

Meeting Notes

Key:

Agenda / Informational

Notes

Updates

Meeting Attendance:

26 total club members (2024 member year)

- 3 incumbent officers: Shawn Mercy (President), Harper Alexander (Secretary), Mike Sale (Treasurer)
- 2 prospective board members / officers: Kevin Smeds and Chloe Stein
- 21 additional club members

Meeting Location:

Sunset Recreation Center

- Address: 2201 Lawton St, San Francisco, CA 94122

Opening Statement (by Shawn)

Thank you all for coming out to the meeting tonight! As we have been communicating for a couple weeks now, we are going to cover many of the topics that we typically cover at our annual meetings. However, this meeting is going to be a bit different.

Due to the urgency of filing for 501(c)3 non-profit tax exempt status, we will be transitioning from our typical general meeting format into our first formal board of director's meeting. Most of the BOD meeting will be formalities, however, all are welcome to stay!

Schedule:

- 6:30pm: Start meeting
- 7:15pm: Bylaws Feedback
- 7:45pm: Transition to the BOD meeting
- 8:45pm: Adjourn Meeting
- 9:00pm: Out of building

Membership (as of 11/21)

- Summary
 - Membership is down slightly (<2%)
 - Link: **PDGA Active Membership is down ~8% in the US (as of Sept-5)**
 - Overall trend is flat after huge surge in 2021
 - % of members who are women close to 2023 % after 2 yrs of decline
 - Find ways to increase diversity of membership base

- Membership History Table

SFDGC Membership History (since 2016)						
	Total Members		Women (since 2021)		Dues Collected	
	#	Change Y-Y (%)	#	Change Y-Y (%)	\$	Change Y-Y (%)
2024	562	-2.26%	31	-3.13%	\$22,360	-1.24%
2023	575	0.70%	32	-31.91%	\$22,640	-0.24%
2022	571	-5.46%	47	-18.97%	\$22,695	-1.20%
2021	604	36.04%	58	-	\$22,970	23.16%
2020	444	16.54%	-	-	\$18,651	18.76%
2019	381	4.38%	-	-	\$15,705	4.28%
2018	365	2.82%	-	-	\$15,060	4.44%
2017	355	13.78%	-	-	\$14,420	-
2016	312				-	-

- Shawn Mercy noted that club membership has been relatively stable after significant growth from 2020 - '21. Significant additional growth in membership is unlikely with only one course.
- Question from Teia about the metrics being used to analyze club membership diversity
 - Good question! Agreed to table this and revisit.

Financial Update (Mike)

- Summary shared by Mike
 - An informal summary was shared at the meeting but not appropriate to publish;
 - We'll standardize our financial reporting to comply with 501(c)3 requirements
- Club has \$26,677 in net assets (minus liabilities)
- Good position heading into 2025 BTC
- Dennis Condos suggested we do more outreach and support
- Chloe Stein noted we should make a better effort to make this accessible to members.

Work Parties (past 12 months)

- 16 work parties
- 82 Unique participants
- 168 total attendance for 672+ person hours!
- Huge thanks to everyone for your time and support, especially:
 - 9 WPs: Bob McGarity, Bryan Schmitz
 - 6 WPs: Dave Head (does not include many additional hours!)
 - 5 WPs: Daniel Humphreys, Severin Kibby
 - 4 WPs: Aaron Sorber, Alex Georgopoulos, Chloe Stein, Dheen Weening, Hunter Faustino, Sabas, Teia Sherman
- Bryan Schmitz has agreed to take on a bigger role scheduling regular work parties and organizing some bigger projects. Starting with the pyramid rebuild...

