

WFDF Membership Checklist – regular membership 2020

COUNTRY/ORGANIZATION: **Indonesia Ultimate Players Association (IUPA)**

Contact: Alex Knecht, President, hello@ultiid.com

Compulsory

1. Information about the applicant - name, address, email, website, key contacts.

WFDF 2019 Indonesia membership proposal documentation, Page 2-3

2. Copy of the body's constitution or by/laws.

WFDF 2019 Indonesia membership proposal documentation, Page 8-30

3. Statement of number of active members.

WFDF 2019 Indonesia membership proposal documentation, Page 7

4. Latest annual financial statement or bank statement (budgeted financials).

WFDF 2019 Indonesia membership proposal documentation, Pages 40-41

5. Latest annual report of activities of the organization.

WFDF 2019 Indonesia membership proposal documentation, Pages 5

6. Brief history of the organization.

WFDF 2019 Indonesia membership proposal documentation, Pages 3-4

7. Statement of the legal status of the organization (eg incorporation, non-profit etc).

WFDF 2019 Indonesia membership proposal documentation, Page 9

Preferred

8. Organization website.

WFDF 2019 Indonesia membership proposal documentation, Page 3

Website: <https://ultiid.com/>

9. Evidence (e.g. websites, photographs, media clippings, video) of national championships or other major competitive events held.

WFDF 2019 Indonesia membership proposal documentation, Page 5

10. Evidence of participation of teams in international competition.

WFDF 2019 Indonesia membership proposal documentation, Page 6

11. Evidence of regional reach within the country.

WFDF 2019 Indonesia membership proposal documentation, Page 7

12. Plans for development of disc sports and the organization.

WFDF 2019 Indonesia membership proposal documentation, Page 5-6

13. Reference from at least 1 existing member of WFDF.

***WFDF 2019 Indonesia membership proposal documentation, Page 16
Reference from MFDA Malaysia***

14. Reference from a government agency.

n/a

Date: 2020.04.02

Reviewer: Volker Bernardi

Indonesia Ultimate Players Association

Alex Knecht
President

Jl. Ngurah Rai Bypass No. 88A
Denpasar Selatan, Sanur, Bali
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Volker Bernardi
WFDF

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55296 Harxheim, Germany
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Volker.bernardi@wfd.org

07/06/2019

Dear Volker Bernardi,

Please find enclosed the details of the Indonesia Ultimate Players Association (IUPA) application for membership to the World Flying Disc Federation.

The Board has done our best to answer as many of the details as possible in the membership template.

We hope these data are sufficiently complete to secure a general membership for IUPA in the 2019 calendar year. This letter certifies that we have answered the questions honestly and accurately to our fullest knowledge. If necessary, I and others on the IUPA Board are happy to provide more clarity and detail upon request.

Sincerely,



Alex Knecht

President, IUPA



Indonesia Ultimate Players Association

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Sincerely,

Alex Knecht

President, IUPA



1. Basic Background

- a. **Key Point Person.** Board of Directors President. Alex Knecht was elected to a two-year term in January 2019. For the next two years (minimum, subject to term limits), he will be the primary contact and will update IUPA's contact information with WFDF as needed when a change is made to a new President, introducing the new President.
 - i. **Name:** Alex Knecht
 - ii. **Address:** Jl. Dewi Saraswati III No 21. Seminyak, Bali Indonesia 80223
 - iii. **Email:** awknecht@gmail.com
 - iv. **Website:** www.ultiid.com (primary), www.ultimateindonesia.com (redirects until expiry)
 - v. **Backup:** Jonathan Simon, Vice President (jksimon@alumni.stanford.edu)
 - vi. **Social Media:** Instagram – ultiid, facebook – Ultimate Indonesia, Bali Ultimate Frisbee, Bali Ultimate Frisbee Community, Discindo Ultimate Frisbee Jakarta

- b. **Brief History of Ultimate in Indonesia.**
 - i. Roots of ultimate in Indonesia date back to the mid-1990s, when the first regular pickup games were initiated in Jakarta by a collection of international players living in Indonesia. The ultimate community at that time was given the name Discindo. The first Discindo-hosted Nusantara Cup in Bali was held in 2000 and has been held every year since, making it one of the oldest continuously run tournament in Southeast Asia, along with the Singapore Open.
 - ii. IUPA recently hosted the 20th anniversary Nusantara Cup in Bali, with 12 teams playing in April 2019.
 - iii. The various pickup scenes across Indonesia have evolved over the years, more or less centralized in Jakarta. In 2014 a pickup community developed in Bali as well.
 - iv. Indonesia was able to attend AUOGCC in Manilla in 2017, going only 1-7, but placing first overall in spirit for the tournament.
 - v. Since that time, Indonesia's ultimate communities – Jakarta, Bali, Surabaya – have continued to develop, with club and national teams competing in 2-3 international tournaments per year around Southeast Asia.
 - vi. The various communities successfully hosted four tournaments in 2018 and plan to continue that schedule in 2019:
 1. Nusantara Cup, Bali (showcase Indonesian tournament for IUPA)
 2. Hanoman Hat, Bali (growing international, night-game focused hat)
 3. Double Team Tournament, Jakarta (two day tournament – 1 day team, 1 day hat)
 4. High School Indoor Hat, Jakarta (developmental tournament for juniors)
 - vii. We have successfully brought all 6 frisbee communities (mostly weekly pickup) under the IUPA umbrella:
 1. Bali – Berawa (30), Bali – Ubud (15), Jakarta – Senayan (20), Jakarta – Bintaro/BSD (12), Surabaya (including university, 15), Malang (10)
 2. Numbers in parenthesis indicate average attendance per weekend pickup game for each community. The most active are Bali – Berawa (3 sessions per week), and Jakarta Senayan (2 sessions per week)
 - viii. Currently we play mostly outdoor grass games, but there is a weekly beach game in Bali, and indoor ultimate is occasionally practiced in Jakarta, primarily at high schools. There are currently no disc golf or guts activities. One of our IUPA members has recently begun hosting a female only game (with varying attendance) in Bali as well.

- c. **Brief History of the Organization**

- i. The idea to organize formally began in July 2018, The provisional Board of Directors was elected in October 2018 from active community members. These provisional Directors then prepared and hosted an open Annual General Meeting in January 2019. The meeting was attended by 54 members from around Indonesia (representing five communities). The long-term Board of Directors was then elected by that general forum.
- ii. The idea to organize came out of a seeming conflict between differing priorities and strategies all aimed at growing ultimate, but based on various contexts and without good communication. We identified an opportunity to align efforts, with specific focuses. The first two meetings of the provisional Board comprised discussion and affirmation of the following aspirations, which are now included in IUPA's Bylaws:

IUPA will endeavor to:

- Grow the popularity and recognition of flying disc sports in Indonesia.
 - Specifically, promote and introduce flying disc sports to the younger generation and students in Indonesia.
 - Specifically, focus on the development of the game of ultimate frisbee in Indonesia, hereinafter referred to as "Ultimate."
 - Specifically, cultivate a safe and fun space for ultimate games in our community
 - Maximize participation, learning, competition and community across Indonesian Ultimate.
 - Teach Ultimate broadly, expose new players to Ultimate and be stewards for the Spirit of the Game as referenced in Appendix I.
 - Field teams for participation and competition in international tournaments.
 - Specifically, selection of the membership of the Garudas National Team (representing Indonesia at WFDF Championship, AOUGC and Olympics).
 - Support the development of local Ultimate pick-up, clubs/teams, fundraising, community awareness and recruitment.
 - Support the hosting of Ultimate tournaments in Indonesia.
 - Specifically, provide leadership, resources, promotion (IUPA designation) and funding subsidies as available.
 - Specifically, host the Nusantara Cup annually.
 - Specifically, host a national championship annually.
 - Safeguard and develop the Garudas brand.
 - Act as archive for all International competition results and statistics as available.
 - Additionally, archive all historical records for Nusantara Cup tournaments and other officially designated IUPA tournaments as decided by the Board.
 - Protect the security and privacy of the membership list and keep it up-to-date.
 - Represent the interests of its members to WFDF, the Government of Indonesia and other organizations.
 - Protect the right of opportunity, without discrimination on the basis of race, color, religion, age, gender, sexual orientation, national origin or disability of an athlete, coach, manager, administrator or official, to participate in Ultimate.
 - Be as carbon neutral in all our events and activities as feasible, while maximizing the use of local, organic, and waste-free products and processes.
- iii. The Board has held nine official Board Meetings (including three meetings of the provisional Board) since the agreements were made.
 - iv. Currently there are 87 active IUPA members, and 9 Directors.
 - v. The Board currently has four operational committees: Development, Competition, Membership, and Environmental (Green Spirit). Each committee focuses on key areas in IUPA's aspirations. There are also

some functional committees: Finance, Grants, Sponsorship and the Executive Committee. In total, 16 Directors and Committee members govern the Association's work.

