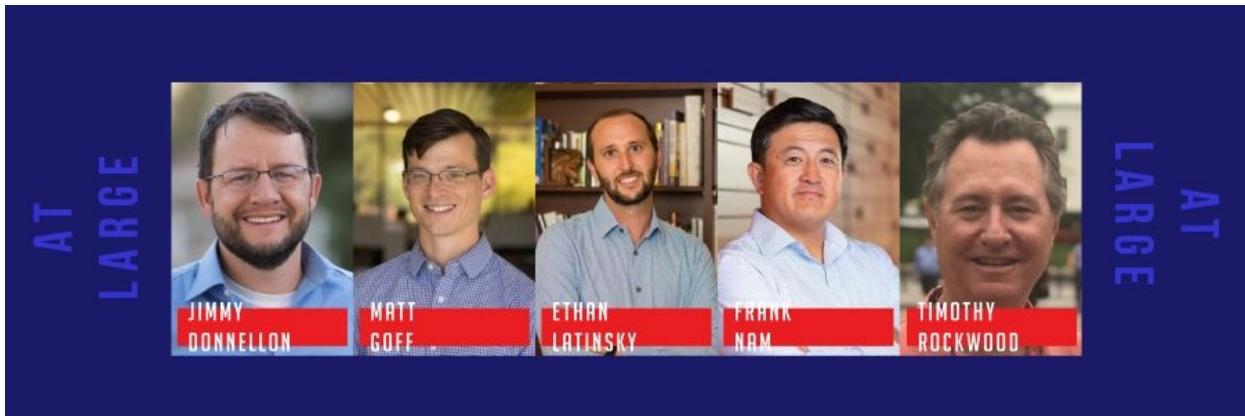


You can learn more about the election process [right here](#).

You can learn more about the candidates [right here](#).



Questions

- 1) What work have you done to promote equity within our sport, particularly in areas that might get less attention than gender, such as racial or socioeconomic equity? What ideas will you bring to the board to further this work? [[Jump to answers](#)]
- 2) What kind of changes do you plan to make on the board to ensure that in the next election, the culture of the USAU board is such that more women feel comfortable and encouraged to run for available seats? [[Jump to answers](#)]
- 3) What are some steps you would push for in terms of being more trans/nonbinary/genderqueer inclusive/what are your ideas on programming for outreach in this community, on the national scale, while our sport still operates within the binary? Leadership ops? Organizational trainings/partnerships with LGBTQ+ orgs? [[Jump to answers](#)]
- 4) What are the plans to create a serious functioning web site? If we're going to compete with other major sports, we should have the technology to match. Will you commit to a serious increase of resources into IT? [[Jump to answers](#)]
- 5) How will you increase transparency and improve communications between USAU and the community? [[Jump to answers](#)]
- 6) How will you advocate for dedicated club players who play for teams outside of the top 8? What about adults playing at the local league and pick-up levels? [[Jump to answers](#)]
- 7) What changes would you advocate for in relation to gender equity? [[Jump to answers](#)]

8) What directions taken in the recent past by previous USAU boards do you disagree with, and what would you have advocated for instead? [[Jump to answers](#)]

9) How would you ensure the voices of women's and mixed players are adequately represented in decision making? How would you ensure players at every level of the sport feel heard, respected and valued - not just those players who compete at the national level? [[Jump to answers](#)]

10) What are your stances on disc spiking culture, particularly in relation to the idea of the "spirit of the sport?" [[Jump to answers](#)]

11) What's your view on the Masters program (i.e., Masters, Grandmasters and Great Grandmasters)? Specifically, how does the program fit into your vision for the long term growth and sustainability of the sport, and what investments (if any) do you foresee making in the program? [[Jump to answers](#)]

12) What work would you do to make ultimate structurally less expensive and more accessible to all socio-economic levels, especially youth and college offerings, including the elite series, without resorting to the "tax" on low-income players to have to apply for aid. [[Jump to answers](#)]

13) Do you feel that the USAU board is transparent enough to the membership? Would you change anything about how the board communicates with the membership about the topics they discuss and the decisions they make? [[Jump to answers](#)]

14) Do you think coaches, league organizers, sectional/regional coordinators should be receiving reduced player dues? [[Jump to answers](#)]

15) Currently 23% of the board (3 of 13) and 3 of the 7 spots the members vote for are designated for elite athletes. According to our last report, we have 54,796 annual members. If we assume that all top eight teams in the country have 27 players on their roster that puts us at 648 members voting for those 3 spots (I am assuming that national team players are made up of those players, and those EA voters from previous national teams/non top 8 teams are cancelled by those on top 8 teams who don't vote in elections). This works out to 1% of the playing population having the only vote for 1/4 of our national board. 1) Understanding we need to have elite athlete board members for participation in IOC, would you change the definition of elite athlete for the purposes of these elections? If not, how do you intent to improve the quality of play for sectional/regional level teams? [[Jump to answers](#)]

16) What are some changes you believe are necessary to encourage the growth and development of ultimate? What are some specific areas that you think require the most attention for the long-term health and growth of our sport? [[Jump to answers](#)]

Answers

1) What work have you done to promote equity within our sport, particularly in areas that might get less attention than gender, such as racial or socioeconomic equity? What ideas will you bring to the board to further this work? [[Jump to top](#)]

Jimmy Donnellon:

In Colorado Springs, we worked to create opportunities for all to play and have a voice. We built outreach programs to have clinics with Big Brother/Big Sister, at schools in depressed areas, and to offer payment plans and discounts for athletes who weren't in a position to afford league fees.

