



USA Ultimate Board of Directors

Q1 2026 Meeting

March 14, 2026

Denver, CO

(12) Board Members Present:

DeAnna Ball (Appointed, Vice President)

Isaiah Bryant (At-Large)

Kevin Erlenbach (CEO, Ex-Officio)

Janna Hamaker (At-Large, Secretary)

Terry Kalna (Independent)

Dave Klink (Appointed, President)

Alexia McCaskill (At-Large)

Benecia Newhouse (Independent)

Tom Osenton (Independent)

Nicky Spiva (Elite Athlete)

Ben Van Heuvelen (Elite Athlete)

Marvin Vuong (At-Large)

(1) Board Members Not Present:

Pawel Janas (Elite Athlete, Treasurer)

Others Present:

Will Deaver – Managing Director of Competition & National Team Programs

Andy Lee – Managing Director of Marketing, Communications & Brand

Julia Lee – Director of Finance

Dan Raabe – Director of Youth Programs

Stacey Waldrup – Director of Member Services & Community Development; Chair of Equity, Diversity and Inclusion

Guests (during their presentations):

Adam Goff, Board President, The Ultimate Foundation

Doug Bjerkaas, Executive Director, Professional Disc Golf Association (PDGA)

Dave Klink **called the meeting to order** at 9:00 AM Mountain Time

Welcome and Introductions

- Dave welcomed new board members Tom Osenton, Nicky Spiva, and Marvin Vuong.
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Financial Review (Julia Lee)

- The operating reserves and budget are healthy.
 - Audit results are expected to be ready for the Q2 board meeting.
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Clemson Study: Post-Pandemic Participation Patterns (Dan Raabe)

- Dan presented findings from a Clemson University study regarding the attrition of women and girls in the sport.
 - **Key Findings:**
 - Women generally do not leave the sport due to a loss of interest, but rather due to a gradual process of disengagement tied to life transitions (graduation, early post-college years) and social dynamics (often linked to a sense of belonging).
 - Over half of women reported feeling overlooked or excluded in mixed play, citing "subtle" experiences like limited touches or reduced leadership roles.
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USA Ultimate Foundation Update (Adam Goff)

- The Foundation is experiencing a "true rebirth" with a 45% increase in cash donations and significant growth in social engagement .
- **Donor Recognition:** A new donor recognition program and stewardship focus are driving larger donations.

Motion: To add Mike Edmonds to the Foundation Board.

Moved by: Dave Klink | **Seconded by:** Isaiah Bryant

Result: Passed 11-0-1

Motion: To renew Adam Goff's term as Foundation Board President.

Moved by: Dave Klink | **Seconded by:** Deanna Ball

Result: Passed 11-0-1

Professional Disc Golf Association (Doug Bjerkaas)

- WFDF is increasing its involvement with disc golf, and there is a shared goal to increase "disc literacy" and explore intersectional programming.
- Doug provided a history of the PDGA, noting they are the governing body for the sport but not strictly an amateur governing body.

Staff Program Updates

CEO Updates (Kevin Erlenbach)

- Kevin outlined the 2026 strategic priorities: Elevating Youth/Grassroots, Enhancing LDO Success, and Promoting Excitement for the sport.
- Staff have developed three SMART goals per department for 2026 following an internal survey on efficiency and value.

Youth Programs (Dan Raabe)

- **Outreach:** Structural reorganization is complete; Outreach Coordinators have been phased out in favor of working directly with LDOs via weekly office hours and quarterly calls.
- **Clinics:** 23 GUM and Learn-to-Play clinics are currently scheduled, nearly matching last year's total.
- **Partnerships:** Formed new connections with 2-4-1 Sports and Big Brothers/Big Sisters in Chicago.
- **GUM:** Leah Dolan-Kelley has taken over management of GUM, supported by a new 3-person advisory committee.
- **Competition:** 114 teams have applied for YCCs. 2026 States is showing signs of growth.
- **Pilot Series:** A Fall Juniors Series proposal is under review with a focus on geographic accessibility and smaller-sided formats (4v4/5v5).
- **Coaching:** Launched a "Student Coach" training providing training for high school athletes coaching at the middle school level, as well as resources for adult coaches who are overseeing and mentoring them.

Membership & Community (Stacey Waldrup)

- **Membership Trends:** Total membership was down 3.5% in 2025 versus 2024.
- **Technology:** The new league management system is expected to hit beta phase by July.
- **Event Sanctioning:** Last year saw a record of over 700 sanctioned events.
- **Affiliates:** New affiliate in Northwest Indiana.

- **DEI:** Added one new member to the BIPOC Advisory Council. Planning "Color of Ultimate" showcase games at the D-I College Championships.

Marketing and Communications (Andy Lee)

- **Media:** Executing a new two-year agreement with ESPN for 2026/27. Championship games will air live on ESPNU on May 25 .
- **Ultiworld:** Agreement extended through 2029.
- **Merchandise:** Two-year agreements signed with VC Ultimate and Spin Ultimate. Launching/Piloting a new High School State Championship Official Merchandise Program.
- **Initiatives:** Launching a marketing "hub" for LDOs and a digital campaign with Legends Global to promote DISCover Ultimate Day on September 19, 2026.

Competition (Will Deaver)

- **College:** D3 enrollment adjustment (up to 10k) and new women's startup grants.
- **Beach:** 88 teams registered for 2026, up from 80.
- **Club:** 7 Women's Growth grants being awarded, new pre-sectionals pilot, new site being sought for Club Nationals starting in 2027
- **Masters:** registration ongoing, Series team #'s may take a hit due to WMUCC conflict this summer
- **International:** New National Team Manager, Juané Schoeman, has been hired. WJUC (Spain), WMUCC (England), and WUCC (Ireland) are all scheduled for Summer 2026.

Strategic Plan Refresh (Ben Van Heuvelen)

The Board discussed the 2024-2026 Strategic Plan. The initial consensus was that a complete refresh is not yet necessary.

Motion: To change the current strategic plan's end date to 2028 instead of 2026.

Moved by: Marvin Vuong | **Seconded by:** Benecia Newhouse

Result: Passed 11-0-1

Committee Updates

The Board discussed the time commitment necessary for the Judicial Chair position and whether or not a stipend should be provided for the position.

Motion: Establish a stipend for the Judicial Chair position and seek a candidate from outside of the Board of Directors.

Moved by: Dave Klink | **Seconded by:** Nicky Spiva

Result: Passed 9-0-3

Note: Ben Van Heuvelen and Benecia Newhouse left for the airport before this section of the meeting.

Officer Elections

Treasurer: Pawel Janas nominated. **Result:** Passed 9-0-3

Secretary: Janna Hamaker nominated. **Result:** Passed 8-0-4.

Meeting adjourned at 4:56 PM Mountain Time