

The attached documents shows the attendees, clubs and organization title information.

1. Paul Kessler (President) called the meeting to order at 1:43 PM. The meeting followed the agenda.
2. Minutes of May 25th BOD Meeting - Paul Kessler asked if May meeting's minutes can be reviewed and approved. Motion for approval by Mateo Medrano, 2nd by Bob Luttrell. There were no objections and the group approved the minutes from the previous meeting.
3. Referee Report - Tim Lew and David Williamson - Tim discussed the new referee portal through USARugbyRefs.org and the NCRRS to offer continued education to all referees, Youth, HS, etc. David discussed the confirmed referee course locations and dates as well as the Level 150 course that clubs can offer to their youth players, coaches, parents. Motion to approve the Referee Report by Mark Carrington, 2nd by Mark Fuller. There were no objections and the group approved the report.
4. President's Report - Paul Kessler - Paul discussed how college programs, professional league, and Olympics will help with exposure of the sport and create organic growth toward RNC clubs. Which means that we need to get ready for the boom in growth while making sure we have the proper infrastructure to support the growth. Membership decreased this past season and in order to legitimize the sport and increase membership, we need to attract some sponsors, both large organizations and small companies. Another important factor to club growth and retention is improving the quality of club administration and organization, and coaching. Creating a mentor program for new clubs will help legitimize new clubs and keep them afloat. Clubs need to start looking at partnerships between Men's Clubs, Colleges, Junior Colleges to create a U20 program so that High School players have a pathway to keep them interested and involved. Motion to approve the President's Report by Jason Soares, 2nd Kate Forman. There were no objections and the group approved the report.
5. Executive Director Report - Mark Carney - The topics below were discussed. Motion to approve the Executive Director's report Mitch Jagoe, 2nd by Moses Similai. There were no objections and the group approved the report.
 1. Carney reviewed the following:
 1. Growth Development - It is disappointing to see a membership decline and we are trying to identify the reasons why, what the remedies are and what we need to do moving forward.
 1. Dues increase in 2015 went to bring in an Operations Manager, to support growth and development with Rookie Rugby and Try on Rugby. Which has proven to be successful in the leagues that have been started in NorCal in 2015/2016.
 2. Policy Review - Clubs are starting to professionalize due to Policies and Procedures that we have put in place. It is starting to look like a "sport" to parents, so long as it is organized and professional, parents will buy in.
 1. Technical Zones - USA Rugby Mandated - controls parents, sidelines, coaches
 3. USA Rugby mandated there be Certified Medical Personnel at every match, no matter the age group. Policy now states that it must be an ATC, and an EMT does not fall under those guidelines.
 1. RNC is now moving in the direction of ATCs with our new Player Welfare Program. We have partnered with InjureFree and ATVantage to provide Athletic Trainers for every match throughout the season, especially with the new

California law that states club sports must track youth sports injuries with a focus on concussions.

2. This program will cost a hefty fee, but we are working on some healthcare sponsors to offer financial contributions to offset some of the costs to RNC and the clubs.
3. SoCal started this program and they have been nominated for an International Award.
4. Many of the questions posed during this portion of the report will be reviewed with either InjureFree, ATVAntage, or SoCal to answer some of the questions and concerns discussed.
4. USA Rugby policy eliminates all fends to the face. This policy was introduced in the middle of our 2016 season, and will be in full effect in 2017 and all subsequent seasons.
5. Marking and PR Collateral - RNC is investing in more PR collateral to promote RNC and our brand - bracelets, stickers, bumper stickers. We have a partnership with SportStars Magazine which covers all NorCal High School sports and in their annual Player Spotlight issue, which highlights 100 Athletes in NorCal, seven HS boys and girls rugby players were highlighted.
6. Ruggers Edge - A program that focuses on the pathway to college through rugby. A host of information in regards to the opportunities for Freshmen-Juniors and how to prepare, steps they need to take, etc. This year we will be offering a College Prep Seminar to offer Sports Psychology, Test Prep, Mock ACTs, that offer reviews of the test to see where players need to improve.
7. Impact Custom Mouth Guards - New partnership with Impact to provide a discount on custom mouth guards to all clubs. Multi-sport, fully customizable mouth guards for clubs and players. We will put a link on social media to promote this partnership where clubs can gather more information and sign up.
8. Potential USAR CIPP increase - This increase is likely to happen and is fueled by the college and club programs to help fund national programs. High School Committee is fighting the increase, but the likeliness of the increase is very high. USAR has not increased CIPP in 7-8 years and the increased living costs and staffing at the National Office is pushing for this increase. There are three possible time frames; September 1, 2016; January 1, 2017; September 1, 2017. Mark and Paul will know more after the Congress meeting in Denver over the weekend of August 27/28.