Due to the low level of monetary entry to play ultimate and the Spirit of the Game, our sport has so much to offer to communities of diverse backgrounds and socioeconomic levels. I would like to partner with cities, organizations, and schools to help build programs that intersect ultimate and life skills development, including conflict resolution, building and working with a team, and physical fitness.

Matt Goff:

While serving Richmond Ultimate, I promoted equity by empowering passionate community members to take the lead, providing organizational leadership support, and personally attending community summits and programs for inner city youth. Through the Board of Directors, I'll continue to push for organizational leadership empowering community leaders promoting equity in ultimate. As one example, I'll lobby for USAU to be the hub of best practices from ultimate organizations across the nation and globe for reference by local and regional organizations.

Ethan Latinsky:

Having always played co-ed sports, it's vital to making sure everyone feels comfortable when they come play ultimate whether you're from another country, anywhere on the LGBT spectrum or a different part of town. While most of my socioeconomic giving in ultimate has been done with teammates, there's massive opportunity to bring ultimate to lower socioeconomic areas because of the low cost of entry and ability to play in a lot of different places. We could disc drop and give discs to people lower income communities over holidays and show them how fun of owning one disc can be, along with it's many uses. We could also bring forward ideas to grow community outreach and partner with ultimate non-profits who are already working in other countries for projects dealing with racial equality through ultimate non-profits already working within other countries.

Frank Nam:

Much of the work I've done to promote equity happened while coaching at Franklin HS in South Seattle (a public high school) and sitting on the Youth Committee at DiscNW. Alongside folks like Sam Terry, Wynne Scherf, Alex Wells, and Chris "Fozz" Forsberg - we were able to get DiscNW to pay coaches at public high schools a stipend. We did this because the vast majority

of young players of color played in public schools who didn't have the same sustainable support of the private school programs which paid their coaches thousands of dollars per season.

My work at Franklin also spurred me and my friends Sam and Rex at Asa Mercer MS to create Southend Ultimate Program which is the umbrella organization of AGEUP (All Girl Everything Ultimate Program). If you haven't heard of AGEUP, it is a rad organization that creates powerful young women of color leaders in our community via an amazing curriculum based on dismantling systems of oppression and playing ultimate. It's run by Hana Kawi and Sam Terry and it's amazing.

I was also lucky to be one of the inaugural story tellers of Flatball Radio and gave a talk about coaching at Franklin HS and the lessons I learned about equity, race, class, and privilege.

An idea I'd like to push for immediately is to add training on power/privilege/race into the USAU Level 1 and Level 2 Coaching Certifications. Coaches are at the front lines of helping create a more equitable, safe, and welcoming atmosphere on their teams, with parents, and with opposing teams/coaches/parents. There's a lot of implicit bias work that can mitigate much of the micro and macro aggressions I've seen perpetrated in the ultimate community.

Timothy Rockwood:

At the past three World Flying Disc Federation (WFDF) World Championships, when I was recruited back into the sport as Managing Director of Broadcasting and Marketing and Executive Producer, I insisted that every on-air commentator, irrespective of gender identification, was, for the first time, paid the same stipend. At 2018 WUCC in Cincinnati, I insisted that the coverage teams, both production and commentary, were majority female, also for the first time. I contribute financially and pro bono, usually behind the scenes, to initiatives including Ultimate Impact (<http://ultimate-impact.org>), The Sky Is Red (documentary film), Ultimate Peace (<http://www.ultimatepeace.org>), and regional efforts in South America, Africa, and Asia. Within WFDF, I continue to advocate for expansion into Africa, South America, and countries of lesser means. USA Ultimate has great potential to succeed in lower-income environments domestically; as I often say, "a five-dollar piece of plastic can change the world." Please see my answer to #7, below, for more on this topic.

2) What kind of changes do you plan to make on the board to ensure that in the next election, the culture of the USAU board is such that more women feel comfortable and encouraged to run for available seats? [[Jump to top](#)]

Matt Goff:

Institute a feedback loop for the nomination committee to better know the problem and the community's thoughts on potential solutions so that the Board of Directors, USAU staff, and the community may work together to implement actions to encourage more women to run.

Ethan Latinsky:

Men and women should have equal representation on the board, whether they are on it or not and I will strive to do that. We need to stay fair in terms of who wants to be on the board leading our nominations but there could be a "comply or explain" governance system at USAU where the board would have to address gender disproportionality and why it happens in years that don't seem within the realm of equitable.

Frank Nam:

It's not good enough to open the application and say that anyone can apply. We have to take a clear look at what happens before women even get to the application. What are the concerns or barriers that women have about board service? What is the perceived culture of the board? With the application we have to review if the application process itself has some issues. I've spent 6 years looking at the application process at City Year, Inc. which hired 3,500 AmeriCorps members every year and we really tried to think about how that process was as easy as possible for people from all backgrounds. I'd take that type of eye to our current process.

As a start, I can say that the timeline between submitting a letter of intent and actually getting all the paperwork done is too short. I myself almost didn't apply because of how quick the turn-around was.

The other half of applications is recruitment. What are the policies for recruiting board members? Are current board members actively recruiting and promoting women to run? Are there any rules around that? Is there an easy process to do that?

I'd start with examining these two processes.

