

International Front Runners

Minutes of the IFR Annual General Meeting - October 31-November 1 2002

The 2002 Annual General Meeting was hosted by Sydney Frontrunners and held at Caesars Bar in Sydney NSW Australia just prior to the start of the Sports Program of Gay Games VI.

A total of 44 participants representing 24 Front Runner clubs attended the IFR 2002 General Meeting.

FR Club: Delegate name(s)

Berlin: Wolfgang Klare, Stefan Huch

Boston: Alden Clark

Canberra: Dale Thurling

Chicago: Eurika Otto

Denver: Kevin Brauer

Johannesburg: Nicholas Southey

London: Julian Meldrum

Los Angeles: Richard Peng, Bob Platt

Munich: Ulf Ziemann

Maine: Jim Estes

New York: John Kiley

Orlando: Gary Fracassi

Philadelphia: Bill Biskup, Mike Zuzu

Pittsburgh: David Torrey

Portland: June Kansopon, Brian Craig

San Francisco: Jon Borset, Timothy Mariano, Eileen Murphy, Frank Cipriano

San Diego: David Cohen, Garret Demarest, Terry Trevino, James Harman, Dan Murray, Dennis Fiordaliso

Seattle: Len Tritsch

Shoreline: Brad Duerre, Brad Miyasato, Joe Ellis, Tracy Thomas, Laura Vossman

Sonoma County: Jon Eichelberger, John Rochat

Sydney: Wayne Morgan, Des Sullivan, Ana Bratkovic

Toronto: Dave McConkey

Vancouver: Ray Duggan, Andrew Hind

Washington DC: Warren Snaider

Thursday, 31 October 2002

I. WELCOME AND INTRODUCTION

Wayne Morgan of Sydney Frontrunners opened the meeting at 10:10 a.m. by welcoming everyone to Sydney and thanking Caesars Bar for use of the facilities. Sydney Frontrunners President Anna Bratkovic welcomed delegates to Sydney and noted that SFR had spent twelve months planning and hoped that the meetings were productive. She also noted that there lots of things to do and see in Sydney in addition to the Gay Games and encouraged everyone to have a good time. She then introduced IFR President Alden Clark. Clark thanked Sydney Frontrunners for their work in organizing the meetings and the delegates for participating.

Wayne Morgan then introduced John Fowler, former Mayor of South Sydney, and currently South Sydney City Councilor.

Councilor Fowler gave a brief history of Sydney and also mentioned some of the problems Sydney has had in putting on the Gay Games. However he noted that a great deal of work had gone into organizing the Games and hoped it would be a successful and memorable event for Front Runners and all Games participants. He also wished International Front Runners a successful meeting.

Morgan went over some housekeeping details: information on lunch and afternoon teas, bathroom and other facilities. He stressed that the meeting must end promptly at noon on Friday since setup for the billiards events would start in the afternoon. Morgan also thanked Silver Bullet Wine for their sponsorship of the meetings.

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II. ROLL CALL and MEETING PROCEDURES

IFR Treasurer Gary Fracassi noted that it was previously decided that in order to vote at the IFR Annual General Meeting, clubs had to have submitted current club information and paid any necessary dues with dues based on the number of members in the club and those with less than 25 members not required to submit any dues. He also noted that each club has one vote. Fracassi then did a roll call of IFR clubs, asking the names of the voting delegate. The IFR clubs and their voting delegate were: Boston – Alden Clark, Chicago – Eurika Otto, London – Julian Meldrum, Munich – Ulf Ziemann, New York – John Kiley, Orlando – Gary Fracassi, Philadelphia – Mike ZuZu, Pittsburgh – Dave Torrey, Portland Maine – Jim Estes, Portland Oregon – June Kansopon, San Diego – James Harman, San Francisco – Jon Borset, Sonoma County – John Rochat, Seattle – Len Tritsch, Shoreline – Brad Miyasato, Sydney – Wayne Morgan, Vancouver – Ray Duggan.

Clark then introduced the IFR Steering Committee members:

Alden Clark, Frontrunners Boston is the regional representative of the Eastern United States and President of International Frontrunners. Brad Miyasato from Shoreline Frontrunners is the US Western States representative. Wayne Morgan, from Sydney Frontrunners is the Southern Hemisphere representative. Des Sullivan, Sydney Frontrunners, and Eurika Otto, from Chicago Frontrunners/Frontwalkers, are the two delegates to the Federation of Gay Games. Gary Fracassi, member of Orlando Front Runners, is IFR treasurer and serves as US South and Central States representative. Committee members missing were Peter Taylor, Toronto Frontrunners who is the Canadian representative and Stefan Huch, Berlin Frontrunner, European representative and IFR secretary who would be attending Friday's meeting.

Clark then asked delegates to introduce themselves.

Next Clark went over meeting agenda and noted that there might be breakout sessions later that afternoon or the following day.

Clark then outlined IFR meeting procedures:

- There are currently six regions representing all Front Runner clubs and one representative for each of the regions. Regions can change, and new ones may be added as new clubs form or clubs become inactive.
- Clubs can send multiple delegates to the meetings but each club only gets one vote.