2. Description and Evidence of Flying Disc Activity

a. Description of Activities

- i. 2017 – Internal: Nusantara Cup (10 teams, 3 Indonesian Teams), no development activities to speak of. Local hat Jakarta, Ubud, Berawa.
- ii. 2017 – External: AUOGCC, Manilla (Garudas), Trio, KL (Garudas), Chuckfest, Singapore (floater team), Zone Cup, Phnom Phen (3 members), Hidden Agender, Hong Kong (2 members), Vietnam Hat, Siagon (4 members).
- iii. 2018 – Internal: Nusantara Cup (12 teams, 3 Indonesian Teams), indoor hat Jakarta, Double Team Jakarta, Hanoman Hat Bali, MUD (high school development team Jakarta), Nusa Squad (local development team Bali), UB7 (bali club team won Nusantara Cup).
- iv. 2018 External: Bangkok Hat, Thailand (3 members), MUO, KL (Durians), Vietnam Hat, Siagon (5 members)
- v. 2019 – Internal: Nusantara Cup (12 teams, 4 Indonesian Teams), indoor hat Jakarta, Double Team Jakarta, Hanoman Hat Bali, MUD (high school development team Jakarta), Nusa Squad (local development team Bali), Local High School after school programs (3 schools – Bali (Green School), Jakarta (SWA), and Malang (MIS), University club sport (UNESA).
- vi. 2019 – External: Bangkok Hat, Thailand (6 members), MUO, KL (Garudas), Mae Kong Cup, TBD (Nusa Squad), Vietnam Hat, Siagon (Planned), Manila Spirits, Manila (TBD)

b. Communications

- i. Our primary communication tool is an IUPA members Whatsapp group. There are also Whatsapp groups for each frisbee community in Indonesia.
- ii. We use the community facebook pages to publicize activities, the Ultimate Indonesia page is used to backstop and provide support to the communities. The facebook pages are listed above.
- iii. The IUPA website has the Membership signup form, and some general info, eventually it will also host the audit reports for the organization. It is a relatively static site. The groups are where all the activity happens.

c. Photos/Video

- i. Best video: 2018 Nusantara Cup - <https://www.youtube.com/watch?v=Ssmu4Uz2enU&feature=youtu.be>
- ii. Pictures are posted every week on Bali Ultimate Frisbee. The other pages have more occasional pictures posted. The albums and videos are all there for review.
- iii. Pictures are regularly posted on the @ultiid Instagram page as well as the instagram pages of individual communities in Jakarta and Bali.

d. Media

- i. Primary publicity: <https://youtu.be/aKym8QADmsI> (CNN Indonesia)

e. Development

- i. **Womens Participation:** The first women's pick-up game in Bali was established in May 2019. 3 sessions so far. Early results. The Board is considering either formation of a committee to promote gender (female participation) parity or perhaps a standing agenda item in the July meeting. Competitiveness internationally is currently constrained from an all Indonesia team by lack of skilled female athletes. The membership base is more balanced: 29/81, and pickup participation is estimated to have over 50, of an estimated 150 regular attendees.
- ii. **Youth Development:** We combine focus in youth together with local participation. Activities and budget expenditures have been focused on these two efforts. The 2 junior one day tournaments mentioned elsewhere hosted in 2019 have drawn more than 100 high school and younger students to the game. Various Members also host weekly throwing/teaching sessions as part of after school programs. 1 predominantly high school team attended Nusantara Cup in 2019. There are 2 junior teams (high school) in Jakarta (Springfield and SWA) and a University team in Surabaya (UNESA). Youth engagement is a key focus of the Board. The goal is to increase engagement by doubling membership and youth participation by the end of 2020 from current levels. The Development committee also hosted the first 'train the trainer' clinic in Surabaya in February. This proved to be a bit too early to produce meaningful results, as the attendees have not gone on to contribute meaningfully in the community outside of the existing organized activities, but it was certainly worth the effort and the learning.
- iii. **Future Efforts:** In terms of upcoming activities, Nusa Squad going to Mae Kong Cup is a big focus, The Double Team tournament, and getting the two high school teams prepared to compete in that. There is a java focused round robin (3 team) planned for early June. Another developmental clinic for Malang in Q3 and Q4 activities have not been planned yet.
- iv. **Spirit:** Alex had an extended conversation with Wolfgang Maehr (WFDF Spirit Committee Member) at Nusantara Cup in 2019. One element of the conversation was how to put more emphasis and support around spirit activities from the Board level. This is an area we are open to learning more about. One of the special elements of Nusantara Cup is using spirit scoring as the first tie breaker after record.

f. International Involvement

- i. This has been pretty well covered already. We applied for a grant via the Australia, US and Indonesian Sports Ministry, in partnership with 1 Million Discs organization in 2019, but the proposal was not accepted. We may try again in 2020.

g. WFDF events

- i. The Board decided to provide scholarships to local participants for the Garuda's national team this year at MUO instead of joining AUGC in Shanghai. The 5 day tournament format as well as the distance to Shanghai (including cost implications) made joining AUGC 2019 untenable. We would very much like to revisit AUOGCC in 2021 and be better prepared to compete in that tournament. The intention of IUPA is to host a National qualification tournament to designate which team will be sent in early 2021. There is also interest in putting together a Mixed Masters team, but this is still another few years off as well. The AFDF was recently founded and seems to be working on building capacity for a continental qualifier for Masters as well.

3. Organization

- a. IUPA's Bylaws were included in a previous email message (attachment)
- b. Members: 200,000 IDR per year membership

<i>IUPA Members</i>				
	Bali	Jakarta	Surabaya	Grand Total
L / He	19	28	5	52
P / She	14	12	3	29
Grand Total	33	40	8	81

Total Active Participants, Indonesia 2019 (Estimated): 150.

All pickup

1 “club”/national team – Garuda

10 – active international tournament participants

4 – teams actively participating in Nusantara Cup from Indonesia

2 – Developmental teams

2 – High school teams

- c. Board of Directors was listed in separate attachment
- d. Officers were listed in separate attachment
- e. Historical Financials (only began in 2018), N/A
- f. 2019 budget shared in separate attachment
- g. Danamon Bank Statement to be provided in separate attachment
- h. We have submitted incorporation documents with the local authorities (in Indonesia this is prepared by a public administrator called a Notaris), we will be a “Yayasan” or sports foundation – estimated completion date – September 2019
- i. We are in discussions with the Sports Ministry, they would like to see more youth participation before recognizing ultimate in any way. This is being handled by the Executive Committee.

4. Other

- a. **Wolfgang Mahr (wm@niyo.net)** – WFDF Spirit Committee Member, **Ben Ong (Malaysia)** – triomalaysia@gmail.com

Indonesia Ultimate Players Association Bylaws

Adopted as of October 21, 2018, as amended December 9, 2018

ARTICLE I. NAME OF ORGANIZATION

The name of the Association is Indonesia Ultimate Players Association, hereinafter referred to as "IUPA." IUPA may establish such acronyms or abbreviations as may be appropriate for business use, and may establish logos, service marks, or trademarks as may be appropriate to further its purposes, mission recognition and goals.

ARTICLE II. DEFINITIONS

- 2.1. "IUPA" means Indonesia Ultimate Players Association.
- 2.2. "AGM" means Annual General Meeting.
- 2.3. "the Board" means the Board of Directors of the Association.
- 2.4. "Director" means a member of the Board of Directors.
- 2.5. "flying disc sport" means any sport recognized by WFDF.
- 2.6. "general meeting" means a meeting open to all of the members of the Association.
- 2.7. "Meeting" means a general meeting or a Board meeting.
- 2.8. "Member" means a member of the Association.
- 2.9. "national record" means a historically best achievement in a WFDF World Record category, attained by a citizen or legal resident of Indonesia.
- 2.10. "Notice" of a meeting means a written notice either placed on the front page of the Association's website and in other relevant social media outlets as well as direct electronic communication.
- 2.11. "Voter" means a person with voting rights at a meeting.
- 2.12. "WFDF" means the World Flying Disc Federation.
- 2.13. "Voting" means the process of members voting for a certain topic, including elections of Board members.
- 2.14. "Board Quorum" means 51% of Directors present for a board meeting as stipulated in Section 6.6.
- 2.15. "AGM Quorum" means the minimum of 10 members or 10% of the membership of IUPA.
- 2.16. "Ultimate" means the game of Ultimate Frisbee.
- 2.17. "Spirit of the Game" is defined in Appendix I.
- 2.18. "Garudas" means the National Team of Indonesia competing in WFDF Championships.

ARTICLE III. ORGANIZATION PURPOSE

Section 1. Nonprofit Purpose

This Association is organized exclusively for the development of athletics in Indonesia and is established with not-for-profit status. To the extent that Indonesian law conflicts with the non-profit status of IUPA and these Bylaws, Indonesian law shall supersede both US law identified above and these Bylaws.

Section 2. Specific Purpose

IUPA will endeavor to:

- 3.2.1. Grow the popularity and recognition of flying disc sports in Indonesia.
 - 3.2.1.1. Specifically, promote and introduce flying disc sports to the younger generation and students in Indonesia.
 - 3.2.1.2. Specifically, focus on the development of the game of ultimate frisbee in Indonesia, hereinafter referred to as "Ultimate."
 - 3.2.1.3. Specifically, cultivate a safe and fun space for ultimate games in our community
- 3.2.2. Maximize participation, learning, competition and community across Indonesian Ultimate.
- 3.2.3. Teach Ultimate broadly, expose new players to Ultimate and be stewards for the Spirit of the Game as referenced in Appendix I.
- 3.2.4. Field teams for participation and competition in international tournaments.
 - 3.2.4.1. Specifically, selection of the membership of the Garudas National Team (representing Indonesia at WFDF Championship, AOUGC and Olympics).
- 3.2.5. Support the development of local Ultimate pick-up, clubs/teams, fundraising, community awareness and recruitment.
- 3.2.6. Support the hosting of Ultimate tournaments in Indonesia.
 - 3.2.6.1. Specifically, provide leadership, resources, promotion (IUPA designation) and funding subsidies as available.
 - 3.2.6.2. Specifically, host the Nusantara Cup annually.
 - 3.2.6.3. Specifically, host a national championship annually.
- 3.2.7. Safeguard and develop the Garudas brand.
- 3.2.8. Act as archive for all International competition results and statistics as available.
 - 3.2.8.1. Additionally, archive all historical records for Nusantara Cup tournaments and other officially designated IUPA tournaments as decided by the Board.
 - 3.2.8.2. Protect the security and privacy of the membership list and keep it up-to-date.
- 3.2.9. Represent the interests of its members to WFDF, the Government of Indonesia and other organizations.

