

## LAOUT Board Meeting

5.2.2016

8:13 PM

\*\*remember to type action items Julia

Here, in order of appearance. Spike. Grant. Julia. Andy. Jane. Seth. Remy. Allison. Woz

Missing in Action (jk we know where they are) – Chuck, Joy, Sparta

- We talk about Andy's desire for commentary at the Summer League draft
  - Level-headed people say no
  - Andy doesn't want to fight the urge though
  - Remy and Seth talk about things before my time
  - Seth was called a motherfucker
  - Whose James Renfroe?
  - Grant proposes mandatory shots – truth serum
  - More shot structures are being proposed, I wanted to captain this year but I have a low alcohol tolerance
- Thanks to Grant for hooking up the crew for Pizza
- In 3 weeks people want West Side – I will be home in ATL
  - Is Busby's quiet?
  - Only on Monday
  - They treat us well there
- Woz speaks – but Busbys West for Monday May 23 unless conflicts arise unforseenly
- Spike has the talking power
  - Paypal account
  - East-west bank account
  - The last 8 hours Spike has gone through them all
  - Not a report on finances of LAOUT but an interactive, questionable experience about how we have spent money in the last year, and the first 4 months of this year, and then we will come together ot move forward and what the financial goals are
  - Spike wants group effort and input to do so – they are important because no goals means nno judgement and we all judge
  - Google doc in the finance folder – it is up on the big TV screen
  - Paypal goes back 2 years (May 2014)
  - Seth needs it zoomed – glasses?
  - Trends that LAOUt has we will look at
    - Big things bring in money
    - And big spenders
    - Break even association in the past
    - All Leagues and Events leave no money left over
  - Spike says numbers but I am not going to type it all because its all on the document
  - Started with 8947 but ended with 8457 (last calender year) – net loss of \$490
    - We can last for 19 years with this downward trend, but we really want an upward spiral (Korb reference)
  - Hasn't divided out the cost of every league – but just doesn't have it yet because of check labeling
  - He will sit with Andy one night and go over the numbers – IS THIS AN ACTION ITEM?

- We pay paypal \$600 in registration fees because that's what they take!!
  - This is not okay
  - LAOUT is a business account
  - We are just losing money
  - 2.9%
- What's the refund policy?
- Categorical costs – Andy has these things in the budget – Spike will ask to upload so they are all in once place – he said he would ask, but wasn't that asking? ACTION ITEM?
- The running balance number is the issue – if it drops we can't pay our bills – and Spike is worried about it
  - Andy shouldn't front this money on his credit card
  - If he wants to earn miles, fine, but the organization should be able to front this money
- Spike wants summary and mentions trends again
- City of SM handles beach League
- 3 big times money goes in and out (parties, fields, uniforms) – SPH, SL, WL
- May we gain money – June we lose it (SL and bills)
- A couple static costs (charitable trust, website, insurance)
  - Comes from excess
  - Isn't calculatable in league costs
- Spike shows cool graph functions on google
- Cannot grow as we are now
- How do we plan for such growth and in what direction? Who are we? \*Cue Ben Stiller GIF\*: -
- Spike has us do a fun color-coded esque post it note exercise where we all write ideas to spend money and improve LA Ultimate with the cap of \$500 for our select divisions and branches of this organization
- Spike types up on the google drive the sticky note ideas – should I write them too? Nah – see the Cash Flow new Tab “Why?” on the Google Drive
  - Andy reads off the wall – saying “hell yeah” and “about it” after all the party ideas
- These ideas are good and not quantifiable because they will all benefit us
  - Gopher hole – shoes as cones – kiddie pool
- It's not okay to lose \$500 a year when we could do these cool things
- Chuck's cake cost \$125
- Now we do Financial Goals
- Some kind of weird music is playing – it sounds like mariachi but also jazz
- Okay more exercise time – take your post it and write down 1-2-3 financial goals
- Spike also types these in “Financial Goals” tab so go look at that
- When is the right time to have the membership talk?
  - It is scheduled for next meeting –
  - I will not be there – maybe I should Skype in
  - I like being able to vote
  - I feel important
  - Unaminitivity is hard – but we gotta just vote once we have a discussion – Alison #preach
  - Goals meeting though should happen before membership
- ACITON ITEM!!!!