Questions andComments:

If a club has not yet paid their IFR dues, can they vote? No, unless arrangements to ensure payment are made in advance.

- Clubs can also send a proxy to the meetings.
- Clark asked that only one person speak at a time and that side discussions be kept to a minimum.

III. ACCOMPLISHMENTS OF LAST YEAR – Presentation By Alden Clark

Clark discussed some of the areas that IFR had worked on during the previous year with respect to the goals and purposes outlined in the IFR constitution:

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- A. IFR Constitutional Amendment. Clark noted that IFR held a Special General Meeting by email communication to modify the bylaws regarding the number of IFR delegates to the Federation of Gay Games to reflect the change in Federation rules regarding delegates.
- B. Encourage Front Runner Events: Club event such as Pride Runs, special events, regional gatherings were posted on the IFR website calendar section. Information on events was also disseminated using the club contacts email list.
- C. Participation in the Federation of Gay Games: IFR delegates to the Federation of Gay Games – Des Sullivan and Eurika Otto have been active in Federation activities. They will present a report later in the meeting.
- D. Affiliate Widely: Front Runners participated in several events where large numbers of Front Runner clubs were represented such as the Boston Marathon weekend.
- E. Sharing of Newsletters: Clubs continued to share newsletters with other clubs, with more clubs sharing electronic versions of their newsletters.
- F. Encourage Formation of New Clubs: Clark noted that several people requested copies of the New Club Startup info and that several copies had been sent out in now available CD-ROM format.
- G. IFR Club Information and Online Payments: IFR webmaster Brad Miyasato reported that it is easier for clubs to update information on their clubs online and that IFR has setup an online payment system to make it easier for non-US clubs to make payments without incurring high bank fees and charges.

IV. TREASURER' REPORT – Presentation By Gary Fracassi

IFR Treasurer, Gary Fracassi submitted a two-page report with the first page summarizing accounting for all of 2001 and the second page detailing accounting up until the end of September 2002. In 2001, there was \$1600 collected in club dues payments from 28 clubs, with club contributing an extra \$275 for total revenues of \$1875. Expenses totalled \$665.46 (to include web costs, printing, postage, AGM costs, and bank charges). Total revenue over expenses was \$1209.54. With a 2001 beginning balance of \$1122.63, the balance at the end of 2001 was \$2332.17.

For 2002, revenue from club dues was \$650 from 12 clubs. Expenses totalled \$539.51. Excess revenues over expenses as \$110.49 resulting in a current cash balance of \$2442.66.

Fracassi's report is included as Attachment #1 to these minutes.

Questions and Comments:

When were dues notices sent out? Clark replied that information was sent out to all the clubs at the beginning of the year. Many club delegates noted that they were not aware of notices being sent out. It was noted that there was a need to establish better contacts for IFR business such as dues notices. It was suggested that a discussion on club contacts be conducted later in the day.

Does IFR have a financial balance target? Clark replied that IFR does not.

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V. FEDERATION OF GAY GAMES DELEGATE REPORT – Presentation by Eurika Otto and Des Sullivan

For the benefit of new IFR delegates Des Sullivan began by giving a short history of the Gay Games and about the Federation of Gay Games and its purpose to foster GLBT inclusiveness and participation in the athletic and cultural Gay Games events. Sullivan noted that IFR became a Federation Member in 2000, and both he and Eurika Otto represented IFR by attending the Federation meetings in Johannesburg in 2001 and Vancouver in 2002.

Eurika Otto talked about the role and the responsibilities of the Federation delegates (called “directors”). This is outlined in Attachment #2. She noted that Federation delegates must be active members of at least 2 committees: she participates in the Sports Committee as the committee’s marathon coordinator and on the Technology Advisory Board working for gender parity with the webpage for the women of the Federation. Sullivan works on the Sports Committee as the track and field coordinator and on the Federation Communications Committee.

Sullivan and Otto noted that in addition to their Federation responsibilities, they are responsible to IFR to ensure that the voice of IFR is heard. As IFR Federation delegates, they attend Federation Meetings on behalf of IFR, paying their own airfare and accommodation costs for attending the meetings. They distributed reports on the 2001 Johannesburg meeting and the 2002 Vancouver meeting. These are included as Attachment #3.

Questions and Comments:

Who else is a Federation Member? Sullivan: Federation directors include individuals, City teams, sports organizations, and honorary members. Mike Zuzu, who is also on the Federation Sports Committee added: each Gay Games has about 30, of which 20 are core sports with an additional 8-10 sports selected by the host city.

How does an individual apply to be a Federation director? Zuzu: an applicant must first attend a Federation meeting as an observer, they can then submit an application. The applicant goes through an interview process and then a decision to be admitted is put to a vote. The Federation Board does not currently look for members but that is possible and could happen in the future.

Can someone interested in applying attend the Federation meeting scheduled for Friday, 1 Nov? No, it is a closed meeting; the next open meeting will be held in Chicago in November 2003.

