

**PDGA Board of Directors  
Spring Summit  
Aptos, CA  
May 24-25, 2016**

**Board of Directors**

Rebecca Duffy – President  
Dave West – Vice President  
Robert Decker (Skype) – Treasurer  
Kevin McCoy – Secretary  
Shawn Sinclair  
Justin Menickelli  
Hans Nagtegaal

**Staff**

Brian Graham  
Andrew Sweeton  
Michael Downes  
Steve Ganz  
Matt Gregoire

**Consultants**

Dan Roddick  
Brian Hoeniger (Skype)

**Meeting called to order at 9:00 am.**

**Headquarter report – Brian Graham**

**PDGA Office Report**

5/24/2016 Board Summit – Aptos, CA  
By: Brian Graham, Executive Director  
**Executive Director Report - Graham**

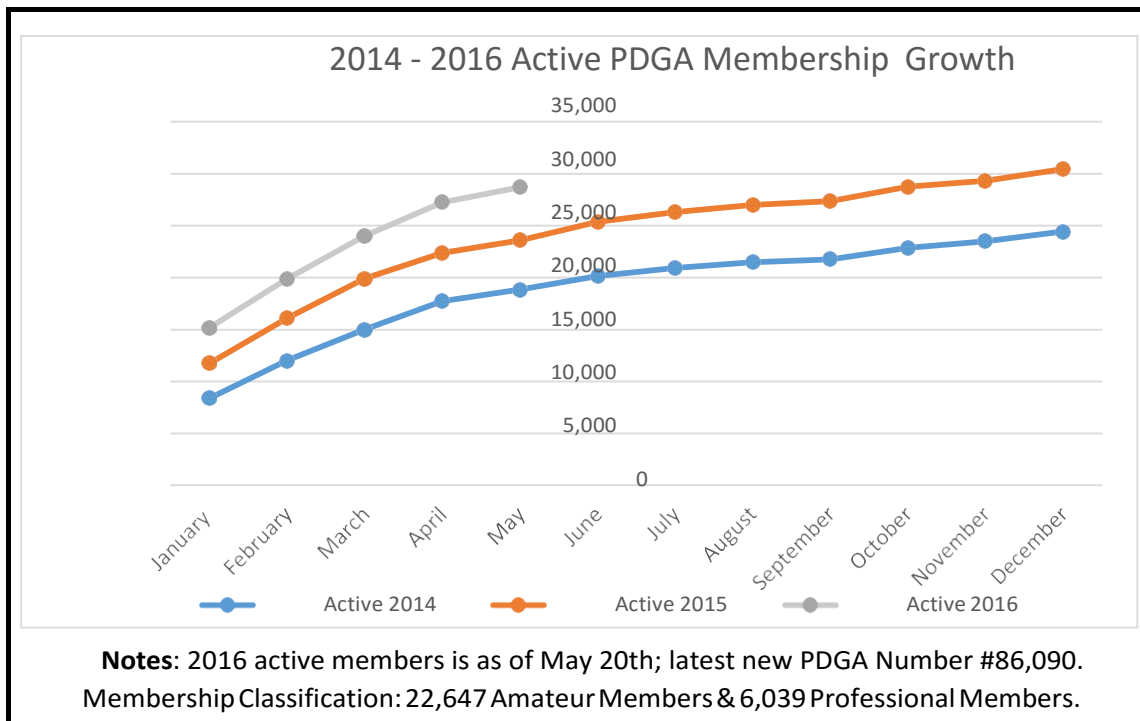
**Memberships**

- \_As of May 20, 2016 the PDGA had 28,683 active members and PDGA membership number 86,090 had been issued.
- \_Compared to 23,602 active members at the same time last year representing an increase of 21.5%.
- \_Projected over the remainder of 2016, we anticipate over 36,000 active PDGA members by the end of 2016.



2014 - 2016 Active Members and Growth Chart

Month	Active 2014	Active 2015	Active 2016
January	8,375	11,741	15,154
February	12,021	16,103	19,885
March	15,012	19,922	24,012
April	17,727	22,375	27,233
May	18,849	23,602	<b>28,686</b>
June	20,143	25,379	
July	20,937	26,300	
August	21,464	27,002	
September	21,760	27,357	
October	22,853	28,760	
November	23,486	29,337	
December	24,443	30,454	



## Finance

As of March 31, 2016 the PDGA had a net financial position of \$1,440,826 as compared to a net financial position of \$1,244,398 at the same time in 2015, representing an increase of \$196,428.

Balance sheets, P&L, and AR Aging reports through 3/31/16 have been uploaded to the 2016 Spring Summit folder in the files section of the Board Yahoo Group for your review.