- Come with an argument about your passionate WHY so we don't just spend time arguing about a financial goal... I think – have something in advance in email form that someone is excited about from this list of \$500 goals so we have time to think and react to this in a meeting in a discussion
- Seth likes the time to process I have garnered from the past couple meetings
- Woz proposes picking out a meeting a couple months down the road – then we send out a proposal in advance if we want something
  - We should also revisit where we can save money instead of just how we can raise money – Seth
  - We have no money right now – Remy
  - Let's prioritize some of these – Alison
  - What kind of money do we need and how? -Alison
  - Participation is dropping off drastically in all leagues -Remy
  - That's the priority discussion -Alison
  - In the model he's seen, normally at a business or another non-profit, each department would yearly submit something to Andy + Treasurer, this is what we are spending this year – they talk about it with the Chair and the VP – core officers – then they say yes or no, or we want more discussion on this, etc etc. (Very future and thoughts on bylaws) -Grant
  - Please take away duplicate and color code and group by money amount -Jane
    - She's a stats PhD person
  - Common practice is to submit a budget request for what you want for the next year, but we need to identify what our budget is, we don't have one to spend yet, do we focus on the experience for existing players (immilurating it – what does that word mean?) or do we really try to find new people -Woz
  - Seth doesn't think that the culture off of showing up to something off of a facebook ad is supportive of new, non-athletic people – and Woz notes that that is a per captain experience, and postpones that that is a conversation for the future
  - Alison proposes doable goals and start small, and if we go to a membership model, we can have that nominal amount
  - Seth brings up ex. Lined Fields – we can buy lined fields, but do we have people to set them up – potential incentive program for volunteers (summer league boys want ittttt)
  - Woz brings us bac – 4 minutes on this discussion
  - Action Item for Spike for next meeting or the meeting after – everyone prioritize these things, and we will create a mass doc with everyone's preferences and then we can look at it all together
- Last activity – spend 3 minutes and write down how to raise money
  - New tab on spreadsheet – see the “How?”
- Leiout is prepared to donate 5% of the profits starting retroactively starting this past year
  - Because we aren't a 501C3 – we have to pay the taxes – ballpark is \$12,000 minus \$3,000 for taxes
  - 3 months to get him on the phone (why so hard)