VI. IFR 2003 GENERAL MEETING – Presentation by Alden Clark

Clark reported that the IFR 2003 General Meeting will be hosted by Frontrunners Boston and is planned to take place 9-12 October 2003. The tentative schedule includes a welcome reception with meeting registration on Thursday evening; meetings all day Friday; a fun run on Saturday morning followed by a continuation of meetings in the afternoon; a banquet Saturday evening. A number of different options are being considered for Sunday such as a fall foliage tour, a trip to Cape Cod, participation in the Boston Athletics Association’s half-marathon or other social/athletic events. On Monday, there is also an all women’s run.

Hosted Housing will be available

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Registration information will be sent to all clubs when details are finalized. Online registration will also be available.

VII. IFR SUBCOMMITTEE REPORTS – Presentation by Alden Clark

Clark reported on some of the IFR subcommittees formed in the past year:

A. Logo Committee

Clark noted that Anne Ludwick of San Francisco FrontRunners who was not able to make the day's meeting had reported that the Logo Committee had solicited submissions for logos for IFR consideration from the clubs. However because there were so few submissions, the committee decided to defer selection of a logo and continue to use the current logo used on the IFR website.

B. Outreach Committee

Clark noted that the goal of the Outreach Committee was to promote IFR. There was little committee activity during the past year, but that the committee is still open and if anyone is interested in working on the committee that they should contact him.

C. Federation Delegate Process Committee

Clark reported that the Committee was tasked to determine how to get input from the clubs to the IFR Federation delegates to insure that IFR concerns and comments are heard by the Federation of Gay Games. If there is sufficient interest, a separate breakout group may be formed later during the meetings.

VIII. NEW BUSINESS

A. Club Contacts

Clark noted that there were fewer clubs that became IFR members this past year. He asked if the current club contacts list was adequate for getting the information on club membership and IFR dues payment to the clubs.

Discussion/Comments:

- Eurika Otto suggested that in addition to the club contact, IFR should include other concerned parties to insure that important information reaches the appropriate club members.
- Frank Cipriano suggested that because the delegates are interested enough to attend the IFR meetings, they should be added to the list of contacts for IFR information.
- Jon Eichelberger offered that club officers should also be included in IFR communications
- In the notice that goes out to the clubs, David Cohen suggested that the benefits of IFR club membership should be listed as an incentive

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- Garret Demarest suggested that “marketing” be directed to three groups: club presidents/co-chair(s), club newsletter editors, IFR delegates.
- John Kiley noted that less clubs had been sending out newsletters recently. Alden Clark noted that many clubs were now sending out electronic versions of their newsletters. Brad Miyasato reported that there is a newsletter email list but that its distribution is nearly identical to the club contact list. Kiley suggested IFR get a newsletter contact for each club.
- Warren Snaider suggested that clubs establish email addresses for officers and club and IFR contacts. Brad Miyasato noted that IFR clubs can have an email address such as berlin@frontrunners.org.
- Jim Estes suggested that clubs “talk up” IFR membership and its benefits to encourage other clubs to join.

At this point, Wayne Morgan introduced Richard Hogan of the Federation. Latecomers Tracy Thomas and Laura Vossman of Shoreline Frontrunners were also introduced. There was a break for lunch.

The Meeting resumed at 1:40 pm. New Business discussion continued.

B. IFR 2006 Meeting

Questions and Comments:

Is there a Montreal club? Who will host the 2006 Meeting during the Montreal Gay Games? Yes, the Montreal club has been revived and Frank Cipriano noted that San Francisco Front Runners is encouraging and support growth of the club.

C. Federation Delegate Support

Eurika Otto and Des Sullivan noted that although they have willingly paid for their own airfare and accommodation costs to attend Federation of Gay Games meetings, they learned that some organizations help contribute to costs of attending Federation meetings and wanted to bring it up for discussion. A description of some of the costs involved, information on past Federation meetings, and what some other organizations have done is included in Attachment #4.

Questions and Comments:

- *Are Federation delegates required to attend Federation meetings?* Otto replied that at least one of the delegates is required to attend the Federation Meetings.
- *How do other organizations provide financial support to delegates?* Otto replied that different organizations have different criteria for provided support. It was suggested that IFR might decide whether or not it would provide financial support before deciding amount of support.
- *How far in advance are Federation Meeting locations decided?* Mike Zuzu answered federation meeting locations are decided at most a year in advance so IFR delegates serving two year terms would not know in advance where Federation meetings would be held.
- Julian Meldrum proposed that if IFR representation in the Federation is important to IFR, and Federation meeting attendance is required, there should be financial support of IFR delegates.
- Frank Cipriano suggested that IFR may need to do fundraising to provide financial support.

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- *Have we determined how much IFR would collect in dues if most of clubs became members?*
Fracassi: No we haven't.
- Wayne Morgan suggested that IFR's two votes are important when Gay Games host vote is taken so it is important that both delegates attend the Federation meetings even though only one delegate is required to attend.
- Mike Zuzu agreed that it is better that both delegates attend the meetings especially since they are working all year in Federation activities. Zuzu suggested that some of the proceeds from IFR events may be used to help IFR delegates.

After a little more discussion, Alden Clark asked for a motion on the issue of financial support for IFR delegates to the Federation of Gay Games.

Motion made by John Rochat of Sonoma County and seconded by Wayne Morgan of Sydney.