## Tech Standards

Approvals of the following discs and targets by the tech standards committee were certified by the PDGA Board of Directors via online poll:

- \_ "Great Horned Owl" and "Walrus" discs from Daredevil Discs
- \_ "Defy" and "Thrill" discs from Axiom Discs
- \_ "Traveler" disc from Full Turn
- \_ "Big Kahuna" and "Makani" discs from Innova Champion
- \_ "Black Hole Portal" target at championship level, and "Black Hole Pro" target at basic level, from MVP Disc Sports
- \_ "A4" disc from Prodigy Disc
- \_ "Matrix" disc from MVP Disc Sports
- \_ "Caldera" disc from Obsidian Discs
- \_ "D6" disc from Prodigy Disc
- \_ "Nitro" and "Octane" discs from MVP Disc Sports
- \_ "Aviator", "Gavel", and "Proof" discs from Dynamic Discs
- \_ revised "Catch 21" target at championship level from 21

## Online Motions

The following motions were made and approved by the PDGA Board of Directors via online poll:

- \_Appoint Robert Leonard as chairman of the PDGA Disciplinary Committee. (Sinclair/West) Approved 5-0
- \_Award the 2017 PDGA Pro Open World Championships to Augusta, Georgia.

Approved 5-0

## Staffing:

As previously reported Jason Allind will be leaving the PDGA on June 22 to pursue other opportunities in Colorado. Zach Shafer took over as new IDGC Superintendent on May 23 and a search has begun to hire a new PDGA office assistant.

## Tour Report/Worlds Invitation Process- Andrew Sweeton

# PDGA Tour Report – 5/23/2016

## 2016 Tour

2016 YTD vs 2015 YTD Tour Breakdown																						
	Totals		Location			Tier Level																
	Total	Sanct.	US	Canada	Intrntl	Major	NT	A	B	C	A/B	A/C	B/A	B/C	C/A	C/B	XM	XA	XA/XB	XB	XC	Leagues
<b>2016 YTD</b>	2003	1979	1567	54	382	7	7	89	526	1086	15	0	1	5	0	28	11	5	1	2	76	144
<b>2015 YTD</b>	1610	1569	1253	39	277	9	7	69	429	859	20	1	1	3	1	28	11	2	0	6	11	112
<b>Difference</b>	393	410	314	15	105	-2	0	20	97	227	-5	-1	0	2	-1	0	0	3	1	-4	65	32
<b>% Difference</b>	24%	26%	25%	38%	38%	-22%	0%	29%	23%	26%	-25%	-100%	0%	67%	-100%	0%	0%	150%	100%	-67%	591%	29%

Note: the specific uptick in XC events is due to an agreement with Vibram to sanction their Vibram Birdie Bash events in 2016.

- As of 5/23/2016 we have 2,003 events in the sanctioning database and all but 24 have completed all sanctioning requirements and are therefore displayed on the online schedule. This is an increase of 24% over the same time in 2015. Note the 38% increase to date in International Events.
- The third Player Ratings Update for 2016 events took place on 5/17. The next submission deadline is 5/31 for a ratings update scheduled for June 21st.

## 2016 Worlds

- The registration tier for all invitees has opened for both Amateur and Professional Worlds. Specific discussion to follow.

## 2016 St. Jude Charity Event

- As of the morning of 5/23 we have 211 registrants for the St. Jude Charity event.
- The current course distribution is 97 Pro players on the Steady Ed course, and 111 Amateur players on the Stancil Johnson course.

Respectfully,

Andrew Sweeton  
PDGA Tour Manager

## 2016 Pro Worlds Invites

Division	# of Current Member Players in 2015	2015 Points Required	USA 2016 Invited Players	% of US Invites to Total Players	2016 Available Spots	% of US Invites to Spots Available	Canada 2016 Invited Players	Canadian Players Who Registered	International 2016 Invited Players	International Players Who Registered	Total 2016 Invited Players	% Invited of 2015 Players	2016 Available Spots	% of Invites to Spots Available
MPO	2726	750	744	27%	160	465%	9	1	336	9	1089	40%	160	681%
MPM	1230	300	361	29%	88	410%	11	1	202	7	574	47%	88	652%
MPG	822	65	394	48%	88	448%	21	2	140	6	555	68%	88	631%
MPS	215	0	172	80%	52	331%	6	0	37	2	215	100%	52	413%
MPL	14	0	13	93%	8	163%	0	0	1	0	14	100%	8	175%
MPE	5	0	4	80%	8	50%	0	0	1	0	5	100%	8	63%
MPR	5	0	4	80%	4	100%	0	0	1	0	5	100%	4	125%
FPO	230	25	120	52%	48	250%	3	0	67	4	190	83%	48	396%
FPM	85	0	58	68%	8	725%	5	2	22	1	85	100%	8	1063%
FPG	45	0	35	78%	8	438%	0	0	10	2	45	100%	8	563%
FPS	10	0	8	80%	8	100%	0	0	2	1	10	100%	8	125%
FPL	1	0	1	100%	4	25%	0	0	0	0	1	100%	4	25%
	5388		1914	36%	484	395%	55	6	819	32	2788	52%	484	576%

### Pro Worlds - Non-US Invites vs Registration

Canada			International		
2016 Invited Players	Players Who Registered	%	2016 Invited Players	Players Who Registered	%
55	6	10.9%	819	32	3.9%

- Total Non-US invites = 874
- Total Registrants (during non-contentous registration periods) = 38 (4.3%)
- Non-US Invitees and their segregated registration periods are underutilized.
- Despite the total number of invitees, Pro Worlds registration is still slow.
- After 11 full days of registration for all invitees, most divisions still have plenty of room available.
- Only two divisions have filled - FPM & FPG with a total of 6 players across both waitlists. I expect we will get them in.
- In 2017 MPO/FPO will be split off to their own Worlds event and registration will be conducted via tiers based on player rating.
- With the split-off of MPO/FPO more room will be available for the other Pro divisions.
- I'd still like to increase the points requirement for some non-Open pro divisions to reduce the invites.
- For 2017 this will likely have little impact, as those who wish to play will likely still have a chance to register even if they were not invited. But it does set us up in preparation for a spike in interest in the future.
- The following points change proposal reduces the invites for non-MPO/FPO players from 1,509 invites to 865 invites.

