

Minutes PDGA Europe Board of Directors Summit 9th - 11th November 2018

Prepared by Laura Nagtegaal

Invitees:

*	Name	Status	Representing
TC	Terry Calhoun	present	PDGA Europe Board of Directors
NH	Natalie Holloköi	present	PDGA Europe Board of Directors
EK	Elaine King	present	PDGA Europe Board of Directors
SS	Seamus Scanlon	present	PDGA Europe Board of Directors
KW	Kajsa Wickström	present	PDGA Europe Board of Directors
JC	Joe Chargualaf	present	PDGA Executive Director
BH	Brian Hoeniger	present	PDGA International Director
LN	Laura Nagtegaal	present	Interim PDGA Europe Administrator
TA	Tapani Aulu	present	PDGA Country Coordinator Finland

* Initials used throughout minutes.

Quorum (no rules set for quorum. Assumed at 50% = 3): Quorum present.

9th November Start: 13.33 GMT+1 / End: 17.30 GMT+1

Welcome (KW) Everybody present gives a short introduction

Review of agenda (KW) no discussion on agenda items, all proceeds as scheduled.

NH suggests to adopt basic conduct guidelines, and invites all to suggest guideline suggestions.

2018 PDGA Global report (JC)

JC main question is "What is the role of PDGA Europe?"

BH gives historic perspective to answer that question. How PDGA Europe started as a Committee made up of of Country Coordinators, how many in Europe saw the PDGA as being 'US-centric'.

In 2014/15, a transition concept paper was devised, to have PDGA transition from its current model to a Global organisation with Continental bodies. Comparison to "mini-EU" is made of getting all of the sometimes wildly different countries in Europe to buy in and support this concept paper.

In Europe, louder CC's managed to cause more silent CC's to tune out, causing a very unilateral discussion.

JC PDGA as an organisation is becoming more global in its approach, no longer US-only.

JC Growth is key. In 2013, a big change in growth numbers occurred.

TA What caused this change in 2013? Discussion follows; key factors mentioned are media, technology and sharing of knowledge (online).

JC Udisc partnership is being discussed. IT is mentioned that consultation with Europe would have been opportune, not only because Finland has officially adopted DiscGolfMetrix as its platform.

JC Majors discussion. A new event, PDGA Championships is mentioned. European Majors are being discussed. Discussions with Jussi Meresmaa to establish a fixed European Major on the calendar.

Worlds changes; All age-protected divisions (Am and Pro) are joined in one merged event.

For Junior Worlds, minimum age has been raised to 8+. Discussion follows, in Europe, many apply a

much higher minimum age, including only offering MJ18 and FJ18.

LN Why allowing players from 8+ years of age already? It's Worlds, a large enough pool of players needs to exist, and of that pool one would (only) want the more competitive players to play for a Worlds title. Without those requirements met, contesting a World title seems a contradiction.

PDGA-WFDF relations (JC & BH)

BH/JC Over the years, the PDGA were an institutional member of the WFDF several times, and each time a split occurred. Currently, the PDGA and WFDF are discussion to come closer to each other again.

WFDF needs PDGA more than vice versa.

To meet IOC requirements, the WFDF organises Disc Golf Team Worlds. BH gives a quick historic overview of previous editions. Next edition, in 2019, will be held in Estonia.

Disc golf was included in the World Games in the early 2000's, but due to personal preference of one of the organisers, disc golf was removed. Talks to have disc golf be included again are held.

For many countries, being a member of WFDF is important to guarantee their national flying disc/disc golf association receives government funding. Working on getting PDGA & WFDF to reconnect will facilitate government funding.

Office report (LN)

LN quickly reviews the various aspects and tasks of the PDGA Europe office to gain time on agenda. Membership numbers and growth, event reporting, Financial position, EuroProTour/EuroTour review, tour support tasks performed are being discussed.

On Membership numbers it is noted that while Sweden & Norway are showing a larger than expected growth, their growth can't really balance out the sharp decline of growth in Finland and Estonia. Both countries seem to be levelling out (in both number of events and membership).

Action Point: LN to finalise EPT/ET invoicing.