IFR show support monetarily for our Federation delegates in their task of representing IFR at Federation of Gay Games meetings.

There was a short break for delegates to confer with their other club members.

Called to a vote: Motion carried with one abstention.

Clark suggested that the IFR Steering Committee take on the task of determining the level of financial support.

D. IFR Incorporation and Non-Profit Status

Questions and Comments:

Is IFR incorporated? Does IFR have charitable status? Clark noted that at previous IFR meetings it was noted that incorporation and non-profit status were primarily U.S. concerns but that the steering committee is investigating different options.

Warren Snaider noted that sports organizations cannot normally get U.S. 501(c) 3 charitable status but can apply for 501(c) 4 non-profit status.

IX. BREAKOUT SESSIONS

Three breakout sessions were announced and delegates were asked to participate in one of the breakout sessions:

- A. New Club Discussion.** What new and small clubs can do to organize, build membership and keep runners returning and participating in club activities.
- B. IFR participation in track and cross-country.** Although most Front Runner clubs are mostly involved in road running activities, how can IFR support related activities such as track and cross-country running?
- C. Outreach.** How does IFR make sure information reaches all clubs? How can IFR encourage clubs to become IFR members?

X. BREAKOUT SESSION RESULTS

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Representatives of each of the breakout group their conclusions.

- A. **New Club Discussion.** Frank Cipriano presented results of the discussion on help for new clubs. Their report is included as Attachment #5.
- B. **IFR participation in track and cross-country.** Mike Zuzu presented the Track & Field discussion. See Attachment #6.
- C. **Outreach.** Gary Fracassi presented the IFR Outreach and Follow-up report. See Attachment #7.

XI. ANNOUNCEMENTS and HOUSEKEEPING

- Des Sullivan asked for volunteers at the Track to help with timing of track events.
- Sydney Frontrunners has IFR t-shirts for sale to offset costs for the Memorial Fun Run to be held on 2 November. Cost is AU\$ 30.00 and will be available at the Fun Run.
- Clark noted that the Friday Meeting will include selection of the 2004 meeting host and election for the representatives for the Western US, Canadian, and South/Central US clubs.

The Meeting was adjourned at 4:40 pm.

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Friday, 1 November 2002

I. Welcome and Start up

IFR President, Alden Clark opened the meeting at 9:15 am by welcoming everyone. He then introduced Wolfgang Klare as Delegate from Berlin and Stefan Huch, Member of the Steering Board, who joined the meeting today.

After solving some organisational items Clark stepped forward in the agenda.

II. Resolve new business

Clark summarized the results of the first meeting day and explained business items for today. He asked the Federation of Gay Games (FGG) delegates (Des Sullivan and Eurika Otto) to give a summary about their work and tasks in the Federation.

Des Sullivan explained in detail about the structure of Federation of Gay Games. He outlined that it has organizational members (Team Philadelphia, International Front Runners, etc.) and individual members. There is a report about Erika's and his activities available on the IFR website.

Within the federation are some committees, for example the sports committee (Co-chairman Mike ZuZu of Philadelphia). The committee is responsible for integrity, transporting international rules to the games, modifying and changing. Delegates are responsible for communication between IFR and FGG. Both delegates transport the position of IFR into the Federation of Gay Games, especially business, which matters Track and Field, Marathon and Triathlon. They want to support FGG for these purposes that Gay Games holders will be able to get an idea what is required to held track and field events. The idea is that the Track and Field Committee will cover everything what has to do with athletics.

Other business of the Federation . include drug testing and transgender issues.

Des and Eurika asked the delegates to give some input about their ideas, what Des and Eurika could do/work out in the Federation on behalf of International Front Runners.

Discussion, Questions and Comments

- 1) Subject: 10 k as part of track and field and another 10 k is associated with marathon at the Gay Games.
 - Delegates mentioned that this could lead to confusion. It was said that if people want to start in the 10 k as part of track and field they also can run the 10 k within the marathon. They idea to have a 10 k combined with the marathon was to open the gay games for people from outside the community and to produce money.
 - The timing of the 10 k was criticized. It was asked to have the 10 k of the track and field event earlier during the gay games. This would be better for people who would like to participate either in both 10 k's or in the 10 k and marathon.
- 2) Warren Snaider raised the question if it would be better to distinguish the events by renaming the Marathon to "Road Races" to separate it from events on the track.

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- Wayne Morgan answered it would be better to move the marathon event into track and field. This has the advantage that it would save dollars (currently track and field and marathon are two different events and participants have to pay for both) and it would save confusion also. It should all combined in ATHLETICS just as swimming and diving have been combined into a "Aquatics" event.
- 3) Garrett Demarest suggested looking back at previous games to find out who did what, how many people did both events, etc.
- 4) David Cohen questioned the triathlon requirement that participants wear a shirt. Sullivan added that this is not just a triathlon requirement, but also a track and field requirement.
- 5) Des Sullivan mentioned that changes for the next games in Montreal are possible. IFR should submit proposals and then the Federation will determine what is possible and what is not.
- 6) Wayne Morgan made the suggestion that IFR should combine track and field and marathon under the new name athletics and bring this idea to the FGG with regard to Montreal.
- 7) Mike ZuZu said that this idea should be presented next year in Chicago at the FGG Annual Meeting.