### Proposed 2016 Requirements for 2017 Pro Masters Worlds Invites

Division	# of Current Member Players in 2015	2016 Available Spots	2015 Points Required	2016 Invites	% of Invites to Spots Available	Proposed 2016 Points Requirements	Subsequent Number of 2017 Invites	Reduction in Invites	NEW % Invited of 2015 Players	NEW % of Invites to Spots Available
<b>MPO</b>	<b>No longer applicable, will be based on Ratings Registration Tiers</b>									
MPM	1230	88	300	574	652%	600	327	-247	27%	372%
MPG	822	88	65	555	631%	200	328	-227	40%	373%
MPS	215	52	0	215	413%	60	106	-109	49%	204%
MPL	14	8	0	14	175%	0	14	0	100%	175%
MPE	5	8	0	5	63%	0	5	0	100%	63%
MPR	5	4	0	5	125%	0	5	0	100%	125%
<b>FPO</b>	<b>No longer applicable, will be based on Ratings Registration Tiers</b>									
FPM	85	8	0	85	1063%	40	45	-40	53%	563%
FPG	45	8	0	45	563%	40	24	-21	53%	300%
FPS	10	8	0	10	125%	0	10	0	100%	125%
FPL	1	4	0	1	25%	0	1	0	100%	25%
	2432	276		1509			865	-644	36%	313%



**2016 Am Worlds Invites**

Division	# of Current Member Players in 2015	USA 2016 Points Requirement	USA 2016 Invited Players	% of US Invites to Total Players	2016 Available Spots	% of US Invites to Spots Available	Canada 2016 Invited Players	Canadian Players Who Registered	International 2016 Invited Players	International Players Who Registered	Total 2016 Invited Players	% Invited of 2015 Players	2016 Available Spots	% of Invites to Spots Available
MA1	11098	750	2052	18%	216	950%	132	5	1501	3	3685	33%	216	1706%
MM1	2726	250	873	32%	72	1213%	51	3	397	5	1321	48%	72	1835%
MG1	1552	75	834	54%	72	1158%	15	1	123	2	972	63%	72	1350%
MS1	401		386	96%	36	1072%	2	0	21	1	409	102%	36	1136%
MA11	35		34	97%	4	850%	0	0	1	0	35	100%	4	875%
FA1	831	15	526	63%	40	1315%	29	2	101	2	656	79%	40	1640%
EM1	214		189	88%	12	1575%	8	1	23	0	220	103%	12	1833%
FG1	113		107	95%	4	2675%	2	0	6	0	115	102%	4	2875%
FS1	32		30	94%	4	750%	0	0	3	0	33	103%	4	825%
F11	3		3	100%	4	75%	0	0	0	0	3	100%	4	75%
MJ1	441		317	72%	36	881%	2	0	122	2	441	100%	36	1225%
MJ2	331		237	72%	28	846%	3	0	89	2	329	99%	28	1175%
MI3	108		83	77%	12	692%	3	0	23	0	109	101%	12	908%
MJ4	23		22	96%	4	550%	1	0	2	0	25	109%	4	625%
MJ5	8		8	100%	4	200%	0	0	0	0	8	100%	4	200%
MJ6	0		0	n/a	4	0%	0	0	0	0	0	n/a	4	n/a
FJ1	20		15	75%	4	375%	0	0	6	0	21	105%	4	525%
FJ2	24		22	92%	4	550%	0	0	4	0	26	108%	4	650%
FJ3	24		20	83%	4	500%	1	0	3	0	24	100%	4	600%
FJ4	11		11	100%	4	275%	0	0	0	0	11	100%	4	275%
FJ5	4		3	75%	4	75%	1	0	0	0	4	100%	4	100%
FJ6	0		0	n/a	4	0%	0	0	0	0	0	n/a	4	n/a
Totals	17999	4 of 22 Divs	5772		576		250	12	2425	17	8447		576	

## Non-US Invites vs Registration

Canada			International		
2016 Invited Players	2016 Registered Players	%	2016 Invited Players	2016 Registered Players	%
250	12	4.8%	2,425	17	0.7%

- Total Non-US invites = 2,675
- Total Registrants (during non-contentious registration periods) = 29 {1.1%}
- The number of non-US invites is clearly **NOT** part of the problem.
- **The problem is the number of invited players from the United States.**
- As I had warned in this same report last year, the explosive growth of the sport - Courses, Events, and PDGA Members - is translating to explosive growth in the number of Amateur Worlds invites.
  - Invited Players for 2014 Amateur Worlds = 5,852
  - Invited Players for 2015 Amateur Worlds = 6,585 (12.5% increase)
  - Invited Players for 2016 Amateur Worlds = 8,447 **{28.3% increase!!}**
- We needed to do something last year. We **MUST** do something this year, and we must do it **NOW!!** Five months of the year are already gone; it is not fair to our members to publish new invite criteria late in the year.
- The following chart shows proposed new points requirements for US members for a 2017 Amateur Worlds invite.
- It reduces US invites from 5,772 invites to 2,203 invites