- 4 minute convo – and none in writing
  - Brian Calle wants many strings
  - It is in the works but may come in August – but can't base LAOUT's future on Leiout's money (can someone change their name)
  - Good Job Spike!!! Da mannnn!
- BREAK TIME
- Code of Conduct and Disciplinary Action Brainstorming Time
  - Preliminary discussion – and outline – won't fully flush it out tonight
  - Per Andy's suggestion – we should invite Brian in person when we make a final decision and give him the option to defend himself and bring representation in the form of a lawyer
  - Is that fair when there's 10 of us saying we think this? -Remy
  - We should go to him, given LAOUT's code of conduct, here's how we feel your behavior detracts from that – do you agree or not? Defend yourself, here's our decision. -Woz
  - Brian or also Hale?
  - At first it's universal as a policy – then we talk specifics
  - How should people behave as a part of our league? What are our consequences and punishments for said people?
  - Is this LAOUT League events? Only what people are paying for and LAOUT sponsored events – we don't take ownership of Club or Pickup. We can't use examples from those events then – that's the line. You can't use someone's misbehavior at pickup. General behavior towards Frisbee people though can be cited as to why they can't play a league.
  - Is this complaint oriented? Does the board then investigate?
  - We talk about crying experiences because #bonding and people are dicks. Humanity is sometimes disappointing.
  - Through our registration process we must have a code of conduct or a waiver – paragraph or initial here.
  - Are there anonymous complaints or do people have to own up to it.
  - A committee should handle this type of thing – Advisory Board? – Jane and Grant speak
  - Where is the line if you're punishing your friend? The idea of a group decision, but then not knowing what 4 people are on the panel, so Brian Kuhn doesn't roll up at 2AM and yell at you Romeo and Juliet style outside your window.
  - The committee should write up a report and advise the entire board, and the entire board votes.
  - This won't be super frequent hopefully?
  - We talk about Cory and Nicole – throwing Frisbees over the fence and Frankie 00001
  - Opportunities to intervene before it gets bad – as a SL captain or a WL captain – to prevent escalation -Seth
  - Tools for captains to use? -Alison
  - Do people get a warning first? First time offenders? Depending on the severity of the thing... That's the job of the committee case by case, but if we have a set in stone rule, "commit violence, you're out for a year" or whatever – that's the rule sorry
  - Seth has questions
    - Is this interaction with other people or is it egregious behavior on the field like reckless play or terrible calls.
      - Separate poor spirit from abusive, violent behavior – Allison

- Allison will draft a code of conduct and mention good spirit as well and also potential discipline procedures– ACTION ITEM
    - Revisiting this during the June Meeting – June 21
  - Yo Brian, we are starting a code of conduct – if you do anything similar to what happened last time – you’re done. Remy gives a summary of St. Pats Hat incident with Brian.
    - Stephanie Hicks (Remy’s matchup) recognizes she’s not in the endzone. Brian starts screaming. Remy is stalling. Stephanie told Brian to shut up she wasn’t in. Brian starts to yell that Remy always cheats. Andy reacts. Brian says, I won’t take it back, I’ll have a conversation about it, but I won’t take it back. Then Stephanie scores. Randy starts a fight with Brian because no one likes Brian – then yells at Remy, then apologizes.
    - If you don’t conform, you have to, sorry -SOTG. If you’re a new player whose an athlete, fine you get a 2<sup>nd</sup> chance.
  - ACTION ITEM – Seth will talk to Brian and potentially Hale if he signs up regarding summer league – it will be chill and light, but no bullshit.
    - Allison tells OLOB story about Hale.
      - She waves him off after a turn when he wanted to pickup – he was getting very excited, so she walked slowly over to the disc. Hale unleashes a torrent of obscenities – and it goes on and on, many F words. Allison stops walking. Jane calls a TO (on the opposing team), then her team came back from like being down 1-6 to win the game.
      - Hale doubled down – I have every right to yell at you, I did nothing wrong.
    - Seth tells back in the day stories about Jeff Landesman – but he has changed.
    - Hale and Brian lack self-awareness and the misperception of a shared reality is disconcerting.
    - Seth will not leave a window for pushback – if they feel anything then they shouldn’t play the league.
    - Warning- kicked out of League – kicked out of LAOUT
      - 3 stages
- Seth wants to ask things of Summer League captains
  - He will send out an email to the Board with some suggestions
  - Welcome to the SL captains dinner – buy Pizza and Beer
  - Some kind of captains gift – you could do it at the draft – feed the captains at the draft – but it slows the draft down
  - Egregious sandbagging – people feel it’s a huge issue
    - As long as 2 people know someone it’s not that bad but the perception is bad
- ACTION ITEM:
  - Chuck, Jane, and Woz owe ultimate bios
  - Woz owes language for age restriction
- Seth wants another meeting about Leagues
  - He doesn’t foresee any attendance on the next meeting – West Side
  - An overall meeting is suggested by Spike
- We talk about beginner’s league v. a coached league v. what IS summer league?

- Do we want to expand SL through beginners? What is the choice?? Whichever is fine, but what's the goal?
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