Motion made by Warren Snaider of DC seconded by Wayne Morgan of Sydney:

IFR to setup a task force to examine issues related to these matters to be completed by the end of the IFR 2003 Meeting.

Called to a vote: Motion passed unanimously.

The following delegates would like to volunteer in the task force:

Alden Clark, Eurika Otto, Warren Snaider, Mike ZuZu, John Rochat, Wayne Morgan, Garrett Demarest, Des Sullivan.

Mike Zuzu noted that the Federation planned on surveying participants after the Games, but IFR can certainly provide input.

Mike ZuZu as co-chairman of the Federation of Gay Games Sport-committee informed that FGG has access to Sydney Database. This could be very helpful to get information about applications.

Alden Clark raised the question if it would be useful if IFR should install an own track and field committee to solicit feedback and pass it to Des and Eurika.

Des Sullivan added that this could happen via website of IFR. People can give feedback.

III. Present bids for IFR – 2004 location

Len Tritsch of Seattle Frontrunners provided detailed information about Seattle and how Seattle Frontrunners would be able to organize the 2004 AGM. Seattle Frontrunners is proposing holding the event the week of July 18, 2004. Included in the events for the week are a full track meet to be held on July 23 (Friday) and July 24 (Saturday). The track meet venue will be the West Seattle Stadium and be open to all.

After his speech delegates asked some questions, i.e. if hosted housing would be available (answer: yes, hosted housing will be provided), about public transport, etc..

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Due to the fact that there were no other bids the following motion was made:

Seattle will host the AGM 2004. Called to a vote: Motion passed unanimously.

IV. Election of Regional Representatives

- Western USA
- Canada
- Southern Hemisphere

At the Meeting in Philadelphia, it was decided that Steering Committee members would be elected for two year terms. The Steering Committee further decided that to ensure continuity, that half of the Steering Committee would be elected every year. Steering Committee positions to be filled at this AGM are: Federation of Gay Games representative (next item of the agenda), Canadian regional representative, Southern Hemisphere representative, and Western US representative.

Delegates were asked to meet in respective groups to select regional representatives for Canada, Southern Hemisphere, and Western United States.

After the discussion the following Regional Representatives for the IFR Steering Committee were announced by Alden Clark:

Western USA: June Kansopon, Portland OR
Canada: David McConkey, Toronto
Southern Hemisphere: Wayne Morgan, Sydney

V. Election of Delegate to the Federation of Gay Games

Alden Clark asked for nominations for the IFR Delegate to the Federation of Gay Games.

John Kiley recommended Des Sullivan of Sydney Frontrunners. No other nominations were made. By voice vote, Des Sullivan was elected as representative to the Federation of Gay Games

VI. Adjournment

Meeting adjourned at 12:00 p.m.

After the AGM the new board of IFR met to elect officers.

The new board officers are:
Alden Clark : President
Gary Fracassi: Treasurer
Stefan Huch: Secretary

These minutes were submitted by: Brad Miyasato (Shoreline) and Stefan Huch (Berlin).

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Attachment #1

INTERNATIONAL FRONT RUNNERS

Treasurer's Report

12/31/2001

Revenues

	# clubs	rate	dues paid	
Clubs with 1-25 members	11	-	-	
Clubs with 26-50 members	4	25.00	100.00	
Clubs with 51-150 members	13	50.00	650.00	
Clubs with 151-250 members	6	75.00	450.00	
Clubs with over 250 members	4	100.00	400.00	
Dues received				1600.00
Contributions in excess of dues				275.00
Total Revenues				1,875.00

Expenses

Web costs			240.00	
Printing, postage & supplies			65.46	
FOGG dues			240.00	
Bank charges			120.00	
Total Expenses				665.46
Excess revenues over expenses				1209.54
Cash balance at beginning of year				1,122.63
Current cash balance				2,332.17

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Attachment #1

INTERNATIONAL FRONT RUNNERS

Treasurer's Report

9/30/2002

Revenues

	# clubs	rate	dues paid	
Clubs with 1-25 members	1	-	-	
Clubs with 26-50 members	0	25.00	-	
Clubs with 51-150 members	8	50.00	400.00	
Clubs with 151-250 members	2	75.00	150.00	
Clubs with over 250 members	1	100.00	100.00	
			<hr/>	
Dues received				650.00
Contributions in excess of dues				-
				<hr/>
Total Revenues				650.00

Expenses

Web costs			240.00	
Printing, postage & supplies			-	
FOGG dues			200.00	
Bank charges			99.51	
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Total Expenses				539.51
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Excess revenues over expenses				110.49
				<hr/>
Cash balance at beginning of year				2,332.17
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Current cash balance				2,442.66

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Attachment #2

International Frontrunners (IFR)

Responsibilities of a delegate to the Federation of Gay Games(FGG)

1. IFR requirements and expectations

The voluntary position of IFR delegate to the FGG has a 2 year term. IFR is allowed two concurrent delegates. In the interest of diversity, and to meet an expectation of the FGG, IFR endeavors to have both a male and female delegate at all times. Delegates must be able to travel internationally and communicate by e-mail and telephone.