**Proposed 2016 Requirements for 2017 US Invites** (based on 2016 numbers)

Division	# of Current Member Players in 2015	2015 US Points Requirement	2016 US Invitees	2016 Available Spots	% of US Invited of All 2015 Players	% of US Invites to Spots Available	Proposed US 2016 Points Requirements	Subsequent Number of 2017 US Invites	Reduction in US Invitees	NEW % of US Invited of All 2015 Players	NEW % of US Invites to Spots Available
MAI	11098	750	2052	216	18%	950%	1500	816	-1236	7%	378%
MMI	2726	250	873	72	32%	113%	750	330	-543	12%	458%
MGI	1552	75	834	72	54%	1158%	500	230	-604	15%	319%
MS1	401	0	386	36	96%	1072%	100	130	-256	32%	361%
MI	35	0	34	4	97%	850%	20	17	-17	49%	425%
FAI	831	15	526	40	63%	1315%	90	179	-347	22%	448%
FMI	214	0	189	12	88%	1675%	50	68	-121	32%	567%
FGI	113	0	107	4	95%	2675%	40	30	-77	27%	750%
FS1	32	0	30	4	94%	750%	10	16	-14	50%	400%
FI	3	0	3	4	100%	75%	0	3	0	100%	75%
MJI	441	0	317	36	72%	881%	200	159	-158	36%	442%
MJ2	331	0	237	28	72%	846%	100	100	-137	30%	357%
MJ3	108	0	83	12	77%	692%	10	48	-35	44%	400%
MJ4	23	0	22	4	96%	550%	2	13	-9	57%	325%
MJ5	8	0	8	4	100%	200%	0	8	0	100%	200%
MJ6	0	0	0	4	n/a	n/a	0	TBD	n/a	TBD	TBD
FJI	20	0	15	4	75%	375%	10	13	-2	65%	325%
FJ2	24	0	22	4	92%	550%	10	15	-7	63%	375%
FJ3	24	0	20	4	83%	500%	6	14	-6	58%	350%
FJ4	11	0	11	4	100%	275%	0	11	0	100%	275%
FJ5	4	0	3	4	75%	75%	0	3	0	75%	75%
FJ6	0	0	0	4	n/a	n/a	0	TBD	n/a	TBD	TBD
Totals	17999	4 of 22 Divs	5772	576			16 of 22 Divs	2203	-3569		

Motion made by Kevin McCoy

Seconded by Dave West

Motion: *Accept Andrew "Big Dog" Sweeton's recommendation for the 2017 points earning season to receive an invite to the 2018 Pro Master's Worlds.*

Motion Passed: 7-0

Motion made by Dave West

Seconded by Justin Menickelli

Motion: *Accept Andrew's recommendation to increase point requirements for the 2016 points earnings season to receive an invite to the 2017 AM Worlds.*

Motion Passed: 7-0

## **Media Report – Gregoire**

New media intern, Liz Lopez. New Snapchat account for the PDGA.

PDGA needs to post videos from us.

125,000 followers for our social media.

Social media has exploded for the PDGA's social media.

Articles for the website: 170 articles on the website.

New AD server for the website – Google based

Media agreements and rights are still complicated but improving.

Pro Worlds- Media team is working well with Matt on media. Coverage will be on every hole.

Discussion ensued.

## Disc Golf Book Update: Justin Menickelli

Wanted to thank the PDGA Staff and Board for the support of his recent PDGA endorsed book and how well it has been received.

## Lunch

## Technology Report-Ganz

Online sanctioning process and progress for the website is coming along.  
Discussion ensued.

## International Report and PDGA Europe Transition: Hoeniger/Nagtegaal/Graham

### 2010 - 2016 YTD PDGA International & Canada Demographics

Country Name/Year in BOLD = PDGA Affiliated Country

COUNTRY	ISO	2010		2013		2014		2015		5/17/16	
		Tour	Current	Tour	Current	Tour	Current	Tour	Current	Tour	Current
	Code	Events	Members	Events	Members	Events	Members	Events	Members	Events	Members
<b>EUROPE</b>											
Austria	AT	6	24	11	38	10	69	10	94	14	99
Belgium	BE	10	21	9	28	9	34	11	46	6	50
Croatia	HR	0	1	1	12	3	17	6	18	4	21
Czech Rep	CZ	0	10	6	18	10	45	17	94	11	96
Denmark	DK	10	117	12	142	11	158	10	179	11	160
Estonia	EE	2	5	7	46	10	105	23	246	21	390
Finland	FI	15	428	47	718	75	1018	149	1620	107	2064
France	FR	9	96	10	124	14	207	19	191	5	146
Germany	DE	13	82	33	151	29	199	35	234	22	232
Hungary	HU	2	3	1	11	2	17	2	20	0	17
Iceland	IS	0	0	0	2	2	18	7	51	5	51
Ireland	IE	0	0	0	1	0	1	0	1	0	1
Israel	IL	0	2	0	1	0	3	1	7	1	3
Italy	IT	1	13	3	12	3	12	1	16	0	16
Latvia	LV	1	3	2	11	2	10	2	9	0	26
Lithuania	LT	3	15	4	18	3	13	6	24	2	23
Netherlands	NL	10	35	18	44	11	50	14	54	10	58
Norway	NO	11	137	11	174	23	202	25	325	18	334
Poland	PL	0	1	0	2	0	4	1	15	2	26