PDGA Europe progress overview (BH)

BH progress is overall slower than expected. Concept paper had a very ambitious timeline. Will discuss more in-depth in closed session tomorrow.

PDGA Europe are at the beginning of a long term project.

Action point: BH, DS, SS will work on Country Coordinator job description

PDGA Europe – EDGF relations and joint committees (BH & TA)

PDGA Europe's start was with a committee made up of appointed/elected (by the country's national association) Country Coordinators.

One large problem that kept complicating matters was that in the USA all members are individual members without state or country memberships. In Europe, most if not all PDGA members are ALSO a national association member.

With Richard Kollar's help in transforming the EDGF (bylaws), the EDGF now fulfils the task of representing the country's needs and requirements, while PDGA Europe gets to focus on individual members.

EK what is the WFDF – EDGF relation?

TA none, at the moment, although on paper there is a relation; WFDF – EFDF – EDGF. In the future this may become a real connection.

What are roles of CC's and how are they appointed? Similarities and differences in tasks between North American State Coordinators and European Country coordinators are discussed.

What happens if a CC is elected without the national association's backing?

Committees are discussed, including appointing PDGA Europe-appointed Board of Directors members to each Committee.

2019 EuroProTour and EuroTour & events standards and Competition Committee issues (SS & LN)

SS Delays occurred, but on track now.

Announcement of 2019 calendar will take place December 1st.

SS What if an external entity takes over the EuroProTour/EuroTour?

JC In the USA, the PDGA sees no issue with the DGPT being run the way it is.

LN The EuroTour is more in line (on paper) with the NT. While PDGA is ok with DGPT being run that way, but would not agree to NT being run by a third party.

Discussion follows.

For PDGA Europe, until further notice, the EPT/ET is what it is most visible for.

2019 International Program Guide (BH)

In the near future, a separate European and rest-of-world Program Guide should be made.

In Europe, more strict adherence to the Competition Manual is in progress, started in 2018.

Action point: BH will make suggestions for 2019 changes.

Meeting adjourned (KW)

10th November Morning session was an executive session. No minutes were taken.

10th November Afternoon session **Start: 13.10 GMT+1 / End: 15.14 GMT+1**

Welcome (SS)

Tactical planning & governance (EK)

"If you don't know where you're going, you might not get there"

Based off of a slides presentation, and a SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis, goals for the immediate and near future are set. See added presentation document.

STRENGTHS:

Unity, strong positive culture within the board, people who are committed, BoD is on the same page
Power of growth, current growth, growth + reliability of basic membership/events + ratings system
Young players, In Europe disc golf is seen as a sport not a recreational activity
Buy-in by players, TD's & countries across Europe into PDGA
Experience, Good relation with biggest countries, Finland, Sweden, Estonia, A couple of really "strong" countries, best practices
Resources, Governmental support, generous disc golf companies, support of PDGA Global

WEAKNESSES:

Self-marketing, people don't know about the good relations of PDGA and PDGA Europe, inadequate member communications
Diversity of things being different from country to country, divisiveness, differences of vision between european countries, distance & language & culture diversity, role of PDGA Europe and EDGF is not clear, until incorporation powers are limited
Under-serviced amateur divisions, lack of young players
Board lacks some info & knowledge it needs, Short history
Board has been slow, fulfil deadlines, planning ahead, inertia

OPPORTUNITIES:

Articles in Discgolfer magazine
Tourism, Connecting EU players to North-American players, Disc golf sister clubs between EU and North America
Build a continental vision for disc golf in Europe, Empower CC's, Director's Cup
Spread of disc golf + PDGA activities into new countries (Ukraine, Romania, Portugal, Etc.)
Remote virtual events like WGE
Ageing ultimate players
European manufacturers
WFDF, relation with WFDF is diverse
Hosting a Worlds
School programs, Collegiate
Grants
Adopt practices from PDGA Global
Merch opportunities, Exploiting USA collector market
Educate TD's on appropriate amateur prizes

THREATS:

Countries are more diverse than states, split between Scandinavia & the rest of Europe, making all

countries do the same thing the same way, Only a couple of strong countries > too much focus on Scandinavia (Fenno-centric?)