IFR expects:

- Its delegates to attend as many FGG annual meetings as is possible during their appointment.
- At least one of its delegates to represent the organization at every annual FGG meeting.
- Personally cover all expenses incurred
- A report on the events after each FGG annual meeting.
- A progress report from each delegate at the IFR annual meeting.
- Each delegate to comply with the requirements set out by the FGG.

2. FGG Requirements and expectations

IFR is considered a Director Organization by FGG. 'DIRECTOR ORGANIZATION. Organization representing multiple persons whose collective expertise, interests and experience are of value to the Federation. DELEGATE. An individual representing a Director Organization.'

FGG expects delegates to:

- Support the FGG mission and vision of inclusion, participation, personal best, respect and honesty, celebration and emancipation,
- Be active members of at least two FGG committees.
- Attend FGG annual meetings and any special meetings required.
- Have access to a computer and internet for year round FGG business.

IFR annual meeting – Sydney 31 October 2002

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Attachment #3

To All International Front Runners club members

From Eurika Otto and Des Sullivan
IFR Delegates to the Federation of Gay Games

Date 30 October 2002

Dear Front Runners

Since the last annual meeting of International Front Runners held in San Diego, CA, from 4-6 October 2001 Des and Eurika have attended two Federation of Gay Games annual meetings. This report is a summary of the reports sent out to our member clubs after each meeting. A copy of the original reports can be supplied on request.

Johannesburg meeting

This is a summary of our report after our attendance as your delegates at the annual meeting of the Federation of Gay Games, held in Johannesburg, South Africa, from 20-27 October 2001.

It was an extremely successful meeting and was attended by some 130 people, including 12 Individual Directors of the Federation, one Honorary Life member, and Delegates.

- **Gay Games VI**

Preparations for Gay Games VI in Sydney, Australia, from 2 November to 9 November 2002 was gathering momentum.

Des was appointed as one of seven members of the Sydney Liaison Task Force that meets by teleconference each month with Sydney GGVI Board and Staff to oversee preparations.

Des is also a volunteer member of the Sydney Track and Field Sports Working Group, one of 31 such groups working under the supervision of GGVI Sports Director, Stuart Borrie.

Through the Federation, IFR has strong representation with the organizers of Gay Games VI and this should ensure the needs of Front Runners are appropriately met.

- **Gay Games Front Runners Run**

As you are aware, Sydney Frontrunners are coordinating a fun run in conjunction with the IFR annual meeting and GGVI. Those of you who have participated in similar runs at previous Gay Games will remember the atmosphere of camaraderie that prevails at these events. It is an occasion not to be missed as part of your visit "down under" in November.

- **Outreach Workshop for South African lesbians and gays**

Federation Directors and observers took part in a one-day workshop on how to organize a gay and lesbian sports group. This was conducted specifically for South African representatives and proved extremely popular and successful.

- **Selection of Host City for Gay Games VII in 2006**

Four Bidding Organizations - Atlanta, Chicago, Los Angeles and Montreal - had taken part in a two-year process leading up to the Annual Meeting, seeking endorsement to stage the 2006 Gay Games. Each sent a delegation to Johannesburg to make final presentations.

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Attachment #3

Montreal was chosen with a majority of votes.

- Election of Federation Executive officers
The annual meeting election resulted in the following Executive for 2002:
 - Kathleen Webster, co-president – Conshohocken, Pennsylvania, USA
 - Roberto Mantaci, co-president – Paris, France
 - Susan Kennedy, vice president – Antioch, California, USA
 - Richard Hogan, vice president – Sydney, Australia
 - Jerry Lovell, treasurer – Los Angeles, California, USA
 - Charles Carson, secretary – New York, New York, USA
 - Joseph Smith, recorder – Seattle, Washington, USA

- IFR participation
Eurika was appointed a member of the Federation Sports and Technology Committees and Des will serve on the Sports and Communications Committees as well as the Sydney Liaison Task Force. Each committee works on a series of tasks between annual meetings and usually holds at least two teleconferences during the year.

Vancouver meeting

This is a summary of our report after our attendance as your delegates at the annual meeting of the Federation of Gay Games, held in Vancouver, BC, from 8-12 July 2002.

Some 72 Individual Directors, Organizational Delegates, host city representatives and observers were present over five days of general sessions, committee meetings and task force discussions. It was an extremely productive meeting that saw the Federation continuing to focus on its mission as the governing body of the Gay Games movement, particularly in a changing social and economic environment.

- **Gay Games VI**
Sydney 2002 gave a detailed status report. Participation from the Asia/Pacific region, long a priority for the Sydney 2002 organizers, will be the highest ever at the November Gay Games. Sydney 2002 stressed that a break-even Gay Games was a priority and Sydney 2002 assured the Federation that spending levels would be responsible and commensurate with the final registration figures.

The Federation and Montreal 2006 had their first face-to-face license agreement negotiations for Gay Games VII in 2006.

- New organizations
Three organizations were elected to the Federation board: The Gay & Lesbian Rowing Federation, Team Chicago, and the Gay & Lesbian Sports Alliance of Greater Los Angeles.