Timothy Rockwood:

I am one of only two males who are "Friends of the WFDF Women In Sport Commission," which is a permanent committee that works to encourage future leaders who are more representative of the overall population, primarily female-identifying. I'd like USAU to develop an in-house mentorship program that recruits and develops qualified non-male candidates from the Ultimate community. If elected, I would like to serve on the Nominating Committee, which is logical because departing Board member Henry Thorne sits on that committee today. I see the Nominating Committee as the best vehicle inside the USAU Board to conduct outreach and recruit women candidates. With DeAnna Ball leading USAU's Board as President, our sport has strong credibility—but needs more non-male Board members.

Jimmy Donnellon:

There are so many amazing women leaders in our community that have great experience leading local and national organizations. I want to spotlight the work these women have done and their many accomplishments. As we build an environment of equity I hope future candidates will reflect the growth of our sport. If elected I would actively seek and recruit the standouts in our community, especially women, who have had a positive impact on the growth and development of the ultimate community.

3) What are some steps you would push for in terms of being more trans/nonbinary/genderqueer inclusive/what are your ideas on programming for outreach in this community, on the national scale, while our sport still operates within the binary? Leadership ops? Organizational trainings/partnerships with LGBTQ+ orgs? [[Jump to top](#)]

Ethan Latinsky:

This is an area I am very open to involving in the growth of the sport and truly believe their interest in the sport could be a major catalyst for long term growth and sustainability. Many of my friends are on the LGBT spectrum and partnerships or events with those organizations would be fantastic for community outreach. As a sport played co-ed in many adult leagues across the US, we already have a great way for anyone to be introduced to ultimate. Let's utilize what we already have and step up our social awareness to grow this sport across all borders and over the next strategic cycle.

Frank Nam:

First off, I would want to know what steps the board has taken thus far. I know USAU has a less intrusive policy than WFDF (no proof necessary, no medical/blood-work tests, etc) but I would also look to any other sports with a better policy (especially those that operate in both single and mixed-gender divisions). I like what the WFTDA states as their gender statement.
<https://wftda.com/wftda-gender-statement/>

I would also like to know what our members think is needed to create a more inclusive policy and listen to voices specifically from people who identify as trans/nonbinary/genderqueer/genderfluid. Are there organizations we should hear from? Trainings we should go through? Co-design and co-lead are the models I'd like to follow here.

At all official events, I'd push (if this isn't already happening) to make sure we are asking for and using preferred pronouns. This includes announcers, materials, media, and advertisements.

I would also keep up with my own learnings here. I've spent a large portion of the last week reading the resources at <https://transathlete.com> and know I have much to learn

Timothy Rockwood:

At WUCC in Cincinnati, WFDF played a strong leadership role by hosting (and funding) a Gender Equity Workshop. Besides participating in one full session, I personally commissioned production of a video by our feature producer, Julia Johnson, which streamed during games and attracted thousands of views on social media, including 5,000 on Facebook:

<https://www.facebook.com/worldflyingdisc/videos/vl.262509717868860/1812584788826791/?type=1>

Jimmy Donnellon:

Ultimate has a great opportunity to be a leader in building relationships with the LGBTQ+ community. We must create an environment where everyone feels secure in their identity. As an organization, we can support individuals by reaching out and building upon the strengths of our communities. There is an overlap of the impact sport can have on greater social issues and USA Ultimate must be a leader in change and acceptance.

Matt Goff:

I will advocate for the USA Ultimate Transgender Policy to be refined in definitions and speak more to inclusion. I will advocate for USAU to provide more education and guidance around inclusivity and living that value for local and regional organizations to reference.

4) What are the plans to create a serious functioning web site? If we're going to compete with other major sports, we should have the technology to match. Will you commit to a serious increase of resources into IT? [\[Jump to top\]](#)

Frank Nam:

It's hard to write an answer about priorities in terms of budget/resource spending without a better understanding of the budget. This is something I'm eager to dig into but it would be foolish for me to promise a "serious increase" in IT functionality without knowing where that will impact other programs.

That isn't to say that this is not a serious issue. I've heard many members complain about USAU's website (and the websites of regional organizations). I haven't heard anyone say they REALLY LOVE a particular frisbee organization's website - if people have one they like, I'd love to hear about it and what makes it function well.

Also, I used to be a web developer back in the early 90's (MSNBC.com) so that means I'm basically still unqualified to make an educated guess at how the costs to make this better might affect the budget.

But I have no idea what the costs associated with a minor revamp to a full-on reboot of our website is and how these costs would impact things like events or youth programming. It's a big

issue for members and I will do my best to learn first, and then make my best decision on behalf of membership.

Timothy Rockwood:

The USAU website is embarrassing for an emerging Olympic sport. It needs a potentially costly re-design, which could possibly be partially underwritten with the proper strategic partner. Analyzing the effectiveness of the websites of other US national governing bodies is a first, inexpensive step. I'm fortunate to have longstanding relationships with leading sports governing body and sports media executives, which could accelerate this process. This initiative should be a high priority.

Jimmy Donnellon:

This has been an ongoing frustration for many members and I know the current board and staff have been working to make improvements. Yet, I would like to use my experience in internet marketing to help in the process of improving the user experience of the website.

When it comes to updating website functionality, I like to first get a clear understanding of the frustrations and difficulties the user is having. There are tools and methods to first get feedback on the existing site through surveys, user tracking, and site analytics. These tools will provide us with insight into our visitors' needs. Once changes are ready to be implemented there will be testing of new features and updates with small groups, until the improvements are ready to be worked into the greater framework of the site and out to the community at large.

