

Board of Directors Teleconference Minutes
Professional Disc Golf Association (PDGA)
February 12, 2019

Proceedings:

Meeting called to order at 6:03 pm ET by Board President, Justin Menickelli

Present: Justin Menickelli (P), David Foss (VP), Bob Decker (T), Nate Heinold (S), Elaine King, Michael Sullivan, Trevor Harbolt

Quorum present? Yes

Others Present: Dan Roddick, Mary Sicard

Old Business:

Meeting Minutes

MOTION (DF/EK): Approve the January 2019 Board of Directors monthly teleconference meeting minutes.

Yes: JM, DF, BD, NH, EK, MS

Absent: TH (joined meeting after vote passed)

Motion passes 6-0-0

-----Begin PDGA Staff Reports-----

Finance

As of December 31, 2018, the PDGA had Total Assets of \$2,284,469.24 as compared to \$1,945,895.09 as of the same time in 2017, representing an increase of \$338,574.15. The Total Equity during this same period was \$1,418,952.19 which represents our Net Financial Position (assets less liabilities).

Profit & loss statement, balance sheet, statement of financial position, and year to date AR aging summary through December 2018 have been uploaded to the BOD Yahoo Group for 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 since the last meeting:

Discs:

- Keystone from Latitude 64
- Firefly, and Lion from Innova-Champion Discs
- D1 Max, D2 Max, D3 Max, D4 Max, and D6 Max from Prodigy
- Bobcat from MINT Discs
- DGFD1 (Hula) from RPM Discs/Disc Golf Aotearoa.

Discussion

JC recommended to update the disc/target (equipment) certification process to remove the current requirement for the Board to vote on approving the TSC certification of new equipment. The rationale is the current tech standards are very clear, and equipment either meets or does not meet the various certification standards. Requiring the Board to vote on approving the certification adds an extra step that delays the approval process and is no longer needed under today's process. JC recommended that a staff member be added as a final

validator in the process to review the TSC recommendation to approve new equipment. The Board would continue to receive documentation about equipment being approved and would be able to provide feedback as needed before final approval. Discussion ensued, leading to the following motion:

MOTION (NH/DF): The PDGA BOD delegate to a qualified PDGA office staff, the review and validation of the TSC recommendation to certify discs, targets, and other equipment, and to put in place a process to notify the Board in the event if there's something unique or non-standard about the equipment being certified.

Yes: JM, DF, BD, NH, EK, MS, TH
 Motion passes 7-0-0

Memberships - Allen

As of 2/7/2019, there are 27,593 active PDGA members and the latest assigned new member is PDGA #117,497. At this time in 2018, there were 23,365 active members, and the latest assigned new member was PDGA #104,796; in 2016, it was PDGA #92,682 with active 19,684 members. A more detailed report is below.

As of February 7 th in –	2017	2018	2019	2017 - 2018 % Growth	2018 - 2019 % Growth
Active Members	19,864	23,365	27,593	17.62%	18.10%
Eagle Club	83	95	100	14.46%	5.26%
Birdie Club	253	354	392	39.92%	10.73%
Female	1,506	1,851	2,087	22.91%	12.75%
Multi-year Members	745	894	1,019	20.00%	13.98%
Amateur	15,414	18,547	21,851	20.33%	17.81%
Male	18,177	21,514	25,506	18.36%	18.56%
Professional	4,270	4,818	5,742	12.83%	19.18%
Ace Club	186	246	330	32.26%	34.15%

Tour Report - Sweeton

1) 2018 PDGA Tour

Tour Report - Sweeton

	2018 Tour vs 2017 Tour Breakdown																				
	Totals		Location			Tier Level															
	Total	Paid	US	Canada	Intrntl	Major	NT	A	B	C	A/B	B/A	B/C	C/B	XM	XA	XB	XB/XC	XC	S	Leagues
2018 Final	4035	4035	3069	110	856	8	6	125	783	2495	16	2	10	58	10	5	19	1	105	4	388
2017 Final	3527	3527	2701	88	738	8	6	102	761	2100	18	2	6	58	13	8	11	0	96	1	337
Difference	508	508	368	22	118	0	0	23	22	395	-2	0	4	0	0	-3	8	1	9	3	51
% Difference	14.4%	14.4%	13.6%	25.0%	16.0%	0.0%	0.0%	22.5%	2.9%	18.8%	-11.1%	0.0%	66.7%	0%	0.0%	-38%	73%	100%	9.4%	300%	15.1%