- Election results
For the first time in nine years there are no changes to the Federation's Executive Committee. All four officers up for re-election ran unopposed, an indication that the board was confident in its current leadership.

Five longtime individual directors ended their terms on the board and were elected to Honorary Life Member status in appreciation for their service.

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Attachment #3

- Delegate participation
Eurika and Des were elected to continue serving on several Federation activities – Eurika on the Sports Committee, the committee’s Marathon Coordinator and the Technology Advisory Board and Des on the Sports Committee, the committee’s Track and Field Coordinator, the Communications Committee and the Sydney Liaison Task Force.
- Affinity Card
There was a presentation from the CEO of a US company, Affinity Development Solutions (ADS), regarding a proposal to issue and market a Purple Card (affinity card) bearing the name of the Federation of Gay Games.

Both Eurika and Des stressed that IFR was not prepared to make available its membership list to a third party to market the card but would consider making available information from IFR to individual clubs if they wished to distribute it to their members. The IFR position was based on earlier feedback received by Des and Eurika from the IFR Steering Committee.

- Athletic Conference
The Federation has agreed to be a “content sponsor” of the National Gay & Lesbian Athletic Conference to be held at the Massachusetts Institute of Technology, MIT, at Cambridge, Massachusetts from 28-30 March 2003.
- Next meeting
Chicago was selected as the site for the Federation's November 2003 annual meeting. A brief Federation meeting will take place in Sydney on Friday 1 November, prior to the opening of Gay Games VI.
- **Conclusion**
As we indicated at the beginning, this represents only a summary of our two previous reports on the Federation of Gay Games. If any Front Runners clubs want further or specific information about the Federation please contact Eurika at eurikao@hotmail.com or Des at despat@ozemail.com.au or check out the Federation website at www.gaygames.com

Enjoy your running

Eurika Otto and Des Sullivan

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Attachment #4

Proposed financial assistance for IFR Delegates

As volunteers, elected by the IFR annual meeting, the duties of the two delegates to the Federation of Gay Games (FGG) include:

- Funding their own travel and accommodation to attend the FGG annual meeting and submitting a report on events to the IFR;
- Funding their own travel and accommodation to attend the IFR AM and providing a progress report to members;
- On behalf of IFR, working on FGG committees year round, including regular email and some telephone contact;
- In some cases, giving up one week of vacation time to attend the FGG AM;
- In some cases, giving up a few vacation days to attend the IFR AM;
- Covering incidental expenses during the year.

The location for the FGG AM has included: Vancouver (2002), Johannesburg (2001), Sydney (2000), Berlin (1999), Seattle (1998), Denver 1997, Sydney (1996) and Amsterdam (1995). The 2003 meeting will be in Chicago.

Some organizations actually help defray some of the expenses their delegates incur. (IGLA contributes between 75% to 100% of each delegate's plane ticket and will contribute about the same toward hotel costs if no hosted housing is available. IGBO has a more limited budget and will help with a few hundred dollars depending on the funds are available.)

We both voluntarily agreed to accept the Delegate role, and also intend to continue if voted by IFR. However, it is important to recognise that expenditure has been as high as US\$3,500 for one FGG Annual Meeting. Equally we recognise that IFR has a very limited budget and limited sources of income.

The FGG is attempting to create a scholarship fund to help some delegates, who have little or no money, attend the FGG AM. Such a scholarship program would have come in handy this year when the delegates of TOGS from South Africa were unable to attend the FGG AM because of financial reasons.

We ask IFR to consider making some form of contribution towards Delegates expenses to attend FGG annual meetings. Funding for IFR meetings would remain an individual responsibility. Perhaps each member club could pay an increased annual fee that would be used to cover all IFR operating costs?

Eurika Otto
Des Sullivan

Date 31 October 2002

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Attachment #5 - New Club Breakout Group

Participants: A. Clark, F. Cipriano, J. Rochat, N. Southey, D. Thurling, R. Duggan, A. Itinol, T. Trevino, J. Estes, B. Craig.

The group discussed methods to help new club form, get organized, attract and keep members. Advice was sought from members from newly formed clubs and from established clubs.

The IFR new club starter kit was described: the CD and paper versions contain examples of directories, advertising material, promotional materials, club constitutions and bylaws, information sheets, fundraising ideas, and tips for getting insurance for clubs and runs.

