.

-Coordinated group counseling to instill self-esteem, communication, and responsibility.

-Participated in treatment services designed to increase resistance.

2) Two years working as a Project Coordinator in an Executive Agency for Illinois.

-Coordinated two annual Conferences to where each had a budget of \$20,000.

-Webmaster with various Content Management Systems.

-Maintained a Lending Library system for the state.

-Networking at events and conferences throughout the state of Illinois.

-Took initiative to learn Adobe InDesign in order to create their first ever Annual Report magazine layout for that respective agency.

3) Two years working as a School Psychologist

-Evaluate and counsel Deaf and Hard of Hearing children.

-Provide consultation services for hearing loss.

-Develop and implement policy on effective communication.

-Present training on Culturally Affirmative Services statewide.

Kent Schafer (continued)

Disc Golf Experience:

1998 – Picked up a disc, a dx cobra, for the very first time.

2001 – Participated in my first Deaf disc golf nationals at Austin, TX.

To date, I have attended a total of 9 Deaf Disc Golf Nationals in the past 11 years.

2003 - Joined the Professional Disc Golf Association.

2005 to current, Springfield Disc Golf Club - <http://www.discgolfclub.org>

Got dirty and dug in the grounds to improve course rating factor. With the use of emails, I became the point of contact between the park district and a local disc golf course. I was able to hold several officer positions in the club despite hearing loss. I am currently the webmaster, despite being relocated 240 miles away for my occupation.

2005 to current, Deaf Disc Golf Association – <http://www.ddga.org>

Within my first year of membership, became President of Deaf Disc Golf Association nationwide. I have been elected annually for a total of four years. Developed and maintained correspondence with hundreds of deaf disc golfers nationwide. A network of contacts was created to promote deaf disc golf nationwide. I served a total of four years before stepping down, despite the pleas of my peers, to train and advise the next President who I handpicked to succeed me. Currently the webmaster and advisor to a fine group of avatars who take pleasure in throwing round objects at enclosed baskets.

2008 - Had a hand in designing my first ever course. Many thanks for Springfield Disc Golf Club members for pitching in and being the actual voice for my sign language. It was backbreaking work but the reward in the end made it worth it. http://www.discgolfclub.org/SDGC/SDGC_Trial_Version_Kent.pdf

2009 – Gorilla-Boy decided to sponsor me. Coordinated and hosted the 9th annual Deaf Disc Golf Nationals at Springfield, Illinois (IL09) for a record of 101 deaf participants including over 30 women and juniors. The event was so successful that we have earned another bid to host the 2013 Deaf Nationals at Springfield, Illinois. Only 3 of the 101 participants came from the state of Illinois. The average deaf participant travelled 1000 miles one way to attend IL09.

2010 - Became an Ambassador for Team DGA. I miss my teebirds but the Hurricanes keep me coming back for more!

2011 – Continue to have a hand in the background of various disc golf websites

Current: www.ddga.org
System administrator
www.talkdg.com
Co-creator
Lead programming support
www.gorilla-boy.com
Programming support

Statement:

How many Deaf disc golfers have you seen out there playing on the courses? Have you ever wondered on how to communicate with them? I'm fairly certain that in the past 10 years, you have become more and more aware that there are Deaf disc golfers out there.

I identify myself Deaf. When I type out sentences, I type out "Deaf disc golfer" not "a disc golfer who is Deaf." The major limitation of my hearing loss is not actually telling people that I cannot hear. Instead, it is making sure that I understand you and we are being understood. With this being said, I know that the first question on your minds will be: "How can a person with hearing loss function on this board?" For those of you who do not know who I am, I often answer with a classic phrase "Free your mind and the rest will follow." I cannot hear, but it does not mean I cannot think and express articulate thoughts.

Kent Schafer (continued)

Bridging two different languages especially when disability is the focus will always be on my plate. Just as we teach people to understand language, we must teach people cultural sensitivity and how to accommodate. If they are able to get past the thoughts of discrimination and instill some working beliefs that all students are able to learn, anything is possible. Are you interested in having more cultural diversity on the board?