Russia	RU	4	8	0	8	1	15	6	58	0	52
Serbia	RS	0	1	0	0	0	0	0	0	0	1
Slovakia	SK	0	0	0	4	2	8	4	12	6	11
Slovenia	SI	0	0	0	0	0	1	2	10	2	7
Spain	ES	0	0	1	3	1	13	3	14	1	13
Sweden	SE	31	243	56	422	71	500	80	668	55	691
Switzerland	CH	7	74	9	76	9	95	10	95	9	100
United Kingdom	GB	12	69	20	83	20	113	27	138	25	159
SUB-TOTAL		147	1388	261	2150	321	2928	471	4240	337	4847
ASIA/OCEANIA											
Australia	AU	7	32	17	73	15	93	21	137	14	128
Hong Kong	HK	0	0	0	0	0	0	0	0	0	1
India	IN	0	0	0	0	0	0	0	0	0	11
Japan	JP	23	94	21	90	23	94	22	100	11	100
Laos	LA	0	0	0	0	0	0	0	1	0	1
New Zealand	NZ	3	7	3	10	0	11	2	32	6	31
South Korea	KR	0	7	2	12	3	10	2	13	1	17
Taiwan	TW	0	7	0	10	0	11	1	1	0	1
Thailand	TH	1	1	1	4	1	11	1	20	3	11
SUB-TOTAL		34	151	44	199	42	230	49	309	35	301
CANADA											
Alberta	AB	0	25	7	55	4	49	6	81	6	68
Br Columbia	BC	6	59	9	104	22	140	20	207	12	181
Manitoba	MB	0	1	0	10	2	20	7	27	4	27
Maritimes	NB NF NS PE	0	0	0	5	5	8	6	22	5	30
Ontario	ON	15	115	15	164	17	217	20	286	17	270
Quebec	QC	2	15	2	8	1	17	2	16	4	22
Saskatchewan	SK	1	2	0	2	0	2	0	6	2	10
Territories	NU NWT YT	0	0	0	0	0	0	0	2	0	4
SUB-TOTAL	CA	24	217	33	348	51	453	61	647	50	612
LATIN AMERICA & CARIBBEAN											
Brasil	BR	0	1	0	1	0	0	0	1	0	2
Colombia	CO	0	0	0	0	0	0	0	0	0	1
Costa Rica	CR	0	0	0	0	0	0	1	12	1	1
Mexico	MX	0	5	0	7	0	3	0	3	0	1
Puerto Rico	PR	0	0	0	0	0	0	0	1	0	2
SUB-TOTAL		0	7	0	10	0	4	1	19	1	7
AFRICA											
SUB-TOTAL		0	0	0	4	0	1	0	2	0	0
TOTALS		205	1763	338	2711	414	3616	582	5217	423	5767
Growth Rates:						22.5%	33.4%	40.8%	44.3%		
As of mid-May there were current members in 43 countries outside of USA. Current membership is up 10.5% from end 2015 largely due to 2 countries - Finland & Estonia. It is too early to comment on the number of events as the disc golf season is only now beginning in some countries and many events sanction 1-2 months before they take place. A rough prediction would be for 10-15% growth in events and 20-25% growth in memberships outside of USA this year.											

## Concept Paper - PDGA Europe Transition and Timeframe

## **Introduction**

This document outlines the strategy for transitioning PDGA Europe from the Committee of the PDGA Board that it is today to a formalized, legal and significantly self-governing continental arm of a PDGA Global “mother” institution or “hub.”

With time it is envisioned that PDGA Europe will become responsible for all PDGA business in Europe, except for those roles and responsibilities which will fall under PDGA Global, or continue to be delivered by the PDGA office in USA. This vision is also predicated on the presumption that there will be ongoing profound and documented mutually beneficial and supportive relations between PDGA and PDGA Europe.

## **Rationale**

PDGA is the global governing body for Disc Golf. However PDGA structure internationally is relatively underdeveloped – with a USA hub, a tiny Canada office of the USA hub, and a PDGA Europe Committee. At the same time PDGA, as a singular USA not for profit, is playing a myriad of roles that could be more rationally divided between a PDGA hub and its continental/regional “spokes.” Given disc golf and the PDGA are now growing faster and gaining more media and mainstream exposure than ever, the PDGA currently has a unique opportunity to strengthen its position and brand for the foreseeable future by transitioning to a global disc golf federation.

Today, after 10 years of the International Program, PDGA enjoys direct relations with 30 “affiliated” countries and their National Disc Golf or Disc Sports Associations. 25 of these countries are in Europe where there were more than 4200 current members and 470 sanctioned events in 2015. In other words PDGA Europe alone is similar in size to the PDGA was as a whole circa 2000.

