

Disc NW Board Meeting – Monday, September 17, 2007

Attendees: Christina, William (ED), Steff, Janna, Chris, Mike D, Dave, Doug, Barney (late), Anne

Absent: Mike K.

Start time: 7:20 pm

July Minutes

Christina forgot to send these out for final approval. Approval vote will take place in October.

August Minutes

Mike D. motioned to approve the minutes. Steff seconded the motion. August minutes approved unanimously.

Treasurer's Report

Chris reviewed his August 2007 Treasurer's Report e-mail that includes the following items:

- Mike Keran's uncashed checks from 2003/04
- Shoreline field payment for fields that we did not use (Summer 2007)
- Matt Sewell's account/payment update
- Financial analysis of 2007 events completed to date (leagues, tournaments, etc.). Our net income from January-August 2007 is around \$44,000, which is far more than we had budgeted. There are some major (fields) Potlatch expenses not reflected in these numbers.
- Chris is spending about 10 hours a month on Accounting tasks for DiscNW (this does not include his monthly, quarterly and annual reports). He proposed that DiscNW pay him \$10/hr or \$100/month (about a fourth of the cost of hiring an accountant and a similar stipend to those on the Web Team). Chris will be stepping down from the Board in October 2008, but can continue on as accountant indefinitely.

Annual Meeting Update

Anne will be leading the meeting planning efforts this year with help from a few board members. Some specific ideas that were discussed include:

- William suggested that we get growlers from Georgetown to avoid the keg issue. He will follow up with Manny to see if this is viable option in lieu of providing a keg.
- "Meeting" portion should be short like last year.
- We will need to order more pizzas this year (with the assumption that we will have around the same number of people, if not more, as last year).
- Barney's idea from last year (sitting at a table and asking questions of the Disc "community") is good. We should each try and do that this year.
- Maybe do an on-line bulletin board question forum prior to the meeting ("Ask a Board Member").
- Incorporate Youth teams in to the meeting if possible.

Action Items:

- Anne will follow up with Christina regarding specific contact information for Shoreline, etc.
- Anne will follow up with the Board regarding ideas, needs, etc. for the meeting.

ED Report

Finances

- Checking: \$94,394.51
- Savings: \$25,965.32
- CDs: \$15K+

Admin

- I have a new injury, thus the brevity.
- Shelving was installed in the new locker.
- The Payment Policy has been completed and posted.
- Sponsorship deal with Georgetown Beer is nearly finished.

Leagues

- Fall updates.
 - Olympia Hat had their draft & will start play tomorrow.
 - Coed hat started with 12 teams. At least one has a sponsor.
 - Team League has started at Marymoor & Shoreline with 38 teams
 - Tacoma hat will have the draft tonight. Play starts on Wednesday.
- The Leagues Committee met to discuss payment policy, women's ultimate, and other issues.
 - We will try allowing coaches in the 2008 Summer Team League.
 - The LC job description is getting updated.
 - Feedback for the web team is being gathered.

Tournaments

- Open & women's sectionals completed successfully this weekend.
- Mixed sectionals is this weekend in Burlington.
- Mixed regionals will be on October 6-7 in Burlington.
- Turkey Bowl, Dangle Wrangle, and Chick Flick are next after that.

Youth Ultimate

- Fall MS League planning is underway. Connie Thomas will be working with Frank, D'Arcy, and Ben Goldfarb.
 - We're trying to get a few more fields to allow all 26 teams in the league.
 - Play starts on September 29th.
- HS hat started with new LC Roberta Abbott

Volunteers & Staff Update

- The Youth Committee will meet again in August to discuss fall ultimate, the Washington games, and more.
- The web team will meet tomorrow.
- The Leagues Committee will meet again in mid October.
- The Fields Advocacy Group will meet in late September to discuss current issues.
- Frank is recovering from knee surgery.