- As of 2/07/2019 we have heard of three US events and one Canadian event that were never held, so we finished 2018 with 4,035 events.
- 2018 was the first year for Canada to surpass 100 events (25.0% growth), International to surpass 850 events (16% growth), and the US to surpass 3,000 events (13.6% growth) and Worldwide to surpass 4,000 events (14.5% growth overall.)

- The January 29th ratings update was published as scheduled.
- The final ratings update for 2018 events is set to be published on February 26, 2019 the deadline was Feb 5th.
- As of 2/07/2019 we have only five events from 2018 that we are still awaiting TD Reports. We have the unofficial results for four of these events and the fifth was only a collegiate team ranking listing, so even if we don't hear back from those five TDs, all PDGA members will have their points and ratings complete for 2018 in the February ratings update (critical for Worlds invites to be processed.)
- The new reporting/ratings processing system allows prior year events to mingle with new year events so any already reported 2019 events are also included in both the January and February ratings updates. In years past, our members had to wait until the March update for their current year events to be processed for ratings.
- Working with the Technology Team we have settled on normalizing the ratings publication date to the second Tuesday of each month with the preceding Thursday as the submission deadline. Over time this will help both our members and TDs to intuitively know when these occur each month. This is much better than the old schedule which required the allowance for reporting and publication work around staff event travel, etc. which caused the dates to move all over the place with no consistency. I plan to have that schedule created and posted online for our members this week.

(Note: using a date like the first of the month would have been even more intuitive but using a specific date of the month is problematic as it can fall on a weekend in the middle of events. This can then cause problems for TDs and players when someone in a ratings-based division who is eligible at the start of the event, is then suddenly no longer eligible in the middle of the event where other players will take notice and start asking the TD if the player is cheating, etc. This is the reason we have always done ratings updates on Tuesdays as very few events start on a Tuesday and those that do (Worlds) don't offer ratings-based divisions.

2) 2019 Schedule

2019 event sanctioning has more than doubled since the January report of 601 as we now have 1,234 events already on the schedule for 2019.

3) 2019 Worlds Prep

Initial planning meetings with all Worlds hosts have been completed and work continues for the scheduling and document prep. Once the February Ratings Update is completed, we will start work on Worlds invites.

Technology Report - Ganz

Ratings

- New ratings system is ready to go.
 - Waiting to finalize contract with ratings team.
 - Hoping for no more than one more update using the old process.
- Recording enhanced round detail history data for more accurate round ratings.

Staffing

- Phil Mareu joined the technology team on Monday, January 21, 2019 as a full-time Software Developer.
- His work on the PDGA Tournament Scoring app for official paperless scoring is almost ready for early-stage testing.

Other

- Released mobile friendly version of Disc Golf Scene to mostly positive feedback.
- Propagating course layout data labels and distance to PDGA Live Scoring, PDGA Tournament Scoring, and elsewhere.
- Distinguishing NT and DGPT Elite events with logos on Event Schedule.
- Search enhancements:
 - Added event type of Collegiate to Advanced Course Search.
 - Added tournament director PDGA # parameter to Advanced Event Search
 - Added cart friendly filter to Advanced Course Search
 - Added result count to Advanced Course Search.
- Updating FAQs and confirmation messaging with UDisc benefit.

Upcoming

- Event schedule map.
- Modernizing equipment certification data creation and storage.

Miscellaneous

Hiring Updates - Chargualaf

- JC provided an update on the status of new PDGA Global hires, including; Software Engineer, Youth and Education, IDGC Assistant, Event Assistant, Office Manager.
- JC and EK provided an update on PDGA Europe hires, including; PDGA Europe Administrator and Euro Tour Manager.
- All positions have been filled and public announcement will be published closer to employee start dates.