- 3.2.10. Protect the right of opportunity, without discrimination on the basis of race, color, religion, age, gender, sexual orientation, national origin or disability of an athlete, coach, manager, administrator or official, to participate in Ultimate.
- 3.2.11. Be as carbon neutral in all our events and activities as feasible, while maximizing the use of local, organic, and waste-free products and processes.

Section 3. Aspirations

IUPA aspires to:

- 3.3.1. Cultivate a community of communities where our members feel comfortable, safe and that they belong; we will evaluate approaches annually and the appropriate committee will define steps to improve performance.
- 3.3.2. Help an Indonesia Ultimate team finish in the top 5 in any category in a WFDF Championship event by 2023.
- 3.3.3. Establish multiple club teams that compete internationally on a regular basis by 2025.
- 3.3.4. Establish a national championship tournament to crown annual national champions by 2022.
- 3.3.5. Enable an Indonesian team to qualify for WFDF Worlds by 2030.
- 3.3.6. Enable the Indonesia National Team to qualify for Olympics by 2028 Olympics (Los Angeles).
- 3.3.7. Establish citizen-only (local) clubs competing internationally by 2025.
- 3.3.8. Establish active Ultimate programs in 10 local schools by 2023.

The Aspirations section (3.3) of the Bylaws should be updated by the Board and ratified by a majority of the AGM quorum every 5 years.

ARTICLE IV. MEMBERSHIP

Section 1. Eligibility for Membership

- 4.1.1. Application for membership shall be open to any current resident or visitor with the stated intention of remaining in country ninety (90) days out of the three-hundred-and-sixty-five (365) days following the date of the member's appointment.
- 4.1.2. Membership is granted after completion and receipt of a membership application and annual dues. New memberships will be confirmed after each Board meeting.
- 4.1.3. Memberships shall be granted upon a majority vote of the Board, as a slate, to be submitted by the Membership Committee. Any questions about membership applications will be discussed between the Board and Membership Committee, and the Committee will revise the slate as needed based on the agreed resolution.
- 4.1.4. Members must be of legal age, in this case fifteen (15) years of age, in Indonesia.

Section 2. Annual Dues

The amount required for annual membership dues shall be two hundred thousand (IDR 200,000) Indonesian Rupiah per year, unless changed by a majority vote of the Directors at the AGM or at another Board meeting involving a quorum of Directors. Continued membership is contingent upon being up-to-date on membership dues.

Section 3. Rights of Members

- 4.3.1. Each member shall be entitled to one (1) vote on matters and issues raised at the AGM.
- 4.3.2. Each member shall be eligible to appoint one voting representative to cast the member's vote in Association elections in his/her absence.

Section 4. Resignation and Termination

Any member may resign by filing a written resignation with the Association Secretary. Resignation shall not relieve a member of unpaid dues or other charges previously accrued. A member can have her/his membership terminated by a majority vote of the Board. Any member who is delinquent for dues owed by more than 90 days will move to non-voting status until the amount due is satisfied or that member's membership is terminated by decision of the Board.

Section 5. Non-voting Membership

The Board shall have the authority to establish and define non-voting categories of membership.

ARTICLE V. MEETINGS OF MEMBERS

Section 1. Annual General Meeting (AGM)

- 5.1.1. Regular meetings of the Members shall be held, at minimum, annually, at a time and place designated by the President.
- 5.1.2. The President of the Board of Directors shall preside and act as chairperson over the AGM.
- 5.1.3. There will be efforts made to connect members who wish to participate in the AGM remotely via the prevailing teleconference and communication technology.
- 5.1.4. At the AGM, members shall elect Board Directors, receive reports on the activities of the Association, and discuss and possibly amend the direction of the Association for the coming year.
- 5.1.5. Members will be able to submit nominations for new Directors through a process and schedule to be specified by the Board and the Membership Committee. All Director nominations -- either from Members or from the Board itself -- shall be verified, agreed and publicized by the Nominating Committee to the membership no less than one (1) week prior to the AGM.
 - 5.1.5.1. New Director nominees put forward by the Members require formal (written) support from 10% of active Members to be added to the slate for a general runoff against the Directors proposed

by the Board. In such a case, the slate will be voted on individually at the AGM, and Directors receiving the most votes will fill the open positions for the coming term.

5.1.6. At least every five (5) years at the AGM, the Members will discuss, amend and ratify by vote the Aspirations of the IUPA as presented by the Board.

Section 2. Special Meetings

Special meetings may be called by the President, Executive Committee, or a simple majority of the Board of Directors. A petition signed by twenty percent (20%) of voting members may also call a special meeting. A special meeting must be scheduled within ten (10) days of notice being delivered to the President. The timing of such meeting requires a minimum of five (5) days notice to all members.

Section 3. Notice of Meetings

Notice of each meeting shall be given to each voting member, by electronic mail, not less than two weeks prior to the meeting. This notice period is excepted in the case of special meetings as defined in Section 5.2.

Section 4. Quorum

A quorum for a meeting of the members shall consist of at least twenty percent (20%) of the active membership.

Section 5. Voting

5.5.1. All issues to be voted on shall be decided by a simple majority of those present at the meeting in which the vote takes place, including those members participating remotely or through representatives as defined in Section 4.3 .

5.5.2. Members may amend the Bylaws with an affirmative vote equal to a supermajority, two-thirds (2/3), of the participating members.

5.5.2.1. Members may not change the voting percentage requirements to pass a vote.

5.5.2.2. Members may not further limit or infringe the reserved rights set out for members in the original Bylaws here listed.

5.5.3. Each member is entitled to one (1) vote.

ARTICLE VI. BOARD OF DIRECTORS

Section 1. General Powers

The affairs of the Association shall be managed by its Board of Directors. The Board of Directors shall have control of and be responsible for the management of the affairs and property of the Association.

Section 2. Number, Tenure and Requirements

- 6.2.1. The number of Directors shall be fixed from time to time by the Directors but shall consist of no less than five (5) and no more than fifteen (15) Directors, including the following Officers: President, Vice President, Secretary and Treasurer.
- 6.2.2. Board Directors shall, upon election and following a transition period set by the Executive Committee and ratified by the Board, enter upon the performance of their duties and shall continue in office until their successors shall be duly elected and installed.
- 6.2.3. All Board Directors must be approved by a majority vote of the members voting at the AGM.
- 6.2.4. No vote on new Board Directors shall be held unless a quorum of the current Directors is present, as provided in Section 6.6.
- 6.2.5. Each Director on the Board shall be a Member of the Association whose membership dues are paid in full.
- 6.2.6. Each Director shall hold office for up to a two-year term as submitted by the Nominations Committee, except in cases as detailed in Section 6.2.7.
- 6.2.7. From time to time, the Board may determine that one or more Director slots be elected for a one-year term in the following election cycle, with the express intention to split elections of new Directors with approximately one-half (1/2) of current slots being elected each year. One specific instance of this approach will occur when installing the first Board of Directors, at which time those Board Directors who are elected at the initial AGM and who are not also elected to a position as an Officer or Committee Chairperson shall serve initial one-year terms. At the conclusion of such initial one-year terms, in this manner, Directors' terms shall become staggered so that at the time of each AGM, the terms of approximately one-half (1/2) of all Directors shall expire.
- 6.2.8. Board Directors may not serve more than three (3) sequential two- (2-) year terms.
 - 6.2.8.1. A Director may not serve, for any reason, for more than seven (7) consecutive years.
 - 6.2.8.2. A Director is not eligible to serve two (2) sequential one- (1-) year terms, and any Director serving a one-year term will not have that term counted against the term limits identified in Section 6.2.8.
- 6.2.9. Each Director must attend at least three-quarters (3/4) of the duly scheduled regular meetings of the Board per year.
- 6.2.10. Each Director shall contribute at least one million Indonesian Rupiah (IDR 1,000,000) cash to the Association annually, all or part of which may come from the tax deductible value paid for or solicited by the Director and received by the Association. No contribution credit shall be given for in-kind donations. The IDR 1,000,000 cash requirement for any Director who joins after the beginning of the fiscal year for her or his initial one-year term shall be prorated accordingly.
- 6.2.11. The initial slate of Directors and Officers are listed in Appendix II and shall go into effect with the execution of this document.
- 6.2.12. It is expected that Board Directors will participate in at least one (1) committee.

Section 3. Regular and Annual Meetings

An annual meeting of the Board of Directors shall be held once per calendar year at a date, time, and location designated by the President of the Board of Directors. The Board of Directors may provide by resolution the time and place for the holding of regular meetings of the Board. Notice of these meetings shall be sent to all Directors no less than two (2) weeks prior to the meeting date.