Here are the key reasons why formalizing and granting increasing self-governance and self-reliance to PDGA Europe is a solid strategy:

- PDGA Europe members and countries will have greater authority and decision-making over their PDGA affairs, which should increase their commitment/ loyalty to the PDGA brand
- A portion of the current and future workload of USA office staff is transferred to Europe, freeing up HQ ability to handle continuing growth
- Europe will also be represented in those aspects of PDGA operations that will become the responsibilities of a PDGA Global body
- A continental model is created for other parts of the world to follow when ready, ie North America, Asia, Oceania, South America, Africa.

## **Initial Process – Design and Approval of Concept February 2016**

International Director (INTD) and EuroTour Manager/Board Member (ETM) draft the vision of the new PDGA Europe and how the transition from the present to the future structure/governance/financial management/membership & events processes will unfold.  
DONE.

Executive Director (ED) reviews the document and approves or provides his recommended adjustments which are then incorporated. DONE

## **March-April**

Select Country Coordinators are appointed to a Transition sub-Committee and review the document. DONE.

## **May**

International Director (INTD) and EuroTour Manager/Board Member (ETM) draft V2 of the document. DONE. The document is reviewed by the Transition Sub Committee. Revisions are incorporated as realistic.

On Friday May 20 the document is sent to the Board for review and discussion at the spring summit in California on May 24-25. The authors' respond to the Board's questions and concerns. The Board indicates what information it will require in order to approve the formalization of PDGA Europe at its fall summit in September **June-mid July**

The ETM works with the IT Director to determine the technological relations and division of IT and database responsibilities between Europe and HQ.

The IT Director provides an initial estimate of any costs involved in building the new global and European database relations.

The ETM prepares an initial estimate of the costs of registering PDGA Europe in Netherlands, and of providing key services including staffing, membership fulfillment, and IT.

The ED, ETM and INTD calculate an estimated division of revenue between Europe and HQ reflecting the evolving division of labor.

The INTD incorporates this information into an initial statement of how financial relations between HQ and Europe will transition over the next 1-2 years.

By mid July the INTD and ETM complete V3 of the document and have it reviewed and approved by the ED.

The document is then sent to the European National Associations via the Country Coordinators for their in depth review.

## **August**

By mid August the National Associations are to advise their PDGA Country Coordinator whether they are to vote in favor or against the proposal.

August 24-27 – The Country Coordinators vote on the proposal at the European Championships in Finland.

## **September**

Providing Europe votes in favor, the Board votes on the proposal at its fall summit in USA.

## **Strategy/Plan of Action**

### **Stage 1: October-December 2016**

To begin Stage 1 requires the approval of the restructuring of PDGA Europe by the Board and by the European countries as discussed



above. Presuming this happens:

## Registration:

PDGA Europe will be registered in Netherlands, initially as the European arm of PDGA (USA) - an American not for profit. The current PDGA governance will serve as PDGA Europe governance on an interim basis, including PDGA Board as PDGA Europe Board, as well as the PDGA Constitution and By-laws. Research confirms this step will include translation of PDGA governance documents into Dutch, as required by Dutch law, and their review for possible conflicts with Dutch law. Upon approval any revisions would be translated back into English, as English will be the office language of PDGA Europe.

## Financial:

A more detailed analysis of costs in transferring responsibilities to Europe and in linking PDGA Global and Europe databases. This includes:

- Memberships and events pricing structure in Euros. Given the Euro is trading at US\$ 1.10 to 1.20 it is likely that the current pricing structure will simply be changed from USD to EUR (a Pro membership would be EUR30, C Tier event sanctioning would be EUR 50, etc). While this would amount to a small increase in pricing it also reflects the fact that costs in Europe tend to be higher, and the fact that European events do not at present pay any per player or non-member fees, which is a significant source of PDGA revenue from USA/Canada events.
- Costs of a PDGA Europe Administrator.
- Costs of small physical PDGA Europe office: rent, utilities, equipment, software, communications, supplies.
- Costs involved in Europe office delivering renewal and new Member Fulfillment (cards, discs, printing, postage).
  
- IT related design costs in developing a European only database (if necessary), and in enabling European or USA staff to upload updates from a “Euro” database into the global database in USA. Plus any costs of upgrading current pdga-europe.com website.
- Other operational costs: banking, paypal, CPA, Directors Insurance, employer matching payroll taxes, staff health insurance, elections, promotional materials.
- Marketing, sponsorship and travel costs related to EuroTour and Euro Major events
- Other heretofore PDGA funding support such as Translations of Rules of Play/Competition Manual
- Other possible Euro revenue sources: Advertising, officials’ exams, disc/basket testing at PDGA Europe office.

In step with the above the determination of how much of the memberships/events/other income to be received by PDGA Europe is to be transferred to USA reflecting continuing services provided by HQ to Europe:

- Fee for transferring rights to use PDGA name, logos, trademarks (per Bob Decker PDGA Treasurer)
- Ongoing work of the International and Executive Directors in planning and overseeing transition. Once the transition is complete the INTD’s workload regarding Europe will be significantly reduced and his consultant fees will be similarly reduced.
- Player and course ratings calculations
- Global database memberships, events and general information related work performed by HQ staff
- Supplies sent to Europe: magazines, rulebooks

These considerations will lead to the drafting and approval by the Board of a 2017 PDGA Europe budget based on the above calculations.