If necessary, I would request additional funds needed to roll out the changes more quickly making sure we are working with the most effective development team possible. I would also like to improve the support given to visitors by implementing a live chat feature on the site to assist with any issues.

Matt Goff:

I believe the technological infrastructure of an organization is critical to its scalable, sustainable success. I will work with the Board and USAU to assess and advocate for appropriate, targeted investment.

Ethan Latinsky:

While I do not have any IT background myself, I understand that having a good IT infrastructure is integral part of functioning efficiently in any business. The community has been adamant about the website needing to be redone and technology upgraded for years and that is something I would take from the community at large to the board if elected.

5) How will you increase transparency and improve communications between USAU and the community? [[Jump to top](#)]

Timothy Rockwood:

I believe that the Board has made significant progress in this area and is on the right trajectory to maintain the right balance between proprietary information and disclosure, especially using social media channels. Because of my working relationships with USAU management and several Board members and my experience in media and communications, I think I can get up to speed on this issue quickly. A working group with short-term deliverables would be optimal.

Jimmy Donnellon:

Improved communication is essential for the growth of USA Ultimate. I believe that creating opportunities to hear from USA Ultimate Board members and staff can lead to greater engagement of their programs and initiatives. I would like to implement open discussions of major events, including board meetings and major rule changes, through AMAs on Twitter, Facebook, and Reddit, a live chat option on the Website during certain timeframes, and broadcasted State of Ultimate presentations. I would also open channels for regular input from the community through focus groups, event surveys, member feedback opportunities and comments on social media.

Matt Goff:

I will share USAU social media posts, connect with my national network for perspective and results on hot topics, and be available for discussion with community members as to share insight and bring community feedback to USAU. I will advocate for more prominent announcement of the many ways the community may engage with USAU for transparent communications (social media, USA Ultimate Weekly, Board Meeting Minutes, etc.).

Ethan Latinsky:

I believe corporate governance is vital for a successful mission and promote annual reports as well as building a new strategic plan for the next 3-5 years. This new plan would be able to address how USAU would be able to improve our communication and integration with the community while still keeping a unified voice for all players, whether you're an elite athlete or a first-time member.

Frank Nam:

This is a tough one to answer as a potential newbie to the board and without a clear understanding of what systems and policies they have in place about what to share and how to share it.

I strongly believe that orgs should be as transparent as they can be - usually even more transparent than what's comfortable. However, even when I worked in municipal government (by law, way more transparent than private orgs) , there were still limitations on what can be shared via public disclosure requests.

I am very interested in unpacking how we've made participating at the highest levels in all categories and divisions incredibly cost-prohibitive.

I can't promise specifics without knowing what is allowed and what can be changed but I will always push for more transparency than what's comfortable.

6) How will you advocate for dedicated club players who play for teams outside of the top 8? What about adults playing at the local league and pick-up levels? [[Jump to top](#)]

Jimmy Donnellon:

The importance of giving a voice to the athletes not represented in the "elite" level is apparent in the questions up for discussion. I am committed to working with local organizations and communities to offer improvements and development of players and competition. There must be a mixture of a commitment to the grassroots efforts to build local leagues, clinics, and pick-ups in order to improve the competition at the elite levels. I would like to work with local organizations on developing an easier path to becoming affiliates with USA Ultimate.

Matt Goff:

As a dedicated club player for over 10 years and now an adult playing locally, I'll bring my perspective directly to the Board of Directors. To ensure my advocacy is not perceived to be solely from my personal perspective, I'll connect with dedicated club players and adult players across the nation to ground my representation of their desires.

Ethan Latinsky:

Growth at every level is necessary for long term sustainability. While the US national ultimate team and the AUDL has helped bring this sport into the national spotlight at the highest level, we must take care of the foundation of ultimate, the community at large. I have played most of my ultimate career in local and pickup as well as college and club and understand, through each step, what helps people grow to love and play the sport. Each level of competition will need to have certain things that are not so relevant in the levels below and we need to focus on the pillars of success needed to build the foundation and other pillars necessary for each increasing level of play.

Frank Nam:

I think these are two separate constituencies and the former is covered by USAU in the more strict sense as dues-paying members. However, USAU cannot afford to ignore either group (be they dues-paying or not) as what they do can (but not always) impact all players.

For the Elite, Top Select, and Classic (using USAU's Triple Crown Tour nomenclature) players/teams - I have a lot of first-hand knowledge of our frustrations and concerns as I've coached Seattle Underground the past 5 years. I would want to better understand the concerns of non-top 8 players but I'm guessing this is rooted in things like fair marketing/advocacy, spotlights, and where resources go. I'd be interested in seeing if more money is put into events like Pro Championships and US Open than events like Select Flight Invite and Elite-Seletec Challenge.

For the players who are playing in local leagues and pick-ups, I'd be more interested in how USAU can better partner with regional organizations across the country. As a former employee and volunteer at DiscNW, I know that a strong regional organization can be both a strong partner for USAU while also meeting many of the membership needs that non USA Ultimate club players look for. How do we make sure that relationship works even better than it does now?

Timothy Rockwood:

I would defer to elite athlete Board members and active players on this issue. Advocating for elite players and the much larger number of casual players is not a mutually exclusive proposition

7) What changes would you advocate for in relation to gender equity? [[Jump to top](#)]

Matt Goff:

I will advocate for more gender diversity in leadership roles so that everyone sees ultimate leading in this space. I will also advocate for more transparency on equity conscious efforts and the results they have driven. With more transparent data in hand, I'm confident that the Board of Directors, USAU, and the community will unite and align on our best next steps for equity.

