



Rugby NorCal Quarterly Board Meeting (BOD) Meeting Packet #31

Date: March 21, 2018

Time: 7:00 PM – 8:30 PM

Location: Teleconference

March 21 BOD Programming:

President's Report – Jon Straka:

Seasons are coming to a close with successful junior youth tournaments over the past few weeks. Thank you to RNC staff for organizing and operating successful tournaments for U8, U10, and U12 leagues.

The High School regular season is almost over and things have been very competitive. NorCal Boys teams from the Premier League and Division 1 have gotten national press coverage and Rugby NorCal continues to prove that we are putting out some of the best high school rugby in America.

Team culture issues continue to arise, however. Despite a zero-tolerance policy, there continues to be referee abuse which may be a reason that we struggle to maintain referees. We need to do a better job at encouraging new and current referees to pick up a whistle and officiate more games.

Looking ahead to the summer, please encourage your club's referees to attend the RNC 7s series and pick up the whistle. Every weekend there is a shortage and 7s is a great way to gain experience running a match.

Finally, the World Cup 7s in July is being held in San Francisco. We hope that everyone who can make it buys tickets and attends the tournament.

Executive Director Report – Marti Blum:

USA Rugby Congress:

As many of you may have heard, Dan Payne, the CEO of USA Rugby will be stepping down from his position after the Rugby World Cup 7s in July. His primary responsibility when taking this role in 2016 was to ensure the financial stability of USA Rugby, and as we discussed at the Congress Meeting in February in Dallas, he has reached his goal and USA Rugby Financials are steady and stable.

USA Rugby will be performing an audit on their NGB to Membership communication efforts. Many members do not know of their Membership benefits and they are hoping to increase their communication efforts with this audit.

There was much discussion regarding RIM and The Rugby Channel. The Rugby Channel was a huge financial risk and that is evident in their total losses. RIM is looking into the sale of The Rugby Channel to hopefully offset some of their losses.

Player Welfare Program (PWP):

In our second season with our Player Welfare Program, there have been some positive changes and some things that have not improved.

Successes – we are receiving amazingly positive feedback from parents and players who are receiving our follow up emails with detailed instructions and recommendations on their child's injuries. The communication between RNC and the ATCs has drastically improved due to the implementation of a phone app used to help with match assignments and communication. ATCs have been much more appreciative of the increased communication efforts.

Downfalls – clubs are still not abiding by the 2-week mandate for match information, making it extremely difficult and time consuming for myself and ATvantage to assign ATCs to matches. To help alleviate some of the last-minute issues we had last season, ATvantage started assigning matches one month prior to the match, in hopes that the match details would be entered 2 weeks prior to the match. In many cases this did not happen, and it resulted in the loss of that ATC assignment for those matches.

Monday Protocol – In a recent survey we sent to all ATvantage ATCs, 72% of the ATCs noted that they did not receive any communication on the Monday before their match from the host club. I know that some referees do not receive this communication either, due to the fact that I've received calls on Saturday's asking where the game is being held. It is important to implement Monday Protocol in order to communicate with your Opposing Club, ATC and Referee(s), to make sure that everyone is on the same page with field location, times, whether you'll have ice for ATCs, etc.

Communication – I will preach this over and over again, and there is no such thing as over communication. ATCs are noting that they are reluctant to pick up RNC matches due to the lack of communication, worry that there will be a last-minute time or location change, no communication at the field about where to stand, where the med kit is, whether there will be ice. We need to remember to communicate with all of our support staff to make sure that the games run smoothly, and that there is no shortage of ATCs due to this lack of communication.

Culture:

As briefly touched on in Jon's report, our Culture across Rugby NorCal is lacking. Rugby's Core Values are Integrity, Passion, Solidarity, Discipline and Respect. We need to do a better job as a region to mirror and exemplify these values across all of our clubs, all grade levels, all competitions, etc. We have seen a drastic increase in referee abuse, red/yellow cards, inappropriate language and actions, misconduct, etc., and it is unacceptable and not what rugby is all about. Rugby NorCal is working on creating a program to increase the culture of coaches, players, parents, and referees across the region.

High School Championships:

We have confirmed Stockton Soccer Complex again this year for the site of our High School Championships on May 5th. I will open High School Championship Registration by the end of the week, so that you can all register for HS Championships to be involved in post-season play.

Summer 7s:

For our Summer 7s Series this season, there will only be 6 tournaments, instead of our typical 8. The way the calendar broke down this season, with the RWC 7s, we decided that 6 tournaments would be best. In previous seasons, Father's Day is a difficult day to encourage clubs and referees to attend, so we try to stay away from scheduling tournaments that weekend. Since RWC 7s is July 20-22, we decided that having the 7s Championship weekend AFTER the RWC 7s is not in everyone's best interest, as taking an extra week off for RWC 7s, and then going straight into a Championship tournament will only foster more injuries due to the level of competition and time off between matches, etc. So, we will be hosting 6 tournaments, with the Championship weekend being the weekend before RWC 7s, on July 15th.

