

## **Disc NW Board Meeting – Monday, March 20, 2006**

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

Start time: 7:11 pm

### **ED Annual Review: Mike K.**

- Late December/early January Mike K. e-mailed League Coordinators, high level volunteers, etc. with questions for Bunny's review. He received 21 useable reviews.
- Mike also had informal discussions with some DiscNW players.
- The review used a rating measure with a scale of 1-5; 3 meets expectations.
- The reviewers were also asked to provide a sentence or two about the ratings. These are more helpful than the number ratings. However, the number ratings are a good tool for measuring ratings over a long period of time.
- Doug initiated a discussion about the value of a quantitative assessment of Bunny's work. The core of his point was that the sample size is too small for the final rating to be of useful value. In addition, the questions asked may change, further clouding the utility of a number. One of the outcomes of this discussion was that outlying numerical responses are important as are the written responses people provide.
- It was suggested that quarterly reviews on William's performance to be done by League Coordinators. The League Report will go to William and the ED review will go to Mike K. In addition, a half-year check-up with Mike K. was suggested.

NOTE: Specific performance review results have been excluded from this report for personnel privacy reasons.

### **Planning Meeting Follow-up: Barney**

- Board members are at different stages with their follow-up lists.
- Mission statement review started the meeting followed by throwing around ideas, etc. The spirit of the mission statement is still valid but the wording needs to be updated.
- William presented an ED job description.
- Topics discussed in length at the planning meeting are as follows:
  - Goals for the organization and goals for the Board
  - Alignment of the committee goals with the goals of the Board
  - The Communications committee has a lot of work to do
  - William's job and the relationship with the Board
  - The role of budgets and how they are going to help William make decisions, etc.
- Dave: It seems like certain things need to happen before others: identifying core values, branding depends on these values; layout the road map for the next month so we can present some of this at the end of spring league meeting.
- Barney would like to have these organizational goals available for the public eye.
- Annual planning meeting like this is a good idea. Ideal month for this meeting is February. Format was good (4 hours); liked having facilitator but would have liked her to be a more assertive (Mike D.).
- Dave briefly discussed some of our goals:
  - Youth ultimate goals
  - Be more effective in our communication
  - Become more civically active
  - Diversify geographically, socio-economically, etc.
  - Stay in the black (make money)
  - Be in a position to hire new paid staff
  - Marketing and PR/communications: a lot of discussion/goals on this
- Goals were not completely fleshed out and could use some refining and prioritizing.

- Mike M. would like the committees to come up with a process as to how they are going to take on the goals with the committees; create a road map.
- Barney: We might consider taking a raw list and inject it in to the committees for feedback and dialogues to manifest into committee goals; committees being in charge of setting their own goals is going in a different direction.
- Doug: Suggested merging the organization's goals and the committees' goals to create a dialogue and start communication with the committees in a more raw form.
- Barney asked what our next steps should be. What we will do as a group in terms of processing the information; sharing this information with the relevant segments of the organization to get feedback; are there deadline commitments? We agreed on the following:
  - Dave will get the organizational goals to the Board.
  - Take our ideas, share them with the forum (if there is one) and engage in a prioritization process (each committee is going to be at different stages due to their functions, members, etc.).
  - Relate this information back to the mission statement.
- Barney would like to see a 1-3 sentence mission statement followed by our major programs and how we go about accomplishing the mission.

## **ED Report: William**

### Finances

- Checking Account balance: \$17,979.50
- Business Premium Account balance: \$25,002.08
- CDs - \$15,095.34, \$15,095.34, \$15,081.19

### ED Admin Stuff

- Cleaned out the storage locker!
- Worked with Barney to organize the Board Planning Meeting.

### Web Team

- Site Redesign and League Engine Projects are really near completion
  - Launch still pending completion of some League Engine code
  - Redesign code is nearly complete
- Added Manzell to the official payroll.

### Leagues

- Winter League completed successfully with only one team is still unpaid.
- Spring Leagues have started!
  - Spring adult league is 2 weeks into the schedule with only minor issues.
  - Spring MS League started at Meridian, HS Coed started at Marymoor, HS single gender started at school sites.
- Verno Hat League planning is well underway.
  - Registration is open – There are 67 women (29 paid), 90 men (62 are paid) with 80 more on the waitlist.
  - Theme will be nursery rhymes.
  - We hope to have 16 teams
  - Games will start on April 7 at Marymoor, Maplewood, and South Park

### Tournaments

- Slog in the Bog completed successfully in Burlington with 12 teams. 2 teams still need to pay.

- Potlatch planning is in full swing! We are still looking for an Entertainment Director to replace Coop.
- Skookum Chuck 1-day hat tournament is scheduled for April 1.

#### Youth Ultimate

- Spring Reign planning is well underway for the April 1-2 event.
  - Registration is closed with 60 teams. Schedules will be completed this week and posted to the web site.
  - Equipment has been rented. Fields are confirmed. Volunteers are on board.
- WA States planning is well underway for the April 29-30 event.
  - Registration will be opened this month.
  - We are looking for field in Monroe again. Finals will be held on Monday, June 1 at the stadium at Ft. Dent.
  - Shaykat will TD and Meredith is our UPA State Youth Coordinator.
- Plans are being made and executed for various summer camps in Seattle, Tacoma, Portland, and Tukwila.
  - Plans for Seattle Camps are nearly completed. Details will be posted on the web this week.
  - Contracts with Tacoma are signed.
  - Portland overnight camp is still in flux
    - Xia Xi is on board as Camp Director.
    - The budget & job descriptions will be completed soon.
    - Advertising will be in full swing prior to the start of Spring Reign

#### Fields

- Practice field requests are still coming in. Some previous requests are being withdrawn. We need fields!
- Interbay stadium was secured for Seattle vs. Vancouver exhibition games on April 15<sup>th</sup>.
- Fields Advocacy Committee met and set a strategy for lobbying Seattle City Council to convert fields to turf.
- Attended meeting of Citizens for Shoreline Parks and donated \$3000 towards promoting the upcoming bond vote.
- Still finalizing plans for adult Spring League playoff fields.

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

- William dismissed himself from the meeting.
- Mike K. made a motion to allow for a 12% (3% cost of living and 9% performance) raise for William. Seconded by Doug.
- Discussion was followed by a unanimous vote for the 12% raise.

Move to adjourn by Janna at 9:11 pm. Seconded by Dave.