Section 4. Special Meetings

Special meetings of the Board of Directors may be called by or at the request of the President or any two Directors. The person or persons authorized to call special meetings of the Board of Directors may fix any location as the place for holding any special meeting of the Board called by them.

Section 5. Notice

Notice of any special meeting of the Board of Directors shall be given at least two (2) days in advance of the meeting by telephone, or electronic method of written notice. Any Director may waive notice of any meeting. The attendance of a Director at any meeting shall constitute a waiver of notice of such meeting, except where a Director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened. Neither the business to be transacted at, nor the purpose of, any regular meeting of the Board of Directors need be specified in the notice or waiver of notice of such meeting, unless specifically required by law or by these bylaws.

Section 6. Quorum

The presence, in person, of a majority of current Board Directors shall be necessary at any meeting to constitute a quorum to transact business, but a lesser number shall have power to adjourn to a specified later date without notice. The act of a majority of Directors present at a Board meeting at which a quorum is present shall be the act of the Board of Directors, unless the act of a greater number is required by law or by these bylaws.

Section 7. Forfeiture

A Director who fails to fulfill any of his or her requirements as set forth in Section 2 of this Article by the first January 1st of her or his term shall automatically forfeit his or her seat on the Board. The Secretary shall notify the Director in writing that such a Director's seat has been declared vacant, and the Board of Directors may forthwith immediately proceed to fill the vacancy. Directors who are removed for failure to meet any or all of the requirements of Section 2 of this Article are not entitled to vote at the annual meeting and are not entitled to the procedure outlined in Section 14 of this Article.

Section 8. Vacancies

Whenever any vacancy occurs in the Board of Directors, it shall be filled without undue delay by a majority vote of the remaining Directors at a regular meeting or special meeting called for this purpose. Vacancies may be created and filled according to specific methods approved by the Board of Directors.

Section 9. Compensation

Directors shall not receive any compensation for their services as Directors.

Section 10. Informal Action by Directors

Any action required by law to be taken at a meeting of the Directors, or any action which may be taken at a meeting of Directors, may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by a supermajority, two-thirds (2/3), of all of the Directors following notice of the intended action to all current Directors.

Section 11. Confidentiality

Directors shall not discuss or disclose information about the Association or its activities to any person or entity unless such information is already a matter of public knowledge, such person or entity has a need to know, or the disclosure of such information is in furtherance of the Associations' purposes or can reasonably be expected to benefit the Association. Directors shall use discretion and good business judgment in discussing the affairs of the Association with third parties. Without limiting the foregoing, Directors may discuss upcoming fundraising initiatives and the purposes and functions of the Association, including but not limited to accounts on deposit in financial institutions.

Section 12. Parliamentary Procedure

Any question concerning parliamentary procedure at meetings shall be determined by the President by reference to Robert's Rules of Order.

Section 13. Removal

- 6.13.1. Any member of the Board of Directors may be removed with or without cause, at any time, by vote of a supermajority, two-thirds (2/3), of the Board of Directors if in their judgment the best interests of the Association would be served thereby. Each Director must receive written notice of the proposed removal at least ten (10) days in advance of the proposed action. An Officer who has been removed as a Board Director shall automatically be removed from her or his office.
- 6.13.2. Any Director or member who observes a Director violating or failing to live up to the qualifications of Section 15 of this Article shall be obligated to bring the offending behavior before the Board, and a vote will be taken as to whether to remove the offending Director. In this case the offending Director shall be provided the opportunity to address the Board, in

person or electronically, prior to the vote. The Directors will be given ten (10) days to complete this task from notice of the offending behavior, after which period a vote will be directly taken as outlined in Section 14.1 of this Article.

- 6.13.3. Directors who are removed for failure to meet the minimum requirements in Section 6.2 of these Bylaws automatically forfeit their positions on the Board pursuant to Section 7 of this Article and shall not be entitled to the removal procedure outlined in this Section.

Section 14. General Qualifications

Each Board Director shall exhibit the following general qualifications in addition to the specific qualifications set forth in Section 6.16 below:

- 6.14.1. Be at least eighteen (18) years of age.
- 6.14.2. Be of good character.
- 6.14.3. Be judged qualified and appropriate for a particular position.
- 6.14.4. Be living in Indonesia legally.
- 6.14.5. Be committed to serving the best interests of IUPA and the sport of Ultimate regardless of the constituency that elects the Director.
- 6.14.6. Be willing to adhere to IUPA's policies and procedures.
- 6.14.7. Possess strong communication and interpersonal skills.

Section 15. Additional Qualifications

The Board shall endeavor to have the entirety of the Indonesian Ultimate community represented by grooming and developing, and as the case merits, nominating Directors per the following criteria:

- 6.15.1. Achievement of a gender balance among Directors.
- 6.15.2. Recruitment of qualified Directors from all active frisbee communities in Indonesia.
- 6.16.3.1. The Board shall redefine, from time to time, the definition of "active frisbee communities."

Section 16. Resignation

- 6.16.1. Any Board Director may resign at any time by giving written notice to the President. Such resignation shall take effect at the time specified therein or, if no time is specified, at the time of acceptance of the resignation as determined by the Board of Directors.
- 6.16.2. Each Board Director elected to replace a resigning Director shall serve for the unexpired portion of the term of Director being replaced. If the remaining term is less than one-half (1/2) of the length of a full term, such unexpired term shall not be counted toward the two-term service limit set forth in Section 6.2.7 of these bylaws. If the remaining term is one-half (1/2) or more of the length of a full term, the remaining term shall be counted as a full term with respect to the Director elected to fill such vacancy for purposes of said two-term service limit.

ARTICLE VII. OFFICERS

The Officers of the Association Board shall be, at a minimum, the President, Vice President, Secretary and Treasurer. All Officers must have the status of active Directors.

Section 1. President

The President shall preside at all meetings of the membership. The President shall have the following additional duties:

- 7.1.1. He/She shall preside at all meetings of the Executive Committee.
- 7.1.2. He/She shall perform general and active management of the business of the Board.
- 7.1.3. He/She shall see that all orders and resolutions of the Board are brought to the Board.
- 7.1.4. He/She shall have general superintendence and direction of all other Officers of this Association and see that their duties are properly performed.
- 7.1.5. He/She shall submit a report of the operations of the Association for the fiscal year to the Board and members at their annual meetings, and from time to time, shall report to the Board all matters that may affect the Association.
- 7.1.6. He/She shall be Ex-officio member of all standing committees

Section 2. Vice President

The Vice President shall be vested with all the powers and shall perform all the duties of the President during the absence of the latter. The Vice President shall have the following additional duties:

- 7.2.1. He/She shall have the duty of chairing her/his respective committee and such other duties as may, from time to time, be determined by the Board.

Section 3. Secretary

The Secretary shall attend all meetings of the Board and of the Executive Committee, and all meetings of members, will act as a clerk thereof. The Secretary's additional duties shall include:

- 7.3.1. He/She shall record all votes and minutes of all proceedings in a book to be kept for that purpose. He/She in concert with the President shall make the arrangements for all meetings of the Board, including the AGM.
- 7.3.2. Assisted by a staff member, he/she shall send notices of all meetings to the Directors and shall take reservations for the meetings.
- 7.3.3. He/She shall perform all official correspondence from the Board as may be prescribed by the Board or the President.

Section 4. Treasurer

The Treasurer's duties shall be the following:

- 7.4.1. He/She shall submit for the Finance Committee approval of all expenditures and proceeds of funds raised by the Board, proposed projects, capital expenditures, events and other administrative costs planned to execute the purpose of IUPA as stated in Article 3.
- 7.4.2. He/She shall have the right of inspection of the funds resting with the Association, including budgets and subsequent audit reports.
- 7.4.3. He/she shall assist in direct audits of the funds of the Association according to funding source guidelines and generally accepted accounting principles.
- 7.4.4. He/She shall perform such other duties as may be prescribed by the Board or the President, under whose supervision he/she shall work.

Section 5. Election of Officers

- 7.5.1. Officers shall be elected by a simple majority of newly elected Board Directors at the AGM.
- 7.5.2. Board Directors wishing to be considered for Officer positions shall nominate themselves at the AGM following their election as Directors.
- 7.5.3. Officers shall serve a term of one (1) year, commencing at the next meeting following the annual meeting.
 - 7.5.3.1. The Board may elect the President to a two- (2-)year term if it so wishes.
- 7.5.4. Officers of the Executive Committee shall be eligible to succeed themselves in their respective offices for a maximum of three (3) terms.
- 7.5.5. In the event that no Nominating Committee is formed, each year, the Directors may function as the Nominating Committee.

Section 6. Removal of Officers

The Board with the concurrence of a supermajority, two-thirds (2/3), of the Directors voting at the meeting may remove any Officer and elect a successor, via simple majority, for the remaining unexpired term of the removed Director. No Officer shall be expelled without an opportunity to be heard, and notice of such a motion of expulsion shall be given to the Officer in writing ten (10) days prior to the meeting at which such motion shall be presented, setting forth the reasons of the Board for such expulsion.

Section 7. Vacancies

The Nominating Committee shall be responsible for nominating persons to fill vacancies which occur between annual meetings, including those of Officers. Nominations shall be sent in writing to all Board Directors at least two (2) weeks prior to the meeting at which the election will be held. The persons so elected shall hold office for the unexpired term in respect of which such vacancy occurred.