Ethan Latinsky:

It's extremely important to work towards a women's professional league over the next few years to showcase women's ultimate nationally and internationally while building the foundation of ultimate for all people. Being fair and equitable is essential and, if I noted anything different in ultimate, I would do anything I could to make it equal for everyone.

Frank Nam:

I would keep listening to female-identifying players on what their priorities are, present where USAU has gone, and what the gaps are and how to address them. I'd utilize the Gender Equity Action Group/Taskforce (not sure what the official name is now) to help frame the questions,

concerns, and actions. If we don't co-design solutions then we aren't going to go far very quickly.

I also believe we need to do more to center the voices of women of color in the road to gender equity and I will do whatever I can to make sure I am listening to their voices.

Timothy Rockwood:

My goal is to work for gender parity, which is beyond the notion of equity, and which allocates resources in order to build to a level of true equality. In other words, making larger development grants to initiatives such as GUM and Ultimate Impact and working with USAU's official disc supplier to provide free or low-cost inventory to previously non-Ultimate communities (urban, rural, remote, underprivileged, etc.). Like WFDF, USAU should be a leader in this area.

Jimmy Donnellon:

There are so many amazing programs, initiatives and organizations that I would love to see have more prominence in our community. I believe there is more we can do to promote and spotlight women's' play and competitive opportunities. As a community, we can be more diligent in removing vulgarity from our cheers, team names, and conversations, especially within the mixed and men's divisions in order to promote a safe and welcoming environment for all.

8) What directions taken in the recent past by previous USAU boards do you disagree with, and what would you have advocated for instead? [\[Jump to top\]](#)

Ethan Latinsky:

If you look at the strategic plans from 2008-2012 and 2013-2018, Its hard to disagree with the motivation for actions of the past boards as they all come from a place of good nature. That being said, my main concern would be focused on the timing of when each goal was addressed in the strategic plan. Now that we have the word out about ultimate as a sport coming into the national spotlight, it's a great time to get more people playing in schools and the community, focus on good communication with members of the highest level and those who stick to leagues, refocus on the spirit of the game with the increasing level of competition and make a serious IT commitment so USA Ultimate so we can compete with national sports and simultaneously develop an outlet for new players to find games, strategies, tips, tools, and anything else they might need to get comfortable with ultimate.

Frank Nam:

No answer submitted

Timothy Rockwood:

Without a more specific definition of “directions taken” and “recent past,” I’m unable to come up with an adequate answer to this vague question. Under DeAnna Ball’s leadership, I believe the Board is on the right track.

Jimmy Donnellon:

I’m interested in reviewing the next strategic plan. I attended the Vision Tour in Denver and was excited to see the input and feedback from those discussions. I would like more open town hall meetings similar to the Vision Tour.

Matt Goff:

I disagree with the acceptance and approval of the USAU Transgender Policy in its current form. I would have advocated for a more refined, inclusive transgender policy being approved by the Board of Directors.

9) How would you ensure the voices of women's and mixed players are adequately represented in decision making? How would you ensure players at every level of the sport feel heard, respected and valued - not just those players who compete at the national level? [[Jump to top](#)]

Frank Nam:

No answer submitted

Timothy Rockwood:

As mentioned earlier, I would like to serve on the Nominating Committee if elected to the USAU Board’s At-Large seat. Under the auspices of the Nominating Committee, a working group should be formed to identify, recruit, and mentor women’s and mixed players into management and self-government of our sport. Mixed Ultimate is the only option for Olympic inclusion; as Managing Director of Broadcasting and Marketing at WFDF, I’m very much involved with the candidacy of our sport and I pledge to continue to listen to mixed players to help move our disc upfield.

Jimmy Donnellon:

Having played most of my career on a mixed team I love to see the growth and development of this division. I want to see more opportunities to hear all voices through community discussions, member feedback, and focus groups. I am committed to listening to all input and feedback. Check out my response in #5 for more on how I would promote member input.

Matt Goff:

Understanding and representing diverse customers’ needs has been essential to my success as a product management professional. From surveys to empathy interviews to focus groups to

casual discussion with my network, I will leverage my professional skills to understand and represent the diverse members of our community.

Ethan Latinsky:

Coming from a place of fairly entry level ultimate and prioritizing the spirit of the game, this should come naturally. Ultimate needs the community to be the focus to grow the sport as the community is one of the greatest things about this sport. I am one of those people, so my voice will reflect this voice.

10) What are your stances on disc spiking culture, particularly in relation to the idea of the "spirit of the sport?" [[Jump to top](#)]

Timothy Rockwood:

I would defer to elite athlete Board members and active players on this issue. Rueben Berg of Australia is one of the leading stewards of Spirit of the Game; I'd be interested in hearing his thoughts. As with many of the issues raised here, I believe it's myopic to look at only American answers.

Jimmy Donnellon:

You must have respect for yourself and your opponent. I would like to see more work to educate communities and individuals on how to handle conflicts and emotions. There are programs that work to help groups handle high-stress situations and exercises of athletes to help manage emotions when pushed to their mental and physical limits. I would push to make these programs more accessible to teams, organizations, and athletes.

There is a difference between joyful spiking and being aggressive toward your opponent or teammates. I enjoy when players celebrate accomplishment and success but I would like to see more accountability when a player crosses the line with unspirited, aggressive or dangerous play.