End of ED Report

ED Term and Terms of Employment

William's 3-year term is up in January. He would like to keep working for 2-3 years and then will be tentatively moving to Wisconsin. In addition, the ED job will need to be restructured as William is applying to graduate school and is applying to an UPA Board position. These will lessen his ability to focus full-time on his ED role. The following issues were discussed:

- How does the Board feel about William's continued employment? It was an employment-at-will contract. William would like to know this before January.
- He would like to re-organize his goals and make some long-range (2-3 year) goals if the Board does want him to stay on as ED.
- Doug: Even if there is a cost associated with this change in structure, the value we have received (and will continue to receive) from William is well worth it.
- The UPA commitment would be 1-2 hours per week plus travel weekends (2 per year).
- The graduate school would be on Mondays or Saturdays. William is not sure of the out-of-class commitment time.
- Dave: Having William create a plan is a really good idea for the Board to get a sense of how William sees his position changing (role, time, etc.) with the addition of Grad school and the UPA Board position.
- Chris asked what William's intentions are of being a Board member on the UPA. William's main reason for wanting to do this is that Kristin had started some work on the Leagues Committee, which has since taken off. William thinks he could contribute his experience to this committee and can be an advocate for DiscNW (and others). The hope is to improve our relationship with the UPA and educate the DiscNW Board more about the UPA.

Action Items:

- Board to have a discussion offline (or at end of October meeting) regarding William's contract
- William will submit a personal plan a week before the next meeting. This will address what William would like to do, what he would like to give up, etc. The Board will assess and make an organizational plan from there.
- Staffing and employment sub-committee will be formed to address these issues. Doug, Barney and Steff will be on the committee. Barney will contact Jessica Dorr about the possibility of her being involved in this committee as well.

President's Term

Barney is feeling personal pressure to deliver his work in a professional and creative manner. This is an uncomfortable position as far as time management goes. His priorities have shifted and he would like to do something different with his volunteer time. He is currently pursuing other volunteer opportunities. He is not sure if he would like to remain on the Board after stepping down from the President position.

- Is there any one on the Board that would like to be the President? It could be someone on the current Board or a position that will need to be filled.
- Something to think about is where we want the energy of the Board to come from (it could come from the President or not).

- Doug: In the next 3-6 months, we need to define what we want the role of Board president to be, figure out what we want and who we can find to fulfill the role (could be multiple people).

Review of Board Meeting Survey

Barney reviewed the results of the Board Meeting surveys. 6 out of 10 Board members submitted responses. Opinions about meeting content were divergent enough to discuss in more details. The first topic we discussed was how we move through the agenda since we have a difficult time ending a topic on time. Suggestions for staying on time are as follows:

- Barney: Everyone have the agenda in front of them to do their own mental calculations for how they want to participate in the conversations; take the agenda a little more seriously in regards to how we measure our contributions.
- Make more effective use of our time. Add topic and objective as a result of the topic.
- Get additional information ahead of time to come prepared.
- Anne: Put similar time frame items together to keep a rhythm going in terms of discussion, etc.

The second topic we discussed was strategic planning. Where do we want to put our strategic thinking? How much time do we want to spend talking about strategic items at Board meetings?

- Steff: Where does the strategic planning of the Board stop and where does it get sent to the committee? It is not always obvious when things need to be dished off.
- Barney has been adding in strategic items into Board meetings since he is not getting the sense that many people are interested in a Board retreat.
- Anne: When she joined the board, she expected there would be a strategic/annual retreat.
- Doug: Maybe we need some advice from companies that are further along in maturity for models of what the role of the Board is vs. what the role of the ED is. We need to look outward for some good ideas.
- Chris: Let's talk to some local athletic organizations for feedback, etc.

October (10/15) agenda (so far)

Retreat planning

Web Team update

William's employment stuff

Potlatch update

Annual Meeting update

Location: Doug (to be confirmed with business travel)

November

Location: Steff

Janna moved to adjourn at 9:28 pm. Seconded by Mike D.

