

## **Disc NW Board Meeting – Monday, December 17, 2007**

Attendees: Christina, William (ED), Janna, Steff, Mike D, Doug, Barney, Mike K., Dave

Absent: Chris, Anne

Start time: 7:00 pm

### **November Minutes**

Anne will issue final November minutes based on comments/changes sent to her via e-mail. Minutes approval will happen in January.

### **Announcements**

Anne is moving to Russia. January will be her last Board meeting.  
Dave will be on the Board through the February meeting.

### **Monthly Meeting Dates**

January meeting date: Thursday the 17<sup>th</sup>

February meeting date: Thursday the 28<sup>th</sup>

Regular meeting date (starting in March): third Tuesday of the month

### **New Budget Items**

- **Increase League and Tournament Fees**
  - **William proposed an increase in league and tournament fees** (last time they went up was by 10% in 2005); Doug supports raising field fees by more than 10% due to the rate of inflation and better fields (maybe a slow increase over time than all at once); **Action: William to look at some options in regards to fee increases, revenue, etc. (baseline vs. higher increase, etc.) to help with this decision**
  - Increase the amount of money (and apparel) for stipends and sub-committee meetings (estimated at 30 people x \$35)
  - Increase budget money for more pick-up
- **Staffing Changes/Advocacy Coordinator**
  - Dave presented a budget item proposal (document inserted below) for staffing changes and the creation of an advocacy coordinator; Doug suggested that we think about shifting the balance of positions from lots of different small slices to bigger role (and associated stipends) associations (PTE vs. FTE); many agree with this approach; it is the consensus of the group to pursue Dave's proposal of looking at different alternatives and increasing (and/or adding) salaries where appropriate

### **Budget Item Proposal: Staffing Changes/Creation of Advocacy Coordinator**

#### **General Recommendation**

Change current staffing levels/responsibilities and, in doing so, create a part-time (10 hours/week, \$10K/year) Advocacy Coordinator. The primary responsibilities of the Advocacy Coordinator would be:

1. Working with the Youth Committee on the issue of mobilizing parents of players to

support youth ultimate

2. Recruiting new youth players/teams to the sport, particularly in underserved parts of the region.
3. Recruiting "foot soldiers" to support the efforts of the Field Advocacy Committee.
4. Working with the Leagues Committee on the issue of recruitment and retention of women.

### **Rationale**

We currently have three people (technically) whose compensation is in part devoted to formally and informally working on advocacy issues for DiscNW (i.e. Bunny, Mike Schwindeller, and Frank Nam). However, for a variety of reasons, little headway is being made in the current staffing arrangement and there is no reason to see that will change in the future if the status quo is retained.

To support this position, I propose reallocation of funds currently used for salaries and stipends in the following way.

Eliminate the position of Fields Advocacy Coordinator. Currently this position is funded at a stipend of \$500/year.

Retain the position of Youth Coordinator, but eliminate the expectation that the YC should be responsible for coordinating recruitment of new players/teams. The focus of the YC position becomes the coordination of youth leagues and tournaments. Reduce the level of funding for the YC position to 12 hours/week and \$8K/year

Retain the position of Executive Director, but eliminate the expectation that the ED should be coordinating advocacy efforts in the areas of youth, women, and fields. Reduce the hours/week and salary level for the ED to 32 hours per week with a salary of \$27,500.

### **End of Budget Item Proposal**

- Funding for MOHO
  - Barney proposed that funding for MOHO coaching be included in the 2008 budget

**Any other budget items should be sent to the Board for discussion via e-mail.**

### **Board Recruiting**

We need new Board members! We are losing Dave, Anne, Chris and possibly Barney. The process that was used last time was good; evaluation format was good as well. Outreach to committees and to Youth for possible candidates. We need to be actively recruiting for Board members. There is still an interest for a lawyer. 4-5 new Board members would be ideal for 2008.