Matt Goff:

Disrespectful spikes (i.e., on an opponent or intentionally in the direction of an opponent) warrant strong penalties to continue to remove that act from the game. Respectful spikes celebrating big plays/moments acknowledge the competition, the emotions, and the spirit of the game at that moment and are acceptable, arguably even important to leverage as a source for growing viewer engagement.

Ethan Latinsky:

Why anyone celebrate your teammates wonderful throw and your successful catch by forcefully throwing the disc into the ground is beyond me. I understand the emotion and adrenaline in a

big game as I've played in the high school state semi-finals and national soccer tournaments but there's absolutely no reason for spiking in a sport where you can break the game disc by doing it. Players don't break their golf club after a great shot, their hockey stick after a goal or their tennis racquet after winning a set, we're the only sport I know of who does this after something positive happens. In my opinion, It's not necessary for the sport or in the spirit of ultimate

Frank Nam:

I have not come to a clear conclusion about spiking in ultimate. I didn't let my HS boys team spike as it generally created more tension and was usually a chance to "return the favor" when an opponent spiked after a tense point. (This doesn't mean my boy NEVER spiked it cause they are humans with emotions and will react)

Also coaching a team of young men of color - if we spiked the same way other non-diverse teams spiked, it was seen more harshly and more mean-spirited. That's messed up.

At this point I would favor not allowing it at the youth level but even then it'd be more of a recommendation on my part and not a hard-fast rule.

11) What's your view on the Masters program (i.e., Masters, Grandmasters and Great Grandmasters)? Specifically, how does the program fit into your vision for the long term growth and sustainability of the sport, and what investments (if any) do you foresee making in the program? [[Jump to top](#)]

Jimmy Donnellon:

I see the Masters program as a way to keep ultimate as a lifelong sport and how we can keep our experienced players more in tune with strategies and trends in the game. I would work to see more of a commitment to providing quality opportunities to play and to showcase the Masters' divisions.

Matt Goff:

The Masters program is essential to the long-term success of ultimate. The program represents ultimate's potential longevity as the primary sport in players' lives and likely includes a more financially stable demographic on which USAU may depend for growth investments. I foresee a need to invest in analyzing the infrastructure of the Masters program to ensure it is ready to scale with growing participation by current adults and the currently younger players that will age into the program.

Ethan Latinsky:

The Masters, Grandmasters and Great Grandmasters are the pioneers of ultimate and are essential to sustainably supporting ultimate in the future. We need not only their wisdom and

stories of how ultimate has grown since they started playing but also the fundamentals that are so integral to the game, including spirit. I would love to see these people coaching teams, running leagues and community events to help promote ultimate.

Frank Nam:

As someone who's competed in USAU's Masters Nationals (2014 with Georgetown Brewing) and WFDF's WMUCC (2018 with UP Korea), I enjoy the division but don't know how much of a driver it is for long term growth or sustainability of the sport. Growth comes from new players and by and large, most new players are younger. If I had to choose to put more finite resources into either growing youth programs (especially in more equitable ways) or growing the masters division, it'll probably be youth programs.

But nothing is this black and white. Masters level players coach youth teams across the country and help fundraise for local regional youth programming. We're all tied together. Ultimate is an ecosystem and by pitting one group against another, it does no one any favors.

Timothy Rockwood:

This year, for the first time, in Winnipeg, Canada, the Worlds Masters Divisions were split from the 128 teams competing at WUCC in Cincinnati. We learned in London at 2016 WUGC that a tournament with more than 3,000 players is unwieldy and less fun. There's currently a large drop-off in participation, in the US and globally, around the age of 35. I think we should emphasize Ultimate as a lifestyle and lifetime sport, which can be played with softer, smaller discs (e.g., Discraft's J-Star) by Special Olympics athletes, pre-schoolers, and retirees, and with people on Beaches (which feature smaller fields and line-ups). There's talk of an over-60 division, Legends, which I support.

12) What work would you do to make ultimate structurally less expensive and more accessible to all socio-economic levels, especially youth and college offerings, including the elite series, without resorting to the "tax" on low-income players to have to apply for aid. [[Jump to top](#)]

Matt Goff:

I will advocate for an analysis of the current membership fee structure and sponsorships to identify a data-driven strategy for restructuring to expand access and sustain financial viability of the organization. I will also advocate for USAU to be a hub of best practices for regional and metropolitan ultimate organizations to reference how they might address financial hurdles to locally expand access.

Ethan Latinsky:

By virtue of growth of the sport and memberships, ultimate may be able to subsidize certain players who would like to sign up but cannot afford to as we are able to grow. Additionally, we could set up different membership levels or have a subsidized membership where the member volunteers one day at a USA Ultimate or community ultimate event in exchange for their membership and work with non-profits to help support kids playing sports.

Frank Nam:

I think this work is best done at a local/team/community level as opposed to a national level. The only exceptions I can think of right off the bat that USAU can do to make costs more affordable are:

Sponsorships for national teams in order to defray the costs of individual players who have to pay up to \$3K for travel, fees, and uniforms.

More transparency around budgets for things like tournaments and events in order to create more trust with membership about those costs.

Otherwise, things cost money. Hotels, tickets, car rentals, uniforms, coach fees, field reservations, cleats, field food, etc. all have associated costs that a governing body can't control. The only way to subsidize these costs is through fundraising.