The group discussed critical issues for new clubs and suggestions for developing memberships and club activities. These included:

- pick consistent time for fun runs, so members (and potential members) know when they will take place.
- designate someone to host each fun run, so new participants will be greeted and the runs will take place consistently
- "official" host for each run can inform attendees about the run schedule, other events, and membership
- although fun runs should be advertised in papers and fliers, word of mouth and personal contacts are more effective for building membership
- web page "advertising" of runs and events can also be effective for residents and especially visitors
- piggy back on other local events (e.g. local races with large turn out) to attract interest, offer hosted housing and advertise associated activities (e.g. pasta dinner or post-race brunch)
- beware of too much or too little organization, depending on individual circumstances
- although a core group motivates most small clubs, direction from only a few members can lead to decreasing interest - therefore, strive to increase participation and especially responsibilities broadly throughout the club
- consistent communication, via emails or phone calls, encourages participation in runs and identification with the group
- attaching to only one kind of event (distance runs, track events, cross-country, sprints, etc.) will limit membership, and also limits members opportunities to experience a range of activities
- volunteer teams to assist with club events (e.g. Pride Run) or non-club events (e.g. water station for some other run) can build involvement and group identification
- gifts and information packets given to new participants/potential members will make an impression about the friendliness of the group, remind potential members about the group and its events - examples include: shoelaces, "first-time runner" ribbon, info card, sample newsletter
- when and how to change dues should be considered carefully - it should be made clear what dues are for (e.g. newsletter, included t-shirt, representation at International Front Runners and at the Federation of Gay Games)
- peer pressure is very important in building participation and dues payments

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Attachment #5 - New Club Breakout Group

- club leaders can build participation by example and clear communication
- involvement with other Frontrunner clubs build interest and identification (e.g. other clubs can be invited to a special event or the club can make a road trip to attend another club's special event or weekly fun run). Outreach to other gay organizations (sport or non-sport) is also good.
- visibility via team t-shirt, socks, etc. both advertises the groups presence and encourages identification
- sharing responsibilities allows members to contribute personally and builds identification (examples include: introducing the distances at weekly fun runs, hosting a special event run, hosting a post-run brunch, heading a water station crew, etc.)
- defining goals during initial club formation and organization (and even recording such goals in the club mission statement) allows consistent efforts toward such goals (examples: include gender parity within club, provide training programs for new and old runners, supporting a charitable organization or group such as the HIV/ AIDS community)

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Attachment #6 - Track & Field Breakout Group

Participants: Julian (London), Richard (Los Angeles), Len (Seattle), Timothy (San Francisco), Des (Australia), Jim (Portland, ME), and Mike (Phila).

The inclusion of a track & field component to FR clubs can assist with several membership issues:

1. It can increase membership with those runners training for Gay Games.
2. It can increase membership of women who like to run track workouts.
3. It increases overall outreach by giving an opportunity to runners who feel more comfortable on the track to have others to run with.
4. It can increase membership among older age groups who would prefer to run as a group in a finite area.

What some FR Clubs try to do with Track & Field

1. Los Angeles - Training on the track with a coach once a week. Including interval training. Individuals who participate pay an additional fee to pay the coach.
2. San Francisco - has a separate Track Club from the regular FR club. Has been pretty competitive at previous Gay Games.
3. London - evolved into doing more and more training on the track which also led to having a coach help with workouts.

Other clubs offer similar options to do interval training but mostly in preparation for Gay Games year.

Why is there no strong contingency of track runners?

1. Leisure runners vs. competitive runners is an issue. Need to sell the idea that running on the track is fun and easy and not always competitive.
2. Do members who run track have to be part of a local track & field association? This is not clear. It may be different for each country.

How can IFR add value at the individual club level?

1. Send a survey to IFR clubs to see which clubs have interest in forming a Track & field component.
2. Provide effective input from members who know or have experience with running track & field events.
 - IFR can provide info on how to do training on your own. Offer coaching via e-mail at \$15 a year per person.
 - Coaches can also provide other cross-training options if they apply or if participant is interested.
3. IFR should require a city to do a T&F Meet as part of the AGM? The discussion group was unanimous in this. They felt that the FR club could associate with the Masters group (or equivalent) in their city. This affiliation could help in managing the T&F meet together.
4. IFR should develop a technical guide for bidding for the annual meeting that contains the following:
 - T &F requirements
 - sample T&F programs
 - guidance for approaching local groups/masters groups to assist with event.
5. Newsletter Articles made available to FR clubs on T& F and coaching.
6. IFR Website - should have an open Forum for discussion of T&F issues, training, etc.

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Attachment #7 - Outreach Breakout Group

Participants: D. Cohen, G. Fracassi, W. Snaider, E. Otto, B. Miyasato, W. Morgan, D. Torrey, G. Demarest, J. Harman, D. Murray, R. Hube, B. Platt, B. Duerre.

The group discussed ways to communicate IFR club membership information and encourage support of IFR through club membership. (Because of the late date, it was agreed that 2002 should be written off.)

In order to encourage membership, we need to define the benefits of IFR membership. List of benefits:

- Newsletters from other clubs
- Link on website
- Pride Run listing
- Announcements of club events
- Photos on website
- IFR AGM voting rights
- Representation in Federation of Gay Games
- New club starter packet
- Club mentoring and networking
- Email address mailbox (yourclub@frontrunners.org)
- Hosted housing in conjunction with FR events
- Forum for club issues
- Forum for running issues

In addition to a list of benefits, it was suggested that getting correct contact information was important and more follow up is needed. A timeline was also important so clubs don't put off membership.

Suggested timeline:

- 1 December - send email asking for IFR contact for IFR membership information
- 31 January - email and snail mail IFR dues form and club information form, including a due date of 1 Mar
- 15 March - first followup by email
- 15 April - 1 May - phone call followup
- 1 June - cutoff, after which, remove links, etc.