6. Operations Manager Report - Marti Blum - The topics below were discussed. Motion to approve the Operations Manager report Bob Ericksen, 2nd by Mitch Jagoe. There were no objections and the group approved the report.

1. Blum reviewed the following:

1. Rookie Rugby and Try on Rugby - We are really pushing Rookie Rugby and Try on Rugby programs. Both are versions of flag rugby that teach the skills and laws of the game at a young age. Both are non-contact and can be played on any surface, and Try on Rugby is directed toward girls and women to empower them to get involved in rugby. Try on Rugby can be for players or referees or coaches, and it gives women a direct pathway to succeed. We already started one Rookie Rugby league in Vacaville and looking to start a few more in the Bay, Sacramento and Central. Starting leagues is a great way to get high schoolers and parents involved to referee, coach, etc.
2. Coach and Referee Courses - We have four referee courses and four coach courses lined up for the next few months. Hoping to have a few in Central and a Level 2 Referee and Level 300 Coach course, those dates and locations are TBD.

3. Referees - Clubs need to make sure that they have certified and available referees for matches and tournaments. We have enough referee courses as well as the club-led Level 150 course so that high schoolers, middle schoolers, and any other club members/parents can certify. You must make sure your referee is available on the date of the game/tournament and not just add any name of a referee you know. There will now be a monetary fine for clubs that do not bring a referee to tournaments.
 4. Policies and Procedures - Mark discussed most of the policy changes already and we sent out an updated P&P document. If anyone has any questions, please feel free to let us know.
 5. CMS and Match Day Rosters - This morning we had a great CMS course for all registrars, and please reach out to me if you have any additional questions or need clarification about the CMS and some of the changes. Match day rosters should all be created before each game and discussed and approved by both coaches prior to the start of the match. In our current P&P, it says that match rosters must be input at least 4 hours in advance of the match, but we need more time to allow for the athletic trainers to view the roster and check the history of the players to make sure they are prepared. It was decided on that a match roster should be input no later than 12 hours in advance of kickoff.
 6. Registration - All players should be registered in the CMS, coaches, admins and referees will all register on USA Rugby. If there is a coach that also coaches in college or club, please make sure you add your youth/high school affiliation, and if there are any players that are also referees, we need to make sure that they are properly registered and paid for in the CMS.
 7. Club Information Form - To move away from the paper version of our Club Information Form, we have created an online JotForm with all of the same information as the previous paper versions. We have included spots for registrar, spring break dates, and any additional contacts, i.e. team mom, additional coaches, etc. We will be moving a few other documents to JotForm, so please look out for those forms.
 8. New Email Addresses - I have created three new email addresses, all @rugbynorcal.org and will help streamline some communication from RNC to all members. We still have the "Staff" email address that I will use to send important information, like the AGM info, we have added an "Events" email address so that we can send information regarding tournaments and community events, i.e. the Harlequins coming into town for sessions and the Harrow v. All-Star game. Lastly, we have created a "Referees" email so that referees can make sure they're reading emails asking for availability and help covering matches.
 9. Master Schedule - Mark discussed the schedule for next season. This is a tentative schedule and if anyone sees anything wrong with these dates, please let us know so that we can work around it. Make sure you're reaching out to your region's scheduler so that everyone can make sure their requested dates on/off are scheduled.
7. Competitions Committee Report - Jon Straka - The Competitions Committee sets dates and schedule for High School matches and the Junior Youth Committee sets the dates and schedule for Junior Youth age groups. Creating the schedule is difficult so please help this season! Jon is looking to tighten up the the structure of the Competitions Committee so that every member plays a bigger role, since the current committee has members who are not very active. Last year there were 14 committee members and this year, Jon is looking to have a Committee of 11 members, possibly 12 if Central Valley adds a JV division. This change was voted on by the membership and the change passed unanimously. Motion to

approve the Competitions Committee Report by Mike Walker, 2nd by Jason Divine. There were no objections and the group approved the report.

1. Chris Fisher noted that the All-Star selection is biased and that we should be bringing in an outside organization to run the All-Star program since there is a lot of poaching at the HS level and it should be taken seriously. Mark assured him that we do take these poaching allegations seriously, but we can only open an investigation if we know about these allegations. Also, parents and players must be willing and able to go on record to discuss the allegations and situation that lead to the report of poaching. We need supported evidence and can only look into a situation if we know that things like this are happening. Everyone must speak up.