USA Ultimate is not equipped to fundraise for every player in every city/school/team the way local regional organizations are. Locally, DiscNW has been a huge partner in my coaching days at Franklin HS. We'd get tournament and league fees waived. We worked with DiscNW to start paying stipends to public high school coaches. DiscNW members helped add ultimate budgets to the local Seattle School District education levy to pay for middle school programs. DiscNW also was able to give young players who needed resources jobs as summer ultimate camp coaches.

I'd ask USA Ultimate to support regional and local organizations to maximize their capacity to fundraise.

A large number of players use GoFundMe pages (that can take a large % of funds to operating costs) to raise their own funds. What if USAU created an online tool to do that for players and then shared this platform to it's membership to help raise funds w/o taking a % of costs like GoFundMe does? I'm thinking this would help particularly with USA National Team members.

Timothy Rockwood:

This is where my candidacy for the Board stands out. Not only do I want to play a leading role to help secure domestic and global sponsorships—I want to make sure that the “right” brands are hand-on-disc, stride-by-stride with USAU and WFDF. Major League Baseball playoffs, occurring now, have opened the floodgates to hard liquor advertising. No thank you. The ethos of Ultimate, the Spirit of the Game, is what should attract appropriate companies to want to partner with us: Companies that embrace female empowerment and put their marketing resources

behind their mission statements! The current television and sponsorship deals are mediocre, at best. ESPN coverage (almost exclusively on ESPN3, which is only available to ESPN subscribers and TSN subscribers in North America) is exorbitantly expensive—and is not carried in Europe, a huge market for USAU’s content. My resume includes senior production, programming, and executive roles with ABC Sports Olympic Unit, ESPN, Turner Broadcasting, Sports News Network, Discovery, and PBS. I want to use my unique access to longtime colleagues who are now decision-makers at the top level of American media and marketing companies. My main “platform” is to lessen the financial burden on athletes and increase the number of female-identifying players at the top of the decision-making tree.

Jimmy Donnellon:

I don’t like to hear that an athlete or team would not be able to participate due to finances. There are other methods of offering assistance to make sure everyone has the opportunities to play ultimate besides cutting prices or applying specifically for aid. We can be better at providing programs for fundraising or to be rewarded for participation in programs of empowerment.

13) Do you feel that the USAU board is transparent enough to the membership? Would you change anything about how the board communicates with the membership about the topics they discuss and the decisions they make? [[Jump to top](#)]

Ethan Latinsky:

In my field, transparency and full disclosure are very important traits. Within USA ultimate, there has been annual reports and two strategic plans that have been available to members to let them know what USAU is striving to do. The board giving people the major goals they strive for is sufficient from a board perspective as there are so many details going into decisions that it would inundate members to try and know more. Working with chief officers at multiple companies throughout my years, the board needs to be able to focus on the large scale and have been able to manage that appropriately.

Frank Nam:

I’d like to see more transparency with the budget and would look to see if we can actually televise or webcast parts of board meetings to the general public in order to create more trust and transparency. There will always be discussions and votes that can’t be shared publicly but I wonder if we can work on the agendas of meetings in order to allow more public viewing/sharing for those who can’t fly out to CO for a meeting.

Timothy Rockwood:

Having read the By-Laws, I don’t identify any non-compliance by the Board in this regard. I would also ask if the Ultimate community believes that USAU management is sufficiently transparent to membership, which appears to be closely related to this question, and is an area

I have experience in facilitating. How would our fellow 55,000 dues-paying members respond to this question?

Jimmy Donnellon:

The transparency can always improve. Check out my response in #5 for how I would promote better transparency and communication.

Matt Goff:

I believe in continuous improvement, so there is opportunity for more transparency. I'll advocate for a "quick hits" message containing links for more detailed documentation as a way to bring more transparency and engagement to the membership.

14) Do you think coaches, league organizers, sectional/regional coordinators should be receiving reduced player dues? [[Jump to top](#)]

Frank Nam:

No answer submitted

Timothy Rockwood:

Yes; but I would have to study the Financial Statements at a more detailed level and have meaningful discussions with management to understand allocation priorities. Also, I think that elite athlete Board members should play a strong role in this matter.

Jimmy Donnellon:

Being a coach, organizer or coordinator requires a big commitment and I would be in favor of offering more rewards to those who have accepted these responsibilities. I would like to evaluate the options with my fellow Board members and USA Ultimate staff to find what would be most beneficial to attract the best people and help the community as a whole.

I would also like to see a higher value given to the USA Ultimate membership due to increased benefits and opportunities that come with being a member.

Matt Goff:

Having worked through something similar with Richmond Ultimate, I respect the complexities to the matter (i.e., not all organizers are players, the financial impacts at scale may effect strategic execution investments, "paying" volunteers perceptions). I think the complex topic should be further assessed as to better identify strategic opportunities worth pursuit.

Ethan Latinsky:

We need these people to continue building ultimate up. One person in particular from my time in Florida stands out to me. He has done so much for the community at large that he should absolutely be getting a free membership every year (if not lifetime) for the amount of time and effort he puts into the ultimate community at large. I believe there are others that show the same kind of motivation and love for ultimate and would deserve similar appreciation.

