

## Board Meeting Notes - February 28, 2008

- January minutes: MikeD moves to approve, Dave seconds. We drink to that.
- Retreat recap:
  - o Chris: Was this retreat too much about operational and not enough long-term planning? Hopefully some of the organizational improvements will help move us to more planning and less operational.
  - o Having an outside facilitator was very helpful. Efficient use of time.
  - o Dave: In the future we should look two/three years out instead of one year. Didn't find the "raggedy beginning" to connect with the rest of the day's work.
  - o MikeK: didn't feel properly prepared for the meeting, but found it effective none the less.
  - o Chris: need to reflect decisions made at the meeting in the minutes or other public document.
- <INSERT RETREAT DECISIONS HERE>
- The Board established a Hiring Committee:
  - o Volunteers: Bunny, Stef, Doug (in absentia)
  - o First job: Write FTE job description.
- Leagues Committee meeting recap:
  - o Chris, Christina, Bunny, Joe Where, KK Roberts. Absent: Sully, Chris Brown, Eric Goetz.
  - o Hat leagues have shrunk due in part to the success of team leagues but also due to enforcement of 4:3 gender ratio and 6 women minimum per team roster. There are tons of guys on hat league waitlists.
  - o Suggested: have a men's hat league that starts after any co-ed hat league to absorb men on the waitlist. Suggested we try it out with the new eastside hat league this fall.
  - o Suggested we add one or two more one-day men's hat events and to advertise and increase number of pickup fields to waitlisted men.
- Board Recruit Committee update:
  - o We have one application in hand and are arranging a time to meet the applicant in person. Expect to have a recommendation for the board at the March meeting.
  - o Start recruiting! We are looking for 4 - 5 more applicants.
  - o Suggested: Chris to run a tent to recruit and do general DiscNW volunteer recruitment at spring league.
  - o Bunny: Wants to run a volunteer fair in Jan/Feb. Barney: requests an email to our volunteer list asking specifically for Board members. MikeD to review message.

- Federal Taxes
  - o Our 2002 and 2003 990's were late and our 2004 - 2006 990's have not been submitted. The IRS is leveling a penalty of \$10k (max)/form plus interest. In our defence, however, the IRS was sending all this information to the wrong address. Additionally, we don't owe any taxes so it's just late form submission penalties
  - o Note: we need to file our 2007 990 by 15 May.
  - o Barney: we need a document of forms that need to be filed and date they need to be filed by for our executive transition plan.
  
- 2008 Budget discussion:
  - o Changes in this draft:
    - YCC revenues increased to better reflect the cost of the program. Costs to kids increased by about \$125/kid to ~\$850/kid.
    - Offset increases by organizing fundraiser and moving away from Marymoor for practice fields (Marymoor doesn't offer youth rates).
    - Hire new FTE in July at \$15/hour.
    - Dave: why did Spring Reign revenues go up? Poor collection of fees from some teams last year so year-over-year comparison is affected.
    - Overall loss for the year budgeted at \$6046.
  - o Chris: Note that some events are not designed to make money.
  - o Barney: is our program costs for Youth reflective of the time our paid employees spend on these events. Chris: Our program costs calculator is based on a percent of revenues for the event. It is a blunt instrument for calculating our program costs for various, but it's quick. Won't make any changes to allocation for this year - will review for next year
  - o Barney: Is a potential raise for the ED included? Yes.
  - o Dave: Did Bunny follow up with Mike Mullen re: camp numbers? No. We do need to talk to him re: summer camps and whether they will remain under his ownership.
  - o Barney: communication costs covered for the new FTE? No. It is expected that the new FTE will have their own phone and internet connection. We have a laptop available if needed.
  - o Janna moves to approve the budget. Stef seconds. Approved unanimously.
  
- ED Report:

## **Fiscal/Administrative Management**

### *Build a Thriving Organization*

- o Budget - The 2008 budget was completed.

- Communication - Old budgets and board minutes have been posted to the website!
- Board - We successfully retreated last month.

## **Internal Operations**

### *Sustainably Manage DiscNW Activities and Initiatives*

- Resources - A new shipment of logo discs arrived. Youth sales are brisk. Extras will be sold to IDS.
- Staff - At the retreat we decided to hire a new FTE by July 15. The job description is under construction.
- Volunteers - Huckin' Easy offered to supply at least six volunteers for Spring Reign. WWU and UW women's teams will also be volunteering at Spring Reign.
- Committees
  - Youth Committee met to discuss the logistics of spring leagues and tournaments.
  - The Web team met the same night as the Youth Committee.
  - Spring Reign and Potlatch organizers also had meetings in the past month.
- Fundraising - We were approached by a group to raise funds for them. No news about fundraising for us.

## **Organizational Effectiveness**

### *Promote and Support Expansion and Development of the Sport*

#### Tournaments - Adult

- Slog in the Bog has 18 teams! We are all set for a soggy event in Burlington on March 10.
- Potlatch website is updated with dates, and basic info. The TDs are hard at work preparing for registration which will open in a few weeks.

#### Tournaments - Youth

- Spring Reign planning is well underway. Registration is open with 18 HS and 23 MS teams.
- HS States pool play and quarterfinals will take place on April 26-7. Semis and finals will take place on April 29-30. Registration will open soon pending completion of the budget.

#### Leagues - Adult

- Verns registration: 63 registered women (20 unpaid), 90 accepted men, and 76 waitlisted.
- Spring Team League registration is closed with a record 47 teams - all paid!

#### Leagues - Youth

- ES registration is open: 9 teams, 5 unpaid
- MS registration is closed: 46, 24

- HS Coed registration is open: 16, 10
- HS Single Gender registration is open: girls 5, 1; boys - 10, 7

#### Pickup

- Winter pickup is over for 2008. Anecdotal reports are positive.
- DiscNW will sponsor a pickup game this spring in April and Many on the Shoreline Utility field on Wednesday. This will be marketed directly to the Verns League players (accepted & waitlisted).

Learning - No news this month.

Fields - We have enough fields to support our Spring activities schedule.

#### Club Teams

- Practice field requests have been submitted by several club teams.
- Sockeye showcase game will take place this Saturday at Ingraham HS Stadium.

### **Community Service**

*Provide Opportunities to Play Ultimate*

Youth - Spring fields have been reserved for 3 sessions of Moho practice.

#### Women

- We are supporting the 4:3 gender ratio in Verns by making sure that we have enough women on each roster to support 4:3 play at all games.
- DiscNW is providing insurance for women's pickup fields in Tacoma.

Men - There will be one two-night hat tournament in May. The Fall Eastside Hat will be a men's league.

*Support Larger Ultimate Community*

Pacific NW - The Kitsap Hat League Organizers have so far been unable to find fields for the league.

#### UPA

- The UPA will run Jr. World Team Tryouts on March 8-9 in Burlington with assistance from DiscNW.
- The UPA Level I Coaching Clinic will take place in Seattle on March 1.
- College Sectionals is scheduled for April 5-6. The men might play on the following weekend. DiscNW is assisting with field scheduling and equipment rental.

*Promote the Game of Ultimate*

#### Spirit

- Verns messaging for 2008 encourages learning, Spirit, and community.

- There are some leftover 11<sup>th</sup> Edition rulebooks from last year that will be distributed this year.

Field Advocacy - The Fields Advocacy Committee met last week.

- We discussed a draft of a presentation and handout to be delivered at the April meeting of the SRC
- Talking points
- There is no new news from Seattle regarding their strategic planning process that recently concluded.

General Public - At the retreat we planned to produce new PR materials by the end of the year.

- Mike moves to adjourn. Janna seconds. Approved unanimously.