**Christina to look at past minutes for desired changes to evaluation form (sent to Mike D. on 12/29).**

**BREAK**

## **Board Retreat**

Location TBD, time 9:00-4:00 pm

Facilitator: Travis Green

Possible topics of discussion:

- Staffing
- Role of a Board
- Barney: Discuss a way (or at least all be in agreement that something needs to happen) to move from talk to action
- Mike K (may not warrant a retreat discussion): How DiscNW interacts with the UPA
- Growth
- William to make time to get statistical data on the organization to help us prepare (a description of the information we are looking for would be very helpful)

**Action: All board members to search their hard drives and large meeting pad notes for information discussed at the 2006 retreat**

## **ED Report**

### Finances

- Checking: \$45,848.24
- Savings: \$26,149.71
- CDs: \$48,478.70

### Admin

- There will be a Sockeye showcase game at Ingraham on March 1st.
- The ED is starting to get initiated with the UPA Board.
- The ED is still waiting to hear back about grad school.

### Leagues

- Dates for spring leagues are set. Field requests are pending.
  - Spring Team League: Sundays from March 9 – May 31/June 1 (no games on May 25)
  - Verns: Fridays from April 4 – June 6, preseason practice on March 28
- Winter Team League registration closes today.
  - We will have 24 teams in two divisions. Each team will get at least 9 games.
  - Turf fields are reserved at Bobby Morris (Seattle), Marymoor (Redmond), and at Shoreline Center.
  - We are launching our Chinook Book fundraiser with Winter League.
- Tacoma Indoor Hat League – Sessions I and II.
  - There are 31 men and 9 women registered and paid for Session I. The season will conclude tomorrow.
  - There are 19 men (10 unpaid) and 3 women (3) registered for Session II which runs from 1/10 – 3/13.
- Tacoma Outdoor Hat League concluded successfully. The LCs team won for the second year in a row.

### Tournaments

- Slog in the Bog.
  - Fields are reserved at Burlington on Saturday, March 8th.
  - We will aim for 10-12 teams again this year.
  - Registration will open on January 1, 2008.
- The Winter Hat tournaments completed successfully. Kong Cheung is the man and ran or Co-TDed all events.
  - Chick Flick had over 60 women participate at Perrigo Park in Redmond.

- Dangle Wrangle had just over 70 men participate at Marymoor Park.
- Turkey Bowl had over 100 participants of both genders.

#### Youth Ultimate

- Spring Reign Planning is underway.
  - We have a tentative reservation at Burlington on April 19-20, but there are a few conflicts that weekend.
  - We might be able to play at Stocker Farms in Monroe on April 26-27.
  - Field site and tournament dates will be finalized this week. Registration will open in January.
- States will be held on 4/26-27 or on May 17-18.
- UPA HS Westerns is scheduled for May 10-11 in MO.
- Early planning for the spring leagues is underway
  - Spring youth leagues will start on Saturday, March 15th.
  - Middle School League playoffs will be on May 10 and May 17.
  - HS Coed League playoffs will be on May 17 unless States is that weekend. If so, playoffs will be on the 10th.
  - Web pages for all the spring youth leagues are posted. Registration will open in early 2008.
- The winner of the Spring Middle School League A division will play an exhibition game against a team from BC at Worlds in Vancouver in August.

#### Volunteers & Staff Update

- The Youth Committee met on 12/11. We discussed spring planning and fundraising possibilities.
- The web team also met on 12/11. There were "bug month" updates.
- The Leagues Committee took December off. We will meet again in January.
- I still plan to take time off during the week of Christmas from 12/22 – 1/1.
- New Assistant League Coordinators are needed for Spring League.
- Tournament Director for Slog in the Bog is needed.
- League Coordinators for Verns League are in place.

#### **End of ED Report**

#### **January agenda (so far)...could be a long one...**

Review 2008 Budget  
 Board Retreat agenda  
 Board Recruit update  
 Staffing report (5-10 mins)  
 Location: Doug's

Mike K. moved to adjourn at 9:01 pm. Janna seconded. Approved by all.