2. Mark now discussed the new Sevens Transfer policy which states:

1. Players can only temporarily transfer to another club for sevens if they are on a club that does not play sevens.

2. Players are not allowed to play on the transfer team during the subsequent 15s season.

3. We will look at permanent player transfers on a case by case basis if players are requesting a club transfer for the 15s season.

8. Junior Youth Committee Report - Bob McCarty - There were four new Junior Youth Clubs this past season and this was the first season with the Technical Zone implementation, and it only went okay, and we need more compliance this upcoming season. Field Monitors are especially important and they help with sideline control. Choose Field Monitors with consideration.

1. Weight Groups and X-Players were implemented this past season and it wasn't as successful as hoped. The referees need to be more educated about the X-Player policy and some clubs are not doing weigh ins, mostly in the Sacramento Valley. In recent discussions, weight divisions don't necessarily help the case of safe and unsafe play. Thank you to Lamorinda and Solano-Yolo clubs for hosting the Junior Youth and Middle School tournaments.

2. Looking Ahead - we need to grow the game. Look at how RFUs work, how to introduce the game and start players younger than High School. What can we do to grow the younger groups? Should we be changing to a 7s format? What are the pros and cons? Should U8 be playing Rookie Rugby? We need support from RNC and USA Rugby to build a foundation to get players involved and help develop player's skills.

3. Clubs need to make referee development an organizational priority. Identify folks who are referees, introduce them to the idea, get them certified, help them succeed and make it a great experience for them.

4. Junior Youth coaches have a huge responsibility and privilege to create rugby players. Teach them values and the skills of the game. All-Star players start with Junior Youth coaches.

5. Committee Membership - We need more committee presence from the Sac Valley and Central Valley.

Motion to approve the Junior Youth Report by Mitch Jagoe, 2nd by Mike Walker. There were no objections and the group approved the report.

9. Disciplinary Committee Report - Mark Carney gave the Disciplinary Committee Report. Disciplinary issues are down from 2015 with 24 fewer cards; 6 more yellow but 30 fewer red cards. This is because referees are taking more time to educate than just issue an immediate red (if warranted). The Code of Conduct and Disciplinary Policies have changed the tides and corrects cultural problems as an organization. Motion to approve the

Disciplinary Committee Report by Mike Walker, 2nd by Mark Carrington. There were no objections and the group approved the report.

10. High Performance Committee Report - Mark Carney gave the HP Committee Report. This season we had a successful All-Star season at the RCT. We split the Varsity and JV squads by region, Bay and Sac since we had so many interested and talented players. Bay Varsity beat Sac Varsity to win the tournament. Sac JV, Girls Varsity and Girls JV all won their divisions, and for the first time ever, we sent a Middle School team. Competition disparity between SROs is diminishing, and NorCal and SoCal are seeing some great competition.

1. Accolades: 16 High School players went to the HS All-American winter camp in Arizona. The All-American team had 6 NorCal players touring through British Columbia (3 from Danville, 2 from Pen Green and 1 from Granite Bay). Girls Varsity All-American had 6 NorCal players (4 Sac Amazons and 2 from Danville). Eagle Impact which operated in conjunction with the All-American tours had U18 and U16 sides, with 12 total norCal players competing. We had two NorCal high schoolers play on the U20 National teams, one boy and one girl, and five NorCal Alum competed in the Olympics, one Sac Amazon and 4 on the men's team.

2. Biggest takeaway from the All-Stars this season is that we need to reevaluate the coach selection process. We tried to invite college and club coaches to coach our All-Stars, but nothing came of that.

Motion to approve the High Performance Committee Report by Ned Schroeder, 2nd by Tim Mulholland. There were no objections and the group approved the report.

11. Girls Committee Report - Karen Chance - Sixteen teams participated in the Girls division this past season, which is down from last year. Some clubs are trying to create programs with little to no success. The Girl's KOT in January was a great success and it was the first induction of the Girl's Middle School division. Four full girl's middle school teams played all season and competed in the Middle School tournament at the end of the season. It has been a great foundation for future seasons. World Rugby now mandates that players should not play co-ed above U12 so girls will fit right in with the Girl's Middle School division. There is a differential between skill levels of all girl's teams so the committee is working on figuring out a schedule and format that works best for all teams to give them the best competition. The girls at the RCT in Oregon played amazing and won their divisions and the JV team went undefeated all tournament. Motion to approve the Girls Committee Report by Kate Forman, 2nd by Moses Similai. There were no objections and the group approved the report.