Course Updates

- Wildflower garden was a big success! Teia to plan 1 or more additional for installation this winter...?
 - Teia confirmed intent
 - Update: Teia led the reseeding of the existing garden in the fall!
- Significant rain the past 2 winters led to a LOT of vegetation growth and required a LOT of time to manage.
- Equipment: Purchased new equipment to make management more efficient
 - (2) NEW walk behind string trimmers (like a mower but with string)
 - (1) NEW hand-held string trimmer w/harness & handlebars
 - (2) owned
 - (1) Existing good mower
 - (2) Existing good hand-held string trimmers
 - Now have (7) machines (up from 4)
- Tee signs: Some are starting to peel; have been in contact with the vendor; they will replace 5 of the worst ones to determine whether it's a bad batch of material; they've had signs outdoors for 7+ years with no issues.
- Pyramid: Was demolished due to safety concerns; Bryan S. is leading the rebuild project; hopefully will be completed by BTC
- Additional Safety nets are needed on various holes
 - Hole 2, 8 extension, 9 (?), 12, 15
 - Can someone team up with SJ to get this started?
 - Need to custom order nets
 - Kevin Smeds to partner to get the order done
 - Goal to complete before BTC
- Tree Protection: Partial success
 - Bob M and Shawn installed tree protection on Hole 5 and 8
 - Design needs improvement (winter project?)
 - Round posts / stakes may be better; eliminates stress concentration when discs hit corners of wood with 90
 - Seems like Hole 5 is a great testing ground
- New Trees: Jabir would like to plant several new trees
 - [Redwood] Behind 3's tee (no structures required)
 - [Cypress] Right side of 8, before tea tree bushes (structure required)
 - Reviewed the structure location with Leonard on 11/16
 - Structure will protect tree and help bushes recover
 - [Live Oaks] Left side of walking path between 11 & 12 tees
 - [Cypress] Behind dead bush on 14 (structure required)
 - Needs to review with Leonard
 - [Cypress] Near 16 teepad
- 5.5 Tee: Closed due to over-use during dry season

- Needs to be fixed and repacked
- If we don't want to rebuild it every year, this tee should be used sparingly after Safari.
- Short Tees: Could alleviate backups on heavy traffic days
 - Most helpful on 3 & 12 (possibly 5)
 - Worked great for MMM but cannot be "permanent" unless we do some type of hard-scape.
- CLUB VOTE: Add optional drop zone on Hole 3
 - If drive goes OB, option to proceed to drop zone
 - [Andy Rothschild proposed a permanent drop zone on hole 3](#)
 - [Vote results: Motion Passes](#)
 - 23 yay
 - 3 nay

Marx Meadow Miracle

- Sold out!
- Lot's of smiling juniors and women players
- Likely to be yearly event
- Thank you Andy, Chloe, Marisa, sponsors, volunteers, and SFRPD!

OSMT

- Greg Quirga & Peter Black will run again this year
- Online registration with single entry fee
- Online fundraiser opened today: <http://fundraiser.bid/osmt>

Bag Tag Challenge

- 2024
 - 330 players vs. 336 in 2023 (essentially at capacity)
 - Weather was an issue again (finished in the dark)
 - Chilli was a big success!
 - Online fundraiser generated ~\$1400 in revenue!
- 2025
 - Dates: January 17th & 18th
 - Staff:
 - TD: Shawn Mercy
 - aTDs: Adam Hess (returning) & Adam Storr (new)
 - Andy R: Tee Time Guru / Friday aTD
 - Would anyone else like to join the team?
 - Rinse & Repeat (please no rain this year!)

Birthday Bash

- 2024
 - Huge thanks to TDs Alex Georgopoulos and Dave Headd for another successful Birthday Bash!
 - Alex continued developing event playbook to help future TDs
 - Payouts were late due to extenuating circumstances
 - Event lost ~\$600 (to ensure payouts were OK)
- 2025
 - **We need a new TD!!!**
 - Alex will assist
 - **Proposed date is 03/29/2025**
 - **Need to file for permit application ASAP**
 - **How can we generate more income for this event?**
 - Target break-even with decent payouts
 - Philip Tyler volunteered to be the 2025 TD!!

Safari

- 2024
 - Huge thanks to the TD Bryan Schmitz and aTDs Daniel Humphreys and Hunter Faustino! It was a great event!
 - Thanks to all of the volunteers!
 - TD thoughts?
 - Extra daylight is so nice!
 - Great job managing finances!
- 2025
 - TD: Andy Rothschild
 - Recruiting a TD team; reach out if you're interested!
 - Requested Dates: June 20 - 22nd
 - Andy R:
 - Proposed making this a true amateur event
 - No scrip payout for ams
 - No dissent was heard
 - Noted that we have a rule violation due to not being able to practice the temp course before the event. Possible solutions:
 - PDGA variance
 - An extra day (thursday) for practice on the temp course
 - UPDATE: RPD said no
 - Eliminating the temp course for Friday and leaving it open for practice. Use Sat & Sunday

TDs of Club Events

- CLUB VOTE: Shall TDs of all club events be rewarded with a TD dinner / celebration with budget proportional to event scope?