ARTICLE VIII. COMMITTEES

Section 1. Committee Formation

- 8.1.1. The Board may create committees as needed, such as Finance, Membership, Competition, Development and Nominating. The Board President shall appoint all committee chairs.
- 8.1.2. The Board will vote on the purpose, organizing principles and outcome expectations of each committee (the "Committee Charter"); any changes to a Committee Charter and scope must be approved by the Board.
- 8.1.3. A minimum of one Board Director member must be a member of each committee.
- 8.1.4. The committee chair must be a Board Director.
- 8.1.5. Upon creation of a committee and approval of its Charter by the Board, committee members may establish their own operational guidelines to achieve the deliverables established in the Committee Charter, provided the guidelines are in accordance with the IUPA bylaws and the governing laws of Indonesia.
 - 8.1.5.1 Each Committee Charter shall be recorded as an appendix to these Bylaws.
- 8.1.6. Each committee shall be responsible for the deliverables outlined in its Committee Charter.
- 8.1.7. Each committee shall report quarterly results directly to the Board.
- 8.1.8. Association members may serve as members of Board committees per their interest. To become a committee member, the association Member must be nominated by the committee chair and ratified by the full Board in writing.
 - 8.1.8.1. Association members may not be added to the Finance Committee, for confidentiality reasons.
- 8.1.9. The Board will endeavor to empower the committees as much as possible with the "how," "when" and other aspects of Charter execution. The Board will strive to provide mainly guidance and governance while leaving the decision-making power to the committees as much as possible.
- 8.1.10. A committee must have at least 2 members and meet one (1) time per year to be considered active, have decision-making authority and be able to present outcomes to the Board.
 - 8.1.10.1. Inactive committees will be disbanded and can be reformed by decision of the Board.

Section 2. Executive Committee

The Officers serve as the members of the Executive Committee. Except for the power to amend the Articles of Association and bylaws, the Executive Committee shall have all the powers and authority of the Board of Directors in the intervals between Board meetings, and is subject to the direction and control of the full Board.

Section 3. Finance Committee

- 8.3.1. The Treasurer shall be the chair of the Finance Committee, which shall include, at minimum, two (2) other Board Directors.
- 8.3.2. The Finance Committee shall be responsible for developing and reviewing fiscal procedures, fundraising plans, and the annual budget with its Director members and the rest of the Board.
- 8.3.3. The Board must approve the budget at the annual meeting and all expenditures must be within budget.
- 8.3.4. Any major change in the budget must be approved by the Board or the Executive Committee.
- 8.3.5. The fiscal year shall be the calendar year.
- 8.3.6. The Finance Committee must submit Annual Reports to the Board showing income, expenditures, and pending income.
- 8.3.7 A summary of financial records of the Association shall be public information and shall be made available to the membership, Directors, and the public.

ARTICLE IX. CONFLICT OF INTEREST AND COMPENSATION

Section 1. Purpose

The purpose of the conflict of interest policy is to protect this tax-exempt organization's interests when it is contemplating entering into a transaction or arrangement that might benefit the private interests of an Officer or Director, or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable provincial or federal laws governing conflict of interest applicable to not-for-profit and charitable organizations.

Section 2. Definitions

- a. Interested Person: Any Director, Officer, or committee member with Board-delegated powers who has a direct or indirect financial interest, as defined below, is an interested person.
- b. Financial Interest: A person has a financial interest if that person has, directly or indirectly, through business, investment, or family:
 1. An ownership or investment interest in any entity with which the Association has a transaction or arrangement;
 2. A compensation arrangement with the Association or with any entity or individual with which the Association has a transaction or arrangement (compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial); or
 3. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Association is negotiating a transaction or arrangement.

Section 3. Procedures

- a. **Duty to Disclose.** In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the Directors and committee members with Board-delegated powers, who will consider the proposed transaction or arrangement.
- b. **Determining Whether a Conflict of Interest Exists.** After disclosure of the financial interest and all material facts, and after any discussion with the interested person, the Board or delegated committee will deliberate and determine by vote whether a conflict of interest exists.
- c. **Procedures for Addressing a Conflict of Interest**
 1. If the Board or delegated committee determine that a conflict of interest exists, the relevant chairperson shall, if appropriate, appoint an impartial person or committee to investigate alternatives to the proposed transaction or arrangement.
 2. After exercising due diligence, the Board or delegated committee shall determine whether the Association could obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
 3. If a more advantageous transaction or arrangement is not reasonably possible under circumstances that would not produce a conflict of interest, the Board or delegated committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Association's best interests, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination, the determining body shall make its decision as to whether to enter into the transaction or arrangement.
- d. **Violations of the Conflicts of Interest Policy**
 1. If the Board or delegated committee has reasonable cause to believe a member has failed to disclose an actual or potential conflict of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
 2. If, after hearing the member's response and after making further investigation as warranted by the circumstances, the Board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

Section 4. Records of Proceedings

The minutes of any Board and delegated committee proceedings addressing conflict of interest issues shall contain:

- a. Names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest; the nature of the financial interest; actions taken to determine whether a conflict of interest was present; and the Board's or committee's decision as to whether a conflict of interest existed. The names of the persons who were present for discussions or votes relating to the transaction or arrangement; content of the discussion, including any alternatives to the proposed transaction or arrangement; and a record of any votes taken in connection with the proceedings.

Section 5. Annual Statements

Every Director, Officer and member of a committee with Board-delegated powers shall annually sign a statement which affirms such person:

- a. Has received a copy of the conflicts of interest policy
- b. Has read and understands the policy
- c. Has agreed to comply with the policy
- d. Understands the Association is charitable and that in order to maintain its federal tax exemption, it must engage primarily in activities which accomplish one or more of its tax-exempt purposes

Section 6. Periodic Reviews

To ensure the Association operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- a. Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.
- b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the Association's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

Section 7. Use of Outside Experts

When conducting the periodic reviews as provided for in Section 9.6, the Association may, but need not, use outside experts. If outside experts are used, their use shall not relieve the Board of its responsibility for ensuring periodic reviews are conducted.

ARTICLE X. HARASSMENT POLICY

Section 1. Policy Statement

It is the policy of IUPA to promote a cooperative work and sports environment in which there exists mutual respect for all athletes, coaches, officials, volunteers and staff. Sexual harassment is inconsistent with this objective and contrary to the IUPA policy of equal employment and sports opportunity without regard to age, sex, sexual orientation, alienage, citizenship, religion, race, color, national origin, ethnic origin, disability or any other personal status. Sexual harassment is illegal under Indonesia laws, and will not be tolerated within the IUPA.

It is a violation of IUPA policy for any employee or member of IUPA to engage in sexual harassment or to retaliate against any member of IUPA for raising an allegation of sexual harassment or for filing a complaint alleging sexual harassment.

Section 2. Definition

For purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other oral or written communications or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of any individual's employment, IUPA appointment, selection to a IUPA team or participation in any IUPA activity.
2. Submission to or rejection of such conduct by an individual is used as a basis for any decision affecting the employment, IUPA appointment or IUPA selection or participation in any IUPA activity by such individual.
3. Such conduct has the purpose or effect of interfering with an individual's work, sport performance or participation in IUPA activities or creates an intimidating, hostile or abusive work or sport environment.

Examples of Sexual Harassment:

- Requesting or demanding sexual favors in exchange for employment or sport opportunity such as hiring, firing, IUPA appointments, IUPA selections or participation in a IUPA-sponsored activity
- Submitting unfair or inaccurate job or sport evaluations or denying training, promotion or access to other employment, sport or organizational opportunities because sexual advances have been rejected
- Sexual comments, teasing or jokes, sexual slurs, demeaning epithets, or derogatory statements about an individual's attire or body
- Inquiries or discussions about sexual activities
- Pressure to accept sexual invitations, to meet privately, to date, or to have sexual relations
- Sexually suggestive letters or other written materials
- Sexual assault or non-consensual sexual relations

Section 3. Consensual Relationships

Amorous dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between supervisors or other members of the IUPA in positions of authority and any person for whom there is a professional responsibility. These dangers can include:

- Athletes, volunteers or employees may feel coerced into an unwanted relationship because they fear that refusal to enter into the relationship will adversely affect their employment, sport opportunity or ability to participate in IUPA activities.
- Conflicts of interest may arise when supervisors or officials are required to evaluate performance or make personal decisions with respect to an individual with whom they are having a romantic relationship.
- The perception that employees, volunteers, coaches or athletes who are involved in a romantic relationship with a person having professional, supervisory or promotional responsibility for them might receive an unfair advantage.
- That if the relationship ends in a way that is not amicable, it may have an undesirable effect on either or both of the parties, and the IUPA.

Section 4. False and Malicious Accusations

Members of IUPA who make false and malicious complaints of sexual harassment, as opposed to complaints which, even if erroneous, are made in good faith, will be subject to disciplinary action.

Section 5. Procedures

IUPA has developed procedures to implement this policy. The Board has ultimate responsibility for overseeing compliance with this policy. In addition, each Officer, Director, committee chair or member is required to report any complaint of sexual harassment to the Executive Committee. All employees and members of IUPA are required to cooperate in any associated investigation. If they fail to report any incident of sexual harassment, or refuse to cooperate in any investigation, they may effectively waive or forfeit any available remedies at law and may themselves be subjected to disciplinary action for failure to comply with this IUPA Sexual Harassment Policy.