## Governance

The vision is that PDGA Europe will first and foremost be a members based and governed organization, similar in this regard to PDGA of today, with the individual current PDGA members electing their board members.

The recommended number of BOD members is 7, of which initially 4 would come from Europe and 3 from USA. This division demonstrates the USA commitment to the transition and trust in Europe's ability to self govern and manage its responsibilities and relations in a timely and professional manner. The USA representatives could include the Executive Director and/or International Director. The election will be organized and held in November (call for candidates and design of ballot) - December (voting period). Current European members as of November 15 will be eligible to vote for the European Board members.

To avoid having any country obtain a majority power in this Board of Directors, the maximum number of any particular country's elected BoD members should be capped at a maximum of "half minus 1", thereby safeguarding that no country could obtain an absolute majority on this Board. As PDGA Europe will represent all European countries and players, it must be able to do so, thus no individual country can steer the Board in a direction that would not be beneficial for as many countries, their National Associations, and players as possible.

While the PDGA Europe Board will have ultimate authority, there will also be an Advisory Committee consisting of representatives appointed by the National Associations (NAs). The maximum number of members on the advisory committee will be xx, including the largest x countries based on numbers of current members and events, with smaller countries represented on a regional basis (ie Baltic States, Benelux, Central European Tour countries, former Yugoslavian countries, etc). This Advisory Committee will be particularly important for the larger disc golf countries, including Finland, Sweden, Estonia, Norway, Germany, France, UK, Denmark etc as it will serve as the mechanism through which NAs will be able to advise and influence the Board's decision making.

In order to be able to sit on this Advisory Committee, an NA must also sign a Memorandum of Understanding with PDGA Europe. This signed MOU will in part indicate the following:

- The NA is recognized by PDGA Europe as governing body of disc golf in country
- The NA has sole authority to determine its national championship events and the standards of those events
- The NA accepts or declines authority for approving PDGA Tour events in its countries
- The NA accepts or declines the authority to submit individual memberships directly on behalf of its clubs and players to PDGA Europe.
- The authority over whether the PDGA Competition Manual will apply in whole or in part (per page 9 of 2016 International Guide) in their country.

The option of NAs to accept or decline these authorities reflects the differences between the countries and the ways each country organizes its PDGA relations today. The Board will also have the authority to revoke an MOU signed with a country where an NA acts in direct conflict

with the PDGA Mission Statement.

NAs which fail to sign the MOU will not have the authority to approve events or submit memberships for their countries, instead individual PDGA members will have this authority. The PDGA Competition Manual will also apply in full in those countries whose NA does not sign the MOU.

The NAs will pay zero fees to PDGA Europe, beyond those of individual members, events, officials tests, meaning there will be no “country/NA” fees per se.

The Advisory Committee, with appointed representatives by the NAs will be an extra fail-safe, to guard against any power-block in the Board of Directors that would want to take a direction that may not be beneficial to the sport in general, including taking decisions that may not have the consensus of the larger countries (and thus, possibly the majority of players).

## **Stage 2: January-June 2017**

1<sup>st</sup> PDGA Europe Board of Directors formed consisting of elected Europeans and appointed members of USA Board. Appointment of Board President, Vice President, Treasurer, Secretary. The new Board works on:

Drafting and approval/signing of documents and agreements including: PDGA Europe Constitution & By-laws

Assignment of rights from PDGA to PDGA Europe Agreement of mutual roles and responsibilities Agreement of financial relations and obligations Hiring process of 1<sup>st</sup>

PDGA Europe Administrator

The development of a European Country Coordinator position, parallel to that of a USA State Coordinator, including call for candidates for summer of 2017 elections

The question on event hosts/players insurance within the European continental and individual countries context

Appointment and Training of 1<sup>st</sup> PDGA Europe Administrator, including probable trip to USA office and fulfillment house. Duties to include some or all of the following: maintenance of PDGA members and events database, processing and (probably 3<sup>rd</sup> party) fulfillment of memberships, listing of events sanctioned, review of European TD reports and entry into database, day to day financial management, submission of monthly financial statements, respond to information requests and member inquiries, EuroTour Series management, provision of discs and baskets testing services for European manufacturers, participation in Board meetings. With time this position could involve into the title of Continental Director based on job performance and the need to hire more staff under the Continental Director.

Handover from USA to Europe including portion of membership and event sanctioning fees received from European countries in 2017 to date

Note – some of the work performed by the Administrator could start to be performed by an interim appointed Administrator in late 2016, for example the research and set up of membership fulfillment systems (ie member card printing system, securing of a new members mini-disc and full size disc provider), the securing of office space, the drafting of an accounting system using QuickBooks, etc. In theory an earlier implementation of the membership module transfer to Europe would also allow for a gradual “one step at a time” training and handover process and a smoother transition of tasks. Whatever the sequence in the transition of tasks from the office to Europe unfolds, it must be set up for success.