Marketing Update – Sicard

- Sicard provided an update on PDGA's Marketing Program, to include; new media kit, membership campaign videos, status of partnerships, online store progress, and tracking disc golf growth metrics and trends. JM asked when the Board could start reviewing updated membership metrics. Sicard said she would generate them quarterly and anticipates the April teleconference. DR added that for years the PDGA has struggled to identify the number of recreational/casual players around the world who play disc golf. He recommended that we put some effort into figuring out a way to identify this number in a periodic and repetitive manner. Additional discussion ensued. JC said he would take this as a "go do" and continue developing the idea and explore options to meet this objective.

JM concluded the Office Report by stating that he envisions 2019 being the Year of the Affiliate Club and would like to see included in stats we track the number of clubs, number of club members (member and non-members), figure out ways to reach out to club presidents and members, and develop PDGA benefits that are value added specifically for clubs. Additional discussion ensued, and the general consensus was the Board agreed with JM sentiments.

-----*End PDGA Staff Reports*-----

New Business:

Touring Professional Players Committee (TH): TH provided an update that he reached out to 8-9 touring pros to garner interest in joining the committee. He believes he's identified at least 5 great initial candidates and will continue working to fill the remaining positions and develop a charter for the committee. There was additional discussion about the candidates followed by a motion to approve the initial five candidates.

MOTION (NH/DF): Approve the following five nominees for the Touring Professional Players Committee; Paul Ulibarri, Zoe Andyke, Bradley Williams, Andrew Fish, and David Feldberg.

Yes: JM, DF, BD, NH, EK, MS, TH
Motion passes 7-0-0

Committee Action Plan (DF): DF reminded the Board to complete the actions sent via email in reference to refreshing our committees. Asked that everyone complete the items that are coming due and to let JC know if any changes to the committee rosters need to be made on Yahoo Groups.

Senior Committee (MS): MS mentioned that the Senior Committee needs more members. Said it currently consists of four members plus himself as the liaison. MS will work with the PDGA Media Team to put out a call for volunteers to recruit additional members. There are three issues the committee is focusing on; 1) retaining senior members, 2) getting into more state senior games, and 3) developing a senior tour.

Non-compete and Nondisclosure Agreements (MS): MS proposed that the PDGA is not doing enough to protect sensitive organizational information and suggested that the Board, staff, contractors, and other key volunteers should sign non-compete and nondisclosure agreements to serve in positions that are privy to information that is sensitive or confidential in nature. Additional discussion ensued about the complexities of implementing such agreements as well as options available to meet our objective to protect the organization. JC informed the Board he is already working with an attorney to draft these agreements for staff members and contractors and plans to make this a condition of employment. MS suggested that since the ED already has authority to implement these agreements for staff and contractors, the only decision the Board needs to make is whether this should also apply to the Board and committees. There was general consensus from the Board that this should be a requirement, leading to the following motion:

MOTION (MS/TH): To have JC work with attorney to develop noncompete/nondisclosure agreements and IP/Patent Innovation clauses to be signed and applied to the BOD at the earliest convenience. Additionally, BOD liaisons will evaluate their respective committees to determine if there are risks present that would require similar agreements be applied to their committee members.

Yes: JM, DF, BD, NH, EK, MS, TH
Motion passes 7-0-0

PDGA Championship (NH): NH provided a recap of the overall status and progress of the PDGA Championship proposal and asked if anyone had any questions or input about the recent proposal that includes a potential partnership with the DGPT. He clarified what he's not asking the Board to approve the current option, but rather whether they support a continued dialogue with the DGPT on a potential partnership to develop the 4th Major. Additional discussed ensued, resulting in the following motion:

MOTION (MS/BD): Authorize NH and Majors Committee to engage in talks with Steve Dodge and the DGPT about the proposal for the PDGA Championship while concurrently exploring other options and for the committee to report to the Board at the next teleconference in March.

Yes: JM, DF, BD, NH, EK, MS, TH
Motion passes 7-0-0

MOTION (NH/JM)

To adjourn the December board teleconference and enter executive session.

Yes: JM, DF, BD, NH, EK, MS, TH

Motion passes 7-0-0

The meeting was adjourned at 10:01 pm ET.