Section 6. Investigation

A designated IUPA representative shall schedule a confidential meeting with the person making the complaint. Thereafter, that representative shall thoroughly investigate the complaint, which investigation will include an interview with the alleged harasser and any potential witnesses. Upon completion of the investigation, the person making the complaint shall be contacted and advised of the outcome of the investigation. IUPA will conduct the investigation as expeditiously as possible and will act upon its results as appropriate. Outcomes could include, but are not limited to, referral of the complaint to a Board-designated body for a hearing, mandatory mediation, and/or immediate disciplinary measures as order by the Executive Committee

ARTICLE XI. INDEMNIFICATION

Section 1. General

To the full extent authorized under the laws of Indonesia, the Association shall indemnify any Officer, Director, member, employee, agent, or former member, Director, Officer, employee, or agent of the Association, or any person who may have served at the Association's request as a Director or Officer of another Association (each of the foregoing members, Directors, Officers, employees, agents, and persons is referred to in this Article individually as an "indemnitee"), against expenses actually and necessarily incurred by such indemnitee in connection with the defense of any action, suit, or proceeding in which that indemnitee is made a party by reason of being or having been such member, Director, Officer, employee, or agent, except in relation to matters as to which that indemnitee shall have been adjudged in such action, suit, or proceeding to be liable for negligence or misconduct in the performance of a duty. The foregoing indemnification shall not be deemed exclusive of any other rights to which an indemnitee may be entitled under any Bylaw, agreement, resolution of the Board of Directors, or otherwise.

Section 2. Expenses

Expenses (including reasonable attorneys' fees) incurred in defending a civil or criminal action, suit, or proceeding may be paid by the Association in advance of the final disposition of such action, suit, or proceeding, if authorized by the Board of Directors, upon receipt of an undertaking by or on behalf of the indemnitee to repay such amount if it shall ultimately be determined that such indemnitee is not entitled to be indemnified hereunder.

Section 3. Insurance

The Association may purchase and maintain insurance on behalf of any person who is or was a member, Director, Officer, employee, or agent against any liability asserted against such person and incurred by such person in any such capacity or arising out of such person's status as such, whether or not the Association would have the power or obligation to indemnify such person against such liability under this Article.

ARTICLE XII. BOOKS AND RECORDS

The Association shall keep complete books and records of account and minutes of the proceedings of the Board of Directors.

ARTICLE XIII. MISCELLANEOUS

Section 1. Severability and Headlines

The invalidity of any provision of these bylaws shall not affect the other provisions these bylaws, and in such event these bylaws shall be construed in all respects as if such invalid provision were omitted.

Section 2. Saving Clause

Failure of literal or complete compliance with any provision of these bylaws in respect of dates and times of notice, or the sending or receipt of the same, or errors in phraseology of notice of proposals, which in the judgment of the Board of Directors do not cause substantial injury to the rights of the members of the Association, shall not invalidate the actions or proceedings of the Board of Directors

Section 3. Law of the Land

The laws of Indonesia override these Bylaws and the decisions of a general meeting or the Board whenever there is a conflict.

Section 4. Arbitration

The court of appeal for any decision made by the Association is the Court for Arbitration in Sport.

Section 5. Entire Agreement

This document, as amended in addition to Appendices I and II, constitutes the entire Bylaws. No agreement outside of these Bylaws, written or otherwise, may supersede this document in force and execution.

ARTICLE XIV. AMENDMENTS

Section 1. Articles of Incorporation

The Articles may be amended in any manner at any regular or special meeting of the Board of Directors, provided that specific written notice of the proposed amendment of the Articles setting forth the proposed amendment or a summary of the changes to be effected thereby shall be given to each Director at least three days in advance of such a meeting if delivered personally, by facsimile, or by e-mail, or at least five days if delivered by mail. All amendments of the Articles shall require the affirmative vote of a supermajority, two-thirds (2/3), of Directors then in office.

Section 2. Bylaws

The Board of Directors may amend these Bylaws by supermajority, two thirds (2/3), of a quorum of Directors vote at any regular or special meeting. Written notice setting forth the proposed amendment or summary of the changes to be effected thereby shall be given to each Director within the time and the manner provided for the giving of notice of meetings of Directors.

The remainder of this page has been left intentionally blank. Attestation and signatures are on the following page.

ADOPTION OF BYLAWS

We, the undersigned, are all of the initial Directors or incorporators of this Association, and we consent to, and hereby do adopt, the foregoing Bylaws, consisting of the 18 preceding pages, as the Bylaws of this association.

ADOPTED AND APPROVED by the Board of Directors on this ____ day of _____, 20__.

FirstName LastName, President – Indonesia Ultimate Players Association

ATTEST: FirstName LastName, Secretary - Indonesia Ultimate Players Association

Appendix I – Spirit of the Game

As defined by WFDF:

All players are responsible for administering and adhering to the rules. Ultimate relies upon a Spirit of the Game that places the responsibility for fair play on every player. It is trusted that no player will intentionally break the rules; thus there are no harsh penalties for breaches, but rather a method for resuming play in a manner which simulates what would most likely have occurred had there been no breach.

Highly competitive play is encouraged, but should never sacrifice the mutual respect between players, adherence to the agreed-upon rules of the game, or the basic joy of play.

Appendix II – Formation

Initial Board Members, at founding:

The following board members will be elected to 1 year terms

XXXX, President

XXXX, Treasurer

XXXX

The following board members will be elected to a 1 year term

XXXX, Vice President,

XXXX, Secretary

XXXX

XXXX

Agenda of first meeting:

Selection of Directors (offers and nominations)

Creation of scholarship committee, committee members, and mandate.

Creation of budget categories and establish process for approving annual budget prior to Jan 1.

Appendix III – Committees

Development Committee

Primary Goal: Develop the sport of Ultimate across Indonesia.

Deliverables: Grow the number of Ultimate communities and teams/clubs, rules translation into major Indonesian languages, training programs for players, coaches, and administrators, increase in engagement on various channels.

Competition Committee

Primary Goal: Organize IUPA tournaments and manage Garudas (national team) selection and participation in AOUGC, Worlds and Olympics.

Deliverables: Facilitate the annual Nusantara Cup, facilitate other IUPA-sanctioned events, select players for Garudas participation in AOUGC/Worlds/Olympics, archive results and statistics for Garudas, organize national club championship.

Membership Committee

Primary Goal: Grow, engage with, manage, and represent the IUPA membership.

Deliverables: Establish a grant program for members needing funding for participation in international tournaments, develop multiple communication and promotion channels for dialogue with membership, maintain an up-to-date membership database, collect membership dues.

IUPA Board Meeting #8

Date: 21 April 2019

Time: 12:30 Bali

Venue: Milu - <https://goo.gl/maps/uoMscpdLEQF2>

Members: Alex, Aaron, Baxter, Chris, Kent, Florence, Jonathan, Russell, Vlad

1. Approve Minutes of Board Meeting 72'

- Minutes approved unanimously

1. Nusantara Cup reflection and feedback for next year 15'

- Competition & team balance. General sense of good balance & competitive matches throughout the tourney.
- Game schedules. Also good. Early morning games were good. Long breaks for some teams ok, with isolated complaints.
- Food. Generally good, much better on Day 2. Day 1 was a bit of a jumble of items, and not necessarily what had been agreed. Question about quality control and what to do next year.
- Women's game. Quite positive. Expand in future?
- Closing ceremony & prizes. Good prizes and support. Perhaps give TD a second person to ease the burden.
- Surveys. TD to send these out via email. Captains encourage team members to complete.

1. Registration Update 5

- Alex in contact with notary and estimated documentation and administration will be approx IDR11 million. We need an address for the Association.
- **Action item:** Determine permanent address for registration of IUPA.
- **Action item:** Jonathan to follow up on local registration of a sports committee.
- We've been in touch with Asia-Pacific WFDF regional entity. They're doing some development of tournaments in the region. Not necessarily a source of support or funds, but of events we might explore.
- Alex has not received subsequent response from WFDF after an initial flurry of emails months ago.

1. Committee Updates (progress against 2019 goals)

1. Membership Committee 8'

- Not much progress, as Committee was focused on Nusantara

- Will direct focus on merchandise, what to make and how to sell
- Generate more postings on IUPA member groups, individual committee
- Membership site needs to move on
- Social media is ongoing, will continue to optimize

1. Competition Committee 8'

- New members: Anica and Kalin
- Debrief on Nusantara and preparation for Double Team
- **Action item:** MUO budget needs to be approved by Board (fields for tryouts, MUO deposit and training budget)
- IUPA approves 2 million for field tryout budget
- Tryouts in Jakarta and Bali
- Selection requirement can be aligned with WFDF regulations, even though MUO is not an official WFDF tournament. Q: do we need to bring experienced players into the team to raise the competitive level? **Action item:** determine dates and times of tryouts.
- For MUO costs, which budget line will spending come from?
- IUPA approves paying MUO deposit, and training budget

1. Development Committee 8'

- May 1st, SWA will run a youth clinic/tournament, will promote IUPA. IUPA reached out to Nanyang School in Jakarta (4 hours; 2 hours of clinic, 2 hours of hat)
- Nanyang has requested to host an after-school practice, Chris will not be able to get into both feet but can coordinate with the PE teachers. Will invite the keen students to come to MUD on Saturdays
- Oliver with SPH Pluit will bring over several students
- Documents on how to run clinics/coaching needs to be reviewed
- Rules need to get translated

1. Grant Subcommittee 5'

- There were 7 original candidates who applied for 2019 Nusantara Cup grants; 6 agreed to interview, 1 declined,
- **Action item:** Baxter will determine the exit strategy, need to check with applicants on their commitments to promote the tourney on respective social media.
- Start thinking about Bali-based tournament for students. To work together with Development Committee to draw up a plan. Targeting May 30th. To invite other students to Green School, targeting 50 students with good mix between local and foreigners (local schools).