PDGA seen as US-centric

Very small organisation and staff – little critical mass

Disruptive movers and shakers, bad press, starting rumours, disruption

Red tape, government + rules, import + taxes, diversity in products at events, acronym soup of confusion

Gambling rules

GDPR

This all results in a vision 2023

* handling of membership fulfilment financially and possibly physically

* selling PDGA Europe merch

* Tourism Committee

* EPT/ET growth, to be as strong as the NT

* Worlds in Europe

* 5 courses per Affiliate Country

Action point: Roadmap to this vision to be done.

Meeting adjourned (SS)

11th November Start: xx.xx GMT+1 / End: 13.10 GMT+1

Open floor

Minutes missing due to LN arriving late on public transport?

Assignment of priority tasks & timelines for accomplishment

BYLAWS + INCORPORATION IN FINLAND:

KW Draft of by-laws in English – 16 nov

BOD PDGA Europe editing and approval – 30 nov

KW Translation bylaws to Finnish – 14 dec?

Signing of incorporation documents

KW Submission of by-laws – 31 dec

HIRE ADMINISTRATOR & TOUR MANAGER:

BH Final draft -16 nov

BOD Editing and approval of job descriptions – 30 nov

Post job descriptions – 1 dec

Receive job applications – 1 jan

BH, JC, KW, DS Decide on interviews – 15 jan

BH, JC, KW, DS preliminary interviews – 30 jan

BH, JC, KW, DS final interviews – 15 feb

JC, KW contracts – 15 feb

Start dates – 1 apr

Training and orientation – 1 apr

EUROPROTOUR & EUROTOUR 2019:

LN re-route email address for applications – 11 nov

DS update bid package, NO PDGA administration&handling – 15 nov

DS, SS Bids received – 23 nov

DS, SS decide, present to BoD – 30 nov

DS, SS confirm to TD's – 1 dec

DS, SS announce to public – 3 dec

WAYS OF WORKING:

KW set up Google drive – 15 nov

Set 2019 BoD meetings (1st Tuesday each month – 2pm EST, 7pm GMT) – 15 nov

COMMUNICATIONS:

TC draft communications about Summit – 13 nov

BOD review – 15 nov

TC publish on website, facebook, instagram– 16 nov

Manage expectations EDGF and PDGA Europe

COMMITTEES:

BOD Liaisons report to BoD at meetings

Appointing BoD liaisons to joint PDGA Europe & EDGF Committees

SS brings up discussion about Derek Robins considering stepping down as Chair for Growth Committee.

KW motions to Appoint DS to Media Committee. **EK** seconds. Vote passes 5 yes, 0 no, 1 abstain

KW motions to Appoint EK to Women's Committee. **TC** seconds. Vote passes 6 yes, 0 no, 0 abstain

DS motions to Appoint SS to Growth Committee. **KW** seconds. Vote passes 6 yes, 0 no, 0 abstain
DS motions to Appoint NH to Competitive Players Committee. **TC** seconds. Vote passes 6 yes, 0 no, 0 abstain

EK motions to Appoint current President of BoD (currently KW) to Disiplinary Committee. **xx** seconds. Vote passes 5 yes, 0 no, 0 abstain, 1 no vote

DS motions to Appoint SS to Growth Committee. **KW** seconds. Vote passes 6 yes, 0 no, 0 abstain
TC was already appointed to Comoetition Committee.

Board of Directors elections (BH)

To follow Global timeline.

By June 1st call to nominations.

Review nominations

July 1-31 voting (concurrently with Global elections.

Sept 1st Appoint new BoD members for Sept 1st 2019 – Aug 31st 2022

Directors insurance (BH)

Action point: **KW** will check with Finnish consultant

Other business

DS & TC thank all for their effort and participation

JC reiterates the importance of PDGA Europe success. If help is needed PDGA Global will step up.

BH commends the spirit of volunteerism

Meeting adjourned

TC motions to adjourn, **KW** seconds. No discussion. Approval by applause. Meeting is adjourned.