15) Currently 23% of the board (3 of 13) and 3 of the 7 spots the members vote for are designated for elite athletes. According to our last report, we have 54,796 annual members. If we assume that all top eight teams in the country have 27 players on their roster that puts us at 648 members voting for those 3 spots (I am assuming that national team players are made up of those players, and those EA voters from previous national teams/non top 8 teams are cancelled by those on top 8 teams who don't vote in elections). This works out to 1% of the playing population having the only vote for 1/4 of our national board. 1) Understanding we need to have elite athlete board members for participation in IOC, would you change the definition of elite athlete for the purposes of these elections? If not, how do you intent to improve the quality of play for sectional/regional level teams? [\[Jump to top\]](#)

Timothy Rockwood:

Several assumptions and presentations in the question merit deconstruction. First, as is often the case with non-profits, especially in the sports sector, the CEO is ex-officio, so there are 12 Board members subject to election or appointment. From the USAU By-Laws:

Section 5.4 Composition. The Board of Directors shall consist of a total of twelve (12) individuals, comprised as follows: four (4) At-Large Board members who shall be elected by the members of USA Ultimate, three (3) Elite Athlete Board members who shall be elected by Elite Athletes, two (2) Appointed Board members who shall be appointed by the Board of Directors, and three (3) Independent Board members who shall be appointed by the Board of Directors.

The voting turn-out of USAU members for Board elections, whether elite athletes or others, is embarrassingly low. Perhaps a good question would be how to convince more members to participate in the Board selection process. Digging deeper, it would be good to know from the perspective of Elite Athletes if they feel that they are serving as ombudsmen/women and promoting the will of the competitors from all levels.

IOC medal-event participation, like recognition (which was achieved in 2015), is contingent upon many factors. The International Federation (WFDF), not the (currently 83) national governing bodies, has to demonstrate compliance with the IOC's stipulations, from doping protocols to athlete involvement. The answer here is to look to other sports and determine how their International Federations handle this. As an early, dues-paying member of the Ultimate Players

Association, I believe that the organization should have a very high percentage of current and former players.

Jimmy Donnellon:

I would be willing to evaluate the definition of an elite athlete in regards to voting to allow for better representation of the community.

Matt Goff:

I'm confident there is solid reasoning for the current "Elite Athlete" definition for which more transparency is needed. Additionally, I believe that elite ultimate athletes, especially candidates for the Board of Directors, value and support the sustainable growth of quality ultimate at all levels, so it may not be urgent to redefine "Elite Athlete" for Board of Directors elections. To improve the quality of play, I believe investing in youth development and more regional competitions intentionally styled like the Elite-Select Challenge will yield organic improvement over time.

Ethan Latinsky:

I would be open to the idea of changing the definition to make the "elite athlete" more inclusive to the population. However, we should respect that the elite athletes play and see ultimate differently whether it's in the technical aspects of the game, through other countries style of play or through international tournaments, which pit people and the spirit of the game at the highest level of competition, something most don't see.

Frank Nam:

I believe the elite numbers are bigger than this assumption. This elite designation would include juniors and masters level players who have played on us national teams that are outside of the regular triple crown circuit.

Nevertheless I'd be interested in exploring options for changing the definition but I would be more interested in understanding the purpose of the elite representation/designation. Even if we changed the designation to top 16 or top 25, it wouldn't lead to that much bigger slice of the greater membership.

16) What are some changes you believe are necessary to encourage the growth and development of ultimate? What are some specific areas that you think require the most attention for the long-term health and growth of our sport? [[Jump to top](#)]

Jimmy Donnellon:

To quote Whitney Houston "I believe the children are our future" - we must have a continued dedication to youth development for the long-term health and growth of our sport. As stated in

previous responses ultimate is an amazing sport to teach intersecting life skill, including conflict resolution, building and working with a team, and physical fitness. I love this sport and want as many young people exposed to it as possible!

Matt Goff:

Technology is enhancing our world daily by enabling greater access, ease of use, operational efficiency and more. I believe USA Ultimate should invest now in a technological architecture that will scale with the growth of our sport and technology overall as to sustain ultimate's long-term health.

Ethan Latinsky:

Encourage growth in kids. We need ultimate played in schools, at parks every weekend, in water, on the beach, and on top of mountains. It's a non-contact sport that is exciting and promotes positivity between people. It's the perfect game for all kinds of people and, if they learn how much fun it is, they will continue to play for the rest of their lives.

Beside focus on the youth, We need to develop another strategic plan for the next 3-5 years with focuses on IT resources, communication, development of new players and teams via centralized trainings and tips to learn the sport and a major focus on the spirit of the game. It's so important to ultimate that we keep spirit at the forefront as the explosion of players in ultimate continues and people continue to compete harder and harder.

Frank Nam:

No answer submitted

Timothy Rockwood:

More money. Better coverage. More focus on building stars. More investment in youth programs. More professional marketing strategies. Those are my first five answers. Additionally, I have good working relationships with leading disc manufacturers, Ultimate apparel makers, footwear makers, etc. I believe that USAU could rely on more joint marketing agreements with these entities to encourage growth and development. As noted in my candidate statement, "My underlying motivations are twofold: (1) to effect and execute strategies that will enhance development of our sport by introducing it through video media to a much broader audience, especially among youth and non-endemic viewers of sports; and (2) to eventually help pay for Ultimate athletes to compete at local and elite levels without digging into their wallets by attracting new eyeballs and sponsors—which will, in turn, attract more diverse athletes in the US and globally. My part-time, volunteer position with WFDF is the opposite of a conflict of interest: It's complementary. My unique sports media expertise and connections can help USA Ultimate—along with WFDF, the best stewards of our sport—accelerate quality of event coverage, growth of distribution channels, and partnerships with new, non-endemic sponsors.

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