1. MUO budget from IUPA 12'

- To be discussed separately

1. New Committees: Fundraising, Environment 15'

a. Green Spirit Committee, interim committee has been formed (Michael, Marc, Baxter and Russell)

- Communications on messenger and emails (formal documents), look into P2 platform as well

- Determine baseline for offsetting carbon footprint for IUPA

- Asked for approval to name Green Spirit Committee and initial Charter

- Changing the language of charter (note from Russell), provide explanation on what it means to be carbon neutral and other terminology. Also, adjusted language to seek one carbon-neutral IUPA tournament next year, rather than specifying Nusantara Cup as that tournament.

- Motion to approve formation to vote for committee and charter: 1 nay. Aaron would like to know more before he can vote aye. Motion passed.

b. Fundraising Committee.

- Board agreed to leave these functions & responsibilities with the Executive Committee, for now.

1. Goals, execution and accountability 10'

- to keep conversations at Board meetings at the decision and informative level, and not for decision making, which should have been done at the Committee level.

- to keep meetings strictly on 90', anything beyond the time determined, will be dropped out of the conversation.

1. Board meeting #9 date & time : next board meeting is **Wednesday, May 29th, 2019, 7.30pm WIB / 8.30pm WITA**

Action item: Board to determine permanent address for registration of IUPA

Action item: Jonathan to follow up on local registration of sports committee

Action item: determine dates and times of Garudas tryouts for MUO

Action item: MUO Budget needs to be approved by board (fields for tryout, MUO deposit training budget)

Action item: Baxter will determine the exit strategy, need to check with applicants on their commitments to promote the tourney on respective social media

IUPA Annual General Meeting #1

Date: 27 January 2019

Time: 13:12-15:00 Bali; 12:00-14:00 Jakarta

Venues: Finn's Recreation Club, Canggu, Bali

The Nest, Four Seasons Residences, Spring #3C, Jakarta

Scribe: Pieter Moorman

1. Registration

12:30 - 13:00

- 19 people in the room in Bali
- 9 (?) people in Jakarta
- plus 4 more on separate places in Zoom
 - Devina Dea
 - Johannes
 - William Sandler
 - Rachel Pushlor
 - 13:30 > Marc Pop
 - 13:30 > Kenji Stephen
 - Before voting > Bandung
 - Before voting > Erinna
 - Before voting > Siska
 - Before voting > Tala

2. Opening Remarks: State of the Association

13:00 - 13:20

- IUPA President: **@Alex** addresses the audience as interim president
- Introduces all other interim directors [list]
- There is an established organisation with WFDF, but the aim here is to further formalise ultimate as a sport in Indonesia
- Aim of the AGM is to get everyone together and discuss where we want to go as an organisation
- Currently 7 different communities of ultimate in Indonesia [list]
 - No membership from Bandung and Malang yet, so still a way to go
- Minor history lesson: started in xxx in September, then formed the interim board, etc.
- Alex discusses the ambitions of the organisation
 - Community
 - Competitiveness
 - Development
 - Youth
 - Spirit
 - Environmental stewardship
- Goals for 2019
 - Host 4 tournament: [list]
 - Event, clinics
 - Train the Trainer event
 - Nusa Squad + MUD group
 - UB7 defense Nusantara cup title

- Budget of roughly 60 million IDR for the year
 - 5 million for website hosting and other hygienic costs
 - Running clinics to build & develop pipeline of players
 - Support players (esp. Indonesians) to play abroad and gain experience internationally.
Example: Kent is running a group of players to go play in Mekong (??)
- Interim board has mostly worked on getting everything set up, so that the new board can make decisions and hit the ground running, once they're officially institutionalised

- **@Jonathan:** Bylaws on the screen [link / appendix]
- Most of the work in IUPA happens through committees
- Aspirations...
- Cultivating communities
 - Build a national team that can compete internationally. Aim is in 4-5 years from now to compete internationally on serious events, play in worlds, and even represent on the olympics (2028 at the earliest, if Ultimate becomes an Olympic sport)
- 3 committees established right now, 2 more potentially
- Committees are composed of IUPA members, and always chaired by a member of the board (at least so far), but members of the committee can be any member
- Covering the committees one-by-one...
- Memberships committee (chair: Kent)
- Development committee (chair: Chris)
- Competition committee (chair: Aaron)
- Talk about setting up a sponsorship committee (aiming for 5-10X current budget in coming years), and potentially environmental committee (which Russell will talk about)
- Every committee has a Whatsapp group, and there's a Google Drive
- Asks for questions => no questions so far
- Goals for each committee in 2019...

- **@Kent** (membership committee)
 - Currently 62 members !! (out of a goal for 50), and 12 additionally registered but haven't paid yet.
 - Goal for 2019 is to reach all different communities (e.g. only 1 Surabaya member right now)
 - Goal is to explore what IUPA membership brings in terms of value to each member (merch, discounts on tournaments, members-only events like parties or clinics, etc.)
 - After that: how to support members to go abroad and play at a higher level

- **@Aaron** (competition committee)
 - 2 parts: competitions that we *attend*, and competitions that we *host*
 - Finding ways how we can run more tournaments without IUPA having to organise it (e.g. through better playbooks, etc.)
 - Looking at TRIO, Manila Spirits to attend, with representation by Garuda
 - Looking at Nusantara cup, doubleteam (Jakarta), Surabaya tournament and Bali (night) hat tournament to organise

- **@Vlad** (finance committee)
 - Goal is to make the budget understandable and transparent, so everyone can see how we earn and spend money

- **@Chris** (development committee)

- Goals for 2019 are to get more people linked to ultimate (exposure to the sport), and create more development opportunities
- Surabaya clinic in the works in a few weeks, open to everyone. Is gonna be a bit more structured with a full day of coaching and training on Saturday, and a mini-tournament on Sunday
- Putting together a development squad for Jakarta for Nusantara Cup, with 100% Indonesians signed up for that (which is a really good sign). Goal is not so much to win the tournament, but to actually put a Indonesian-only team on a serious tournament
- A few schools run a tournament (in Jakarta)
- Speaking with Baxter and Michelle to run development initiatives in Green School and Bali Island School to develop younger players in Bali
- If you want to be involved, reach out to become involved

- **@Russell** (environmental committee [not yet formalised])
- One of the goals for the board is to make sure we contribute to the environment, and make sure we do something positive, and avoid anything negative wherever we can
- In last board meeting discussed to amend the bylaws with 3.2.11 to contribute towards environmental impact, which was unanimously agreed upon.
- Russell invites everyone to get involved in the discussion
- Aspiration to run a first carbon-neutral ultimate tournament in 2020 (which would be a first both in Indonesia, and probably in the world)

- **@Alex** (sponsorship committee [tentative])
- First: Not everyone has the funding required to compete in high level tournaments. So find a way for members to submit a sponsorship request to play internationally
- Second: we now have a group of athletic people here that play Ultimate, which is something that matters to the wider community... which hopefully opens up opportunities to raise funding from corporate sources, government, potentially the WFDF, and maybe other sources.
- Sponsorship committee is about making process on both those areas

DISCUSSION

- **Mitch: *how does the idea of Spirit of the Game fit into all this?***
- Aaron: Spirit is something we try to incorporate in all our activities, and something we try to live by as directors
- Mitch: if there's a director who champions environment, isn't there a room for someone to champion the idea of Spirit?
- Rachel: great idea to have a "spirit champion" to represent this idea. Another suggestion: can we have an Indonesian version of the bylaws? And is there a women's representative?
 - Alex: bylaws are being revisited, and after that will be translated
 - Right now we have 1 female director, and we definitely need more... but we're working on it.
 - Everyone seems to agree that female representation is a priority
- Russell: we want to create a safe environment with inclusiveness and diversity. So it's high on our agenda / priorities
- Vlad: development committee should take a role to teach Spirit
- Kent: anyone who would like to take responsibility in IUPA can certainly do so [talks about gender diversity, mostly]. We want to set up a bit of a pathway for people to gradually build leadership

responsibility, and feel confident to take bigger responsibilities. For instance to go from member => committee member => committee chair => board director

- Part of the membership committee
 - *Kent invites Rachel to join the membership committee, and so does Aaron for the competition committee*

- **William: [in chat] How do we deal with digital properties and media (e.g. domains, social accounts, etc.)?**
 - Flo: We're taking care of all those things. Fair point, and we're taking care of it
 - Aaron: we've lost a lot of information access. Previously domains and accounts were owned by individuals, whereas now IUPA owns those accounts, with access to passwords and account credentials squarely within IUPA and with multiple people having access to it.
 - Alex: we have website, as well as a public membership area, and a bunch of social accounts.

- **Rachel: Is IUPA registered as a foundation?**
 - Alex: not yet, but we're working on that. This is something that's in the works for 2019, but depending to some extent on having a full board as well as a first official AGM.

- **William: Banking? NPWP?**
 - Basic infrastructure is set up. We're set up with a full book of accounts, and there's an accounting system that all directors have access to that's auditable.