- Safari (3 days / extended course)
- BTC (2 days)
- BBash, MMM (1 day)
- If yes, BOD will work to formalize
- Motion by Shawn Mercy to use club funds to allow for a budget to provide a TD/volunteer celebration for each club event, commensurate with the scale of the event.
 - Vote Results: Motion passed unanimously (Shawn abstained)

Weekly Notes

- REMINDER: 6-somes may result in disqualification of all players
 - Very rare exceptions (TD group but should not be planned)
- Andy R is the League Commissioner and will continue ensuring we have TDs signed up, working with them on layouts, and doing his best to get scores reconciled on time.
 - A couple delays this past year, one was bad due to personal challenges that came up for one of the TDs
 - Reminder: If you sign up to TD, you are not done until scores and cash are reconciled and turned in!
- Kevin Eckert has continued to do an excellent job processing / posting scores and posting some fun stats!
 - No updates from Pablo on automating a big part of this process (stalled?)

NorCal Team Invitational

- 2021 - Won!
- 2022 - 2nd place, lost in championship match to SC
- 2023 - 4th place, lost in semis on a tiebreaker to SC
- 2024 - 2nd place, lost in championship match to UFOS
 - We had 6 new players and crushed it!!!
- 2025 - Shawn would like to captain again;
 - Adopt Devil Mtn process
 - Application
 - Selection Committee reviews applications and chooses team
 - Looking for 2 - 3 club members who play with lots of people to be on the selection committee

Bylaws Feedback

- Bylaws published on website and feedback form sent out 08/29 (FB) & 09/03 (email)
- Form was open for over a month
- 8 responses
 - (Responses 1,2,4) with no bylaws notes (e.g. "Nice work")
 - (Response 3) advising updates to strengthen language in section 7.06 Indemnification as well as urging board to secure D&O insurance

- Changes implemented to indicate the corporation *will* forward funds in the event of a lawsuit against BOD member(s) due to role in corporation
- D&O insurance will be acquired by BOD
- (Response 7) asking about Conflict of Interest “guard rails” for BOD. Some concerns about BOD self-dealing / drawing income from the corporation.
 - Created Conflict of Interest Policy and COI Acknowledgement & Disclosure form. All members of BOD must disclose potential conflicts and sign the disclosure form each year (per the policy).
 - Documents are posted on the website and required of corporation filing for 501(c)3 tax exempt status
- (Responses 5,6) Concerns that club members will not elect board members / officers of the board.
 - In the past, club members became officers by being engaged in the club and its mission. Participating in work parties, running tournaments, attending meetings, and taking on duties for the club are the best ways to get engaged and eventually take on a leadership role. Elections were held at meetings of which 10% or less of the club typically attend. We are not aware of anyone being voted down if they had demonstrated competence and willingness to take on duties on behalf of the club. In our view, the vetting process for prospective leaders / board members will not change. The current BOD / Officers will absolutely be looking for others to hand off duties to, including joining the board and becoming an officer of the board.
 - We were advised early in this process to keep the structure as simple as possible and to minimize overhead required to manage the legal entity. This will help ensure we can meet our legal obligations while spending the majority of time furthering our mission. Requiring yearly elections would greatly increase overhead and potentially put the entity at risk.
 - What holds BOD accountable?
 - Laws governing corporations, specifically public benefit / non-profit corporations
 - Transparency of: Bylaws, COI, tax filings, etc
 - Revenue: Membership dues are the primary source of income; if people do not become members, the corporation will not have funds to fulfill its mission.
- (Response 8a,8b)
 - a) What benefits / duties do club members have?
 - Need to draft / adopt a membership benefits / duties policy;
 - Example Benefits: bag tag(s), participation in meetings, discount on club merch, other discounts (e.g. PDGA); would like to add discounts to local businesses!

- Example Duties: Be a good steward of the course, be a good representative of the SFDGC in every interaction with non-club members (disc golfers or not)
- b) What obligations does the club have to the city and how is this documented?
 - The SFDGC signed an MOU with the city of San Francisco in late 2006.
 - Club responsible for all costs and labor associated with construction and upkeep of “improvements”
 - Club allowed (3) permitted events per calendar year
 - Recently expanded to (4) after several years of “lobbying”

Meeting Actions and First Formal Board of Directors

[BOD Meeting Minutes](#) (LINK to separate document)

- In addition to BOD meeting minutes, we are publishing other legal documents (Bylaws, COI policy & forms, etc) here:
 - <https://www.sfdiscgolf.org/archives/category/legal-documents>

Other Topics

- Matt Brenner suggested leveraging the opportunities available for 5013c organizations, with respect to grant applications and other funding.
- Greg Quiroga requested support from the club for the OSMT event.
 - Let us know what you need
- Philip Tyler curious about selling club discs at the course
 - No issue
- Matt Brenner wants to run doubles with an ace pool that can count in playoffs too

END OF MEETING