### **Stage 3: July–December 2017 PDGA Europe:**

Establishment of PDGA Europe Committees including Competition, Disciplinary, Women, existing EDGC Committee, Marketing, others. While committees will consist of volunteers, participation in the committee’s work will be mandatory in order to maintain one’s seat on the committee.

Election of Country Coordinators in coordination with annual USA/Canada Coordinator elections.

Appointment of Europeans to PDGA Committees which have global functions (where there is no current Euro representation): Rules, Technical Standards, Course Design, Ratings, Game Development Team.

Ongoing analysis by the Board of the financial performance and sustainability of the model created, based on detailed monthly reports submitted by the Administrator.

Based on progress made in 2017, the 2<sup>nd</sup> PDGA Europe Board elections would be held in mid 2018 at same time as PDGA “General” elections. In this election the number of USA appointed positions would be reduced from 3 to 2 or 1.

### **Division of current PDGA into PDGA Global and PDGA USA:**

Provided the transition of PDGA Europe is proceeding well, during this timeframe the current PDGA would begin transitioning into PDGA Global, the worldwide governing body of disc golf. With time PDGA Global would become the center of a PDGA Federation of Continental

arms.

The initial PDGA Global Board would be comprised of members from the current Board, the PDGA Europe Board, and Asia/Oceania representative(s).

At the same time PDGA USA or “USA Disc Golf” (per Brian Graham) would be established covering PDGA activity in USA (members and fulfillment, events in USA other than Worlds including the National Tour and USA National Majors, USA media and parks/cities relations, etc).

The key roles of PDGA Global would include World Championships, International Major events, Rules of Play, Competition Standards, Tech Standards, and others to be determined. In addition to USA, each continent beginning with Europe would have representation on the Committees responsible for each of these issues.

PDGA Global would potentially receive income from Worlds registration fees in, tech standards fees, rules book sales, contributions from PDGA USA and PDGA continental arms, and others TBD. These would be offset by expenses including Worlds registration fees and sponsorship out, International Majors expenses, the Marco Polo Program, International Director costs, and PDGA global governance.

Both PDGA Global and “USA Disc Golf” would be based out of IDGC per current (and future HQ) staffing structure = day to day operations would essentially remain as is. In other words, to quote Brian Graham “the creation of PDGA Global and USA Disc Golf would primarily be a change only on paper and perception with the office continuing to manage PDGAs USA activities just as it does now.”

PDGA Canada (or “Canada Disc Golf”) would continue as it exists now, i.e. as a small office of PDGA Global, with income/expenses continuing as is (about Cdn \$15-20K per annum). Canada could become more formalized, i.e. its own registered entity within Canada, when its size and the desire/commitment of Canadian members for this to happen justify the effort.

PDGA Asia & Oceania would be developed only once PDGA Europe was well along its own continuum, reflecting the relatively small size of activity in this disparate region today, and the lack of call from those countries to upgrade its PDGA related status from the current in which PDGA works with Japan Korea Thailand Australia and New Zealand on a country by country basis.

In time USA, Canada, Costa Rica (the newest affiliated country), and other countries TBD, could form a modest PDGA North America arm, the existence of which would fulfil the need for a continental PDGA disc golf body in North America, even if this body existed only on paper. Similar PDGA South America and PDGA Africa arms would be begun once the sport is sufficiently active on those continents.

## **Alternative Strategies**

Should the Board of Directors or the PDGA Europe countries reject the transition of PDGA Europe as outlined in this document or should the European members and countries fail in their responsibilities to manage and develop PDGA Europe effectively and efficiently, then alternatives would be:

Maintain the status quo. PDGA Europe remains by and large a committee of the Board consisting of Country Coordinators appointed by their National Associations, with the NAs holding key authorities over PDGA activities within their countries.

PDGA forms PDGA Europe as an individual members association, similar in structure to PDGA (USA) of today. Governance and decisions would be based entirely on individual members and the European National Associations would no longer be directly involved.

PDGA follows the lead of USA Ultimate, by reverting to a mostly but not entirely USA (+ Canada) focused entity. Key differences would be PDGA USA continues to serve as the global governing body of disc golf by maintaining ownership of the PDGA Tour, World Championships, rules, tech standards, etc.

Respectfully Submitted

Brian Hoeniger  
International Director

Hans Nagtegaal  
EuroTour Manager/ Board Member

## **Executive Session and End of Day**

### **Second Day**

#### **Executive Session**

#### **Developmental/Promo Sanctioning Tier – McCoy**

#### **PDGA App Development – Ganz/Graham/McCoy**

A PDGA member expressed that he would like to help fund more development of the PDGA app. Kevin McCoy agrees and would like to involve PDGA leagues in app development. Further research and discussion with the member was decided.

## **St. Jude Fundraising/Charitable Contributions-Duffy**

Rebecca Duffy brought up that if the PDGA is a partner with St. Jude and we should show our dedication as such.

Motion made by: Rebecca Duffy

Seconded by: Justin Menickelli

Motion: *The PDGA should donate \$10,000 to the St. Jude Charity Disc Golf Invitational on behalf of the PDGA Board, staff and the members.*

Motion passed: 7-0