- **Baxter: is there a strategy to drive stronger female involvement?**
 - Chris: we definitely need to get more representation from actual leaders, but many are still quite young and maybe lacking in experience. So it might take a few years for the current foundation to evolve. It's a constant matter to involve and activate female players in particular.
 - Alex: in Cambodia it's really working well to have female players involved. That's a group we can learn from, and Alex has already made connections with the key people who developed that there
 - Aaron: for international tournaments, we should be prepared for a 50/50 distribution of players

- **Naja: how can we better catch up with high schools, to get younger players involved in playing Ultimate, especially in Bali?**
 - Chris: one of the most challenging things is to get the parents on board, because the culture is less supportive of doing ultimate. We need to appeal not only to the kids, but also to the parents. We need to show them how playing ultimate is valuable (e.g. to your studies / career)
 - Rachel: are there ways to connect to universities, and get them involved?
 - Chris: yeah, connecting with universities is a great idea. Also, stuff like the fact that this meeting runs fully in English is a barrier to participation

- **Pieter: what's the easiest way for a member to become more involved in the organisation? How can they most easily contribute?**
 - Alex: easiest way to get involved in IUPA is to become a member, and to join a committee. All committees are looking for help and additional members... so simply reach out to any of the directors, and they'll help you get in touch with chairs. The board's role is only to set up charters for each committee, and committees execute mostly independently
 - Rachel: where are the charters?
 - Alex: charters will be published as soon as they're finalised, which depends on the board to become institutionalised first.

- Later this week there will be announcements on how to best get involved

3. Plans for 2019

13:20 - 14:30

- IUPA Board - Association overall, including steps toward aspirations
- Board Committees - Membership, Development, Competition
- Open discussion

4. Election of Board of Directors

14:38 - 14:50

- **@Alex:** we have currently 10 interim directors. 8 stood for re-election, and 1 new member was also nominated, which makes for a total of 9 eligible directors
- The board came together last week, and agreed to put up the slate for 9 directors, with a vote to either agree or disagree with the full slate. In the future—when we have more nominations than slots, we'll need different voting, but that's not needed for now.
- We'll make sure that in the future not the full board comes up or off, so we'll set it up so every year a portion (half) of the board comes on/off, whereas the rest remains for another year.
- The slate that the board suggests is: [list of directors]
- It's currently not determined yet of the existing slate which directors will sit for a 1-year term, and which will sit for a 2-year term
- Alex: are there any questions about either the questions or the slate?
 - **Aaron:** what is the pass percentage? => Alex: straight majority
 - **Kent:** how late was the party last night? => Silvi: pretty late
- Kent collects votes in Bali => all attending Bali members vote in favour of electing the slate
- Kent collects votes from remotely connected members via Zoom Chat => all vote in favour
- Kent collects votes from Jakarta => all 12 attending members in Jakarta vote in favour

- **VOTE RESULTS: The slate of directors is inaugurated unanimously by the AGM**

5. Adjournment

14:55 - 15:00

6. Disc games, Finn's & GBK Senayan

16:00 - 18:00
(both time zones)

IUPA Board Roster							
Last updated: Alex Knecht							
Last update: 6/6/19							
Status: Elected							
Board of Directors							
No.	Name	Nickname	Phone Number	WA number	Email	Role	Committee Roles
1	Alexander Knecht	Alex	628113892101	same	awknecht@gmail.com	President	Competition & Finance committees
2	Jonathan Simon	Jonathan	6281246511209	same	jksimon@alumni.stanford.edu	Vice President	Development & Membership committees
3	Vladimir Kochenkov	Vlad	6281337408303	same	desiple1984@gmail.com	Treasurer	Competition & Finance committees
4	Florence Armein	Flo	628121010720	same	farmein@icloud.com	Secretary	Development & Membership committees
5	Chris Bristow	Chris	6287869887010	same	cjbristow44@gmail.com	Committee Chair, Development Committee	
6	Kent Babin	Kent	6281339365790	48533848004	kibabin@gmail.com	Committee Chair, Membership Committee	
7	Aaron Portbury	Aaron	6282236647652	same	aaron@aaronportbury.com	Committee Chair, Competition Committee	
8	Baxter Smith	Baxter	n/a	19143742589	jbsmith53@gmail.com	Committee Chair, Grants Sub-committee	Grant and Eco Committee
9	Russell Maier	Russell	6281238554228	same	russmaier@gmail.com	Committee Chair, Eco Committee	

P&L

IDR	Q1	Q2	Q3	Q4	2019Y
Income	18 200 000	217 300 000	51 700 000	50 900 000	338 100 000
Membership fees	16 000 000	6 600 000	6 600 000	6 600 000	35 800 000
Director dues	7 400 000	0	0	0	7 400 000
Tournaments	0	192 000 000	31 900 000	30 000 000	253 900 000
Sponsorship					0
Donations	0	0	0	0	0
Other income	2 200 000	18 700 000	13 200 000	14 300 000	48 400 000
Expenses	7 000 000	222 450 000	43 600 000	45 000 000	318 050 000
Tournaments	0	151 450 000	30 300 000	26 000 000	207 750 000
Sponsorship of local players		32 000 000			32 000 000
Representation expenses	6 000 000	8 000 000	8 000 000	8 000 000	30 000 000
Operational expenses for IUPA	1 000 000	1 000 000	5 300 000	1 000 000	8 300 000
Other expenses		30 000 000		10 000 000	40 000 000
Profit	11 200 000	- 5 150 000	8 100 000	5 900 000	20 050 000

*Board agrees to maintain a 20 JT IDR cash reserve for all budgeting processes

IDR	Q1	Q2	Q3	Q4	2019Y
Tournament Name		Nusantara	Double Team	Hanoman Hat	
Participants		150	150	100	400
Income	0	192 000 000	31 900 000	30 000 000	253 900 000
Team/Player Revenue		189 000 000	27 500 000	30 000 000	246 500 000
Tournament Day Sales		3 000 000	4 400 000		7 400 000
Expenses	0	151 450 000	30 300 000	26 000 000	207 750 000
Pre-tournament Payments		90 250 000	29 100 000	26 000 000	145 350 000
Tournament Day Expenses		61 200 000	1 200 000		62 400 000
Profit	0	40 550 000	1 600 000	4 000 000	46 150 000
Profit/Player		270 333	10 667	40 000	
Sponsorships		66 000 000			

IDR		Q1	Q2	Q3	Q4	2019Y
Income		18 200 000	25 300 000	19 800 000	20 900 000	84 200 000
	Membership fees	16 000 000	6 600 000	6 600 000	6 600 000	35 800 000
	Director dues	7 400 000	0	0	0	7 400 000
	Merchandise sales	2 200 000	18 700 000	13 200 000	14 300 000	48 400 000
Expenses		3 700 000	21 100 000	1 200 000	5 300 000	31 300 000
	AGM Budget	3 500 000	0	0	4 000 000	7 500 000
	Marketing	0	0	0	0	0
	Merchandise	0	15 000 000	0	0	15 000 000
	Discounts Paid	200 000	6 100 000	1 200 000	1 300 000	8 800 000
	Grants		4 000 000			4 000 000
Profit		14 500 000	4 200 000	18 600 000	15 600 000	52 900 000

IDR		Q1	Q2	Q3	Q4	2019Y
Clinics		6 000 000	8 000 000	8 000 000	8 000 000	30 000 000



MALAYSIA FLYING DISC ASSOCIATION

(Registration Number: 9147/2017)

www.flyingdisc.my

malaysianfda@gmail.com

3 July 2019

Volker Bernardi
Executive Director
World Flying Disc Federation (WFDF)
Enggasse 2a, D 55296
Harxheim, Germany
Volker.bernardi@wfdf.org

Dear Sir

Letter of Support for the Indonesia Ultimate Players Association (IUPA)

We write this letter in support of and in recommendation to add the Indonesia Ultimate Players Association (IUPA) to the membership of the World Flying Disc Federation (WFDF). We have witnessed the development and organization of ultimate activities in Indonesia over the past several years, and we can testify to the progress made in advancing participation and competitiveness of the sport in their country. While the organization of IUPA is relatively new, the Association builds on more than 20 years of ultimate development in Indonesia, and they have succeeded in accelerating momentum of existing activity and streamlining focus, increasing competitiveness and building inclusivity over the past year.

We can confirm the participation of Indonesian teams in the following tournaments held outside of Indonesia:

AUOGCC (2017), Trio Invitational (2017), Malaysian Ultimate Open (2018), Malaysian Ultimate Open (2019). Of particular note, we would call out the National/Club team Garudas Spirit of the Game result in the AUOGCC tournament held in 2017.

We have also sent teams from Malaysia to participate in the annual Nusantara Cup in Bali on many occasions. The Nusantara Cup, which is organized by IUPA, is one of the longest-running ultimate tournaments in Southeast Asia. The tournament started in 2000, and 2019 saw the 20th annual running of this event. Over those years, Nusantara Cup has included ultimate teams from Malaysia, Australia, Singapore, Thailand, Hong Kong, Guam, and other countries, in addition to home-grown clubs from Jakarta and Bali.

IUPA leadership has done a good job integrating into the Southeast Asian flying disc community, and they have enlisted more experienced organizations for support and advice as they advance our common objectives in their geography. We would be pleased to welcome IUPA in to the federation as a sister country organization and think they would be an asset to the regional development of flying disc sports. Please don't hesitate to reach out with further questions or clarifications related to their candidacy for WFDF membership.

Sincerely,

.....
Mohd Amir Moshin
President
Malaysia Flying Disc Association