Should you elect me, I am quite capable of working with board on making reasonable accommodations. With my hearing loss, I have earned a bachelor's and master's degree at University of Illinois in Springfield. I am currently working on my Educational Specialist Degree at University of Wisconsin - Whitewater. I am a licensed

School Psychologist in the state of Wisconsin. I have participated in dozens of disc golf tournaments, hosted a few Deaf disc golf tournaments, and maintained communication with hundreds of disc golfers, both Deaf and hearing. What do my personal experiences and disc golf have in common: Access to language. With the advancements in technology, I am able to compete among my fellow peers. The power of text is a great medium for us all. If you believe in open communication, please consider selecting me to represent you.

Various disc golf print and media has been utilized by me to great extent. I will continue to use these resources in my profession as I revisit in order to continue understanding where we are and where we should go. What I offer is a fresh perspective in communication. Collaboration is a key variable with communication and I consider it a critical element leading to higher outcomes. I look to be an advocate for the development and implementation of education for disc golfers with hearing loss.

Peter Shive, #7240

Professional Experience:

Research and teaching professor for 40 years

Co- and Principal Investigator on research grants from National Science Foundation, NASA, US Geological Survey and various geoscience corporations

Disc Golf Experience:

PDGA member since 1992

Touring Pro since 2003

Won about eighty events and nine Pro MPS World championships

PDGA Board member 2007-2008

Statement:

I announced my candidacy early and have developed my ideas on the "Ask Board Candidate Peter Shive" thread on the PDGA message board. My candidacy is extremely controversial because I have pinpointed many serious problems in the PDGA Administration and have proposed strong remedies. Here is a list of the most serious of the problems, and the number of the post(s) on that thread which discuss them:

Conflict of Interest 18, 22, 28

Ciphent and the Website 4

Breiner Enterprises 8

Communication vs. Secrecy 28, 36

Cronyism 4, 8, 36

Misplaced Priorities 52, 56, 58

Removal of Member Rights 37

Please look through these and, if you have time, the questions and my answers. If you have questions or comments, please post them to that thread and I'll respond as soon as I can.

I would appreciate your support, but I do not want you to vote for me if you disagree with my stand on 1) Removal of Membership Rights, and 2) Communication vs. Secrecy. I don't expect you to agree with all of my ideas, but if I do not have membership support for at least those two positions there is no point for me to be on the Board. My efforts would be useless and you would have wasted your vote.

Michael D. Solt Jr., # 32429

Professional Experience:

I've been the manager of the Bank owned subsidiary title insurance company in NE PA since 2006. I'm also on the Board of Directors of the Alliance for Building Communities, a non profit entity dedicated to helping provide affordable housing and first-time homeowner opportunities.

Disc Golf Experience:

2006-2009 – TD – 3 events per year

Michael Solt (continued)

2010 – TD – 5 Doubles events & 4 PDGA events (1 A-Tier)

2011 – 13 Proposed PDGA events (MrDiscGolf Tour) & 5 Proposed Doubles Events

Administrator – DiscGolfReview.com | Forums

Co-Creator – TalkDiscGolf.com

Creator/Promoter – MrDiscGolf.com

Various Freelance Website Assistance for disc golf clubs & companies

Statement:

As I am a tournament player/golfer, tournament director, and promoter of the sport of disc golf, I've always had the presence to learn from others and strive to work smarter not harder. Many times I've heard the issues from my peers and have worked to try to better our sport by these comments. I feel that there needs to be more interaction from the players and promoters of our sport to the governing body. I feel that by utilizing our state coordinators as a means to communicate this interaction is paramount. No longer should our state coordinator just be responsible for event scheduling approval. I think that on a bi-yearly basis the state coordinators should participate in an open forum with the PDGA to bring up issues of which they are hearing locally. Often times this communication is merely blown off as there is no connection directly with the PDGA. By using the state coordinator role more effectively, I truly feel we can better our sport.

Another area of our sport that needs to be addressed is sandbagging in the amateur ranks. While there is no answer directly to this issue, we need to address our payout structures and tier requirements. I think C-Tiers should mandate a minimum for a player pack, something that doesn't come into play until B-Tiers and is only a mere \$10. Often times C-Tiers forgo player packs for a deeper and/or fatter payout thus promoting more golfers to play for plastic instead of pride and player rating. A trophy only option for events should come into play where the entry fee provides a generous player pack. This needs to be spelled out better by the PDGA as well as providing TDs additional options/ideas for player pack items other than discs.