12. Central Valley Regional Development Officer (RDO) - Mark Carney

1. Nathan Dalena has been hired as our Central Valley RDO and has already been a great addition to our team and is already in Fresno Unified School District with a Rookie Rugby program in middle school and high school PE. Lemoore, Navy Bases, and growing youth programs in the existing clubs as well as creating new clubs. We definitely made the right choice and he has come up to Sacramento to help with some events as well.

13. Officer Voting - Mark Carney

1. The voting process changed from previous years, no longer voting on every team you have, but how many divisions you have represented by your club. One representative from each club should hold up fingers for the amount of divisions they have for their votes.

2. Jason Gaskins is running unopposed for the vacant Treasurer position

1. Jason is with the Land Park Harlequins and has been a treasurer for his kid's football teams and has worked for Wells Fargo for 14 years. His daughter is in Middle School and will continue to be playing rugby in NorCal for a few more years and he is looking forward to seeing NorCal grow.
2. Jason's motion to run for Treasurer passed unanimously.
3. In the interest of saving time, Carney asked if there were any members wishing to challenge a sitting officer from the floor.
 1. Kate Forman wishes to challenge Bob Benson for Secretary
 2. In his absence, Bob Benson sent in a video to discuss his request for re-election.
 3. Kate Forman is the boy's varsity coach at River City High School and was approached by a student two years ago to start a rugby team. She is looking to start a varsity girl's program as well. She played for the Amazon women and interned for the PRO Rugby Sacramento Express and she is a teacher so she is designed to be organized, communicative and transparent. She wants the sport to grow and be a part of RNC to see all clubs grow.
 4. Voting was in favor of Kate Forman.
 5. Jason Divine wishes to challenge Paul Kessler for President
 6. Kessler's re-election speech discussed the goals of the organization and the position of President when he took his role, which were to tighten up policies and procedures, focus on the safety of players, and both of these goals were met by holding clubs accountable. Another goal was to have a pathway for players either to college or men's clubs, and be a part of USA Rugby and both of those goals were met as well. Paul would also like to continue his position on USA Rugby Congress and see how the newly appointed CEO will change rugby in this country.
 7. Jason Divine has been the varsity coach for Granite Bay for the past two years. He started as a JV Coach and is now director of the program, after four years with GB. He grew up in the Sac Valley and played on the cougars growing up. He wants to use his vast network of coaches, players, academies to help coach development and push college pathways for players. When he started with GB, they had three college connections and now they have 25 colleges that they continually work with to send players after HS. Having a college pathway is attractive to parents, and when the GB program started, two families were fully funding the teams and club, and since then, Jason has partnered with Microsoft, Wells Fargo and 12 local businesses to fund the program. He has a lot of passion and energy to help grow RNC.
 8. Voting was in favor of Paul Kessler's re-election.
4. Bob McCarty's re-election passed unanimously.
5. Matt Eason's re-election passed unanimously.
6. Jon Straka's re-election passed unanimously.
7. Karen Chance's re-election passed unanimously.

14. Executive Board Members - Mark Carney

1. Derek Mendez
2. Joe Devlin
3. We need more people in different areas of business to support our Board Members and Staff, i.e. PR and Marketing, Finance, etc.

15. Other Items on the Table - Mark Carney

1. This year's fundraiser will be a NorCal Hall of Fame. We need candidates who continually recruit and better our players and programs, coaches, referees, employers,

players, admins, etc. There will be a dinner, silent auction, and it is a great opportunity to look back at our NorCal history of rugby.

1. Possibly the second weekend of November, maybe around the KOT? We'd like to bring in Eagles like Zac Test, Danny Barrett, Todd Cleaver.
2. We need a venue sponsor - Golf Club, Country Club, Hotel, etc.
2. We need more ideas for fundraisers, we want to be able to have multiple fundraisers for the whole region. We need to raise money to enforce some of the policies and regulations we must implement this season and future seasons.
 1. Spring picnic (not rugby centered) with inflatables, BBQ, games, Guinness Book of World Record touch rugby game.
3. We should start a fundraising committee - Maybe JD is chair?
4. Team Up and Speak Day - A day for coaches to discuss concussions with their players to inform them about the symptoms and to be able to speak up about how they're feeling and not just brush it off as if it's not a serious injury. Team Up and Speak Day is September 13.

16. Adjourn at 5:31 PM