Ultimately I think the PDGA needs more amateur player representation as ~85% of disc golfers are of amateur status. Often times decisions are made by the PDGA are chosen as they benefit the pro player. It's no shock that many a disc golfer will never be a pro. Family and professional functions interfere with practice and personal growth however there are many amateur disc golfers that care strongly about our sport and the PDGA needs to recognize this. That is why I'm choosing to run for the PDGA's Board of Directors.

I feel I have the mindset and knowledge to help focus on these and other topics that are affecting the PDGA and its members. I have many innovative ideas that will help the PDGA grow as an organization. I'm prepared to work for the all members of the PDGA. I welcome your comments and questions at mike@mrdiscgolf.com or 570-630-0003.

Thank you for your consideration and be sure to vote.

Mike "Doc" Wierda, #33547

Professional Experience:

As a doctoral student I managed a research project (schedules, finances, public outreach) that involved private and public landowners, local, state, and federal government agencies, universities in two different states, and field and laboratory assistants. I have since been teaching introductory biology and environmental science courses for the last few years. While in high school I focused on engineering and design and have since found landscape design/management of particular interest especially in application to disc golf course design and

Mike Wierda (continued)

management. I was also a member of the Graduate Student Government and thus am familiar with Robert's Rules of Order.

Disc Golf Experience:

While I have only been disc golfing for around 4 years I jumped in with both feet. Previously it was Frisbee on the beach and ultimate. In my first several months I became the president of the Seneca, SC club and stayed on in that capacity for two years. While president I was very active in expanding our club and improving our local courses. We established alternate pin locations on 7 holes on our home course (Shaver Recreation Center). I organized work days to manicure fairways which had overgrown, clear locations for new pins, install erosion control measures, and open new lanes on established holes. We also worked with the City of Seneca to secure

Mike Wierda (continued)

funding to establish a second course at the same location. Myself and other members spent countless hours hiking, designing, mapping, and flagging out the new course. The design is a championship caliber course. Unfortunately some person politics within the city employees have stalled this course installation for a couple years. Our baskets are sitting in storage and we have reallocated 6 baskets to establish a short course around Shaver Rec. baseball fields. We hope these baskets will increase public awareness in Seneca of disc golf and to draw some younger local players into the sport. I have also been involved in the design and redesign of several other courses. I'm very proud of the Chattooga Belle Farm course in Long Creek, SC that myself and a few other club members designed. It is one of the most picturesque courses I have ever played. Post presidency I have organized the purchase of Black Jax Sports disc and the donation of their pod lights so our club could start sponsoring night rounds at local courses. These have been met with appreciation and general enjoyment for all. I also worked with an Economist friend to design and administer an economic impact analysis for disc golf. We executed the survey at the South Carolina Doubles Championship. The results of the survey have been very well received by and effective in helping us gain support from local government offices. We have also shared these results with other clubs so they can use this information to communicate the fiscal contributions tournaments make to communities. We are working on an article about the survey results to submit to DiscGolfer Magazine. Lastly we were lucky enough to have Barry Shultz play in our Seneca Spring Open! Barry commented on the design and management of the course, specifically, the cleanliness of the course. Myself and the club are very proud of our course and work hard to keep it in tip top condition and the validation from a touring pro is very rewarding. In closing I would be honored to serve the PDGA in any way possible and I look forward to getting to Tucson AZ and getting involved with the disc golf community out there.

Statement:

If you elect me to the Board of Directors I will bring your voice to the board. I do not have any specific issues that I wish to spearhead thus I will be focused on resolving issues that exist within the organization, those brought to the attention of the Board of Directors by PDGA members and others, and improving the organization. As you have likely gathered from my professional and disc golf experience sections: I have experience in committee politics, am well educated, and most importantly have a great love for the sport and desire to be involved in the promotion and improvement of this sport we all enjoy.

I look forward to the opportunity to work for you as a member of the Board of Directors. This sport is great and growing, and together we can catapult ourselves into the national and international lime light. This is happening already and we just need to keep making gains and promoting our sport at each and every opportunity. Get out and play, promote and most of all have fun. Thank you for your time.

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