RWC 7s Equipment:

If any clubs have new or clean equipment that they would like to share with the National Teams coming to NorCal for the RWC 7s, please send me some clear photos of your bags, pads, vests, etc. Preferably we'd like equipment that is not torn, ripped at the seams, taped up, as we need to present this equipment to National Teams. We will properly tag your equipment and return it to you at the end of RWC 7s. Even if you are in Sacramento and want to offer your equipment, we will most likely rent a van and pick up equipment as needed.

Operations Manager Report – Christina Gein:

Pregame Checklist

One of our new policies that we discussed before the season began and included in all of our newsletters is the pre-game checklist form that prints with the match report.

All teams must print official match reports from the CMS for any Rugby NorCal sanctioned game or event. When you print the roster from the CMS, it also automatically prints with a match report and pre-game checklist. The pre-game checklist is to facilitate the roster checking process and should be filled out while checking rosters before the game begins. Once coaches or team admins are finished checking each other's rosters and filling out and signing the pre-game checklist, they must give this to the referee before the match starts. The referee will submit this form with the match report.

Rosters

It has come to my attention that not all coaches know how to make rosters in the CMS or that they are even supposed to. Please make sure that all of your coaches in your club at every age division know that rosters should be printed from the CMS, rather than just a list of names and photos that they put together themselves. If anyone does not know how to make a roster in the CMS, please let me know and I would be happy to walk them through it. I know most coaches have day jobs and cannot get to this until they are home from work, so I just want to make sure everyone knows that I don't mind taking phone calls after typical 9-5 work hours.

Referee Issues

Referee Abuse

- This is an issue that we know occurs, but rarely gets reported. Referee abuse is counter to the culture of rugby and therefore is something that we prefer to not let perpetuate. We ask all coaches, admins and parents to do their part and report referee abuse. If you do not report it, we cannot do anything about it.
- Starting this weekend we will have referee abuse report forms at our Middle School Championship Tournament. We will hand out forms to each team when they check-in at any RNC tournament. If someone see referee abuse, they can fill out the form and turn it in to the

check-in booth. We will have a stack of extras in case parents want to pick one up and fill one out.

Lack of Referees

- I sent out an email earlier in the year regarding this subject and outlined a few key points that will help us address this issue:
 - Scheduling games on weekdays or Sundays: Most referees also ref Pelican's games, so their availability is limited on Saturdays. Most Pelicans games are at 1pm or 3pm, so scheduling your games between during or near those times severely limits the pool of refs available for your match. There are significantly more referees available for Sunday or weekday games.
 - Scheduling games in coordination with Pelicans games. If you are able to schedule a game right before or after a pelican match at the same field, usually that referee will be willing to come early or stay later and referee your game as well.
 - Coaches with ref certs: Coaches who are certified and able to referee, please make an effort to look at the schedule and see if you can pick up any games before or after coaching your own game.
- Long term solutions:
 - We are working on certifying more young referees, however it takes time to develop them until they are ready for a high school match.
 - We are also working on structuring a better referee development program for NorCal and hope to have something in place for next season.
 - Ref/coach certification courses for the fall. If you know you would like to host a course, please let me know. You need a minimum of 10 participants to host a course so it is important that you plan these and start recruiting in advance.

Coaching Lanyards

- We have worked on easing in the new coaching lanyard policy this season. By now, every club should be well versed on this new policy and all coaches should have lanyards. Starting with summer sevens, **no one will be allowed in technical zones without a lanyard.** If you have any coaches who still do not have a lanyard, please send me a list of their names, emails and CIPP numbers so that I can work with them to ensure they have all the necessary credentials and can make them a lanyard.
- The reason we have implemented coaching lanyards this season is because we have a way to verify player registration and eligibility with our roster requirements, but we never had a way to verify who coaches on the sideline are and whether they have their certifications. These lanyards are a way to verify the coaches on the sideline and ensure that they are properly certified and credentialed through USA Rugby.
- In addition, coaching lanyards helps us keep technical zones tidier, and is another step toward professionalizing rugby. As a full-contact sport it is important to make sure that parents feel safe letting their kids participate. Seeing well organized sidelines and coaches with nationally sanctioned certifications helps keeps parent minds at ease and will hopefully increase player retention.
- Likewise, if you have admins who need to be in technical zones on game days or at tournaments, please let me know and I will make a lanyard for them as well. They can register with USA Rugby as an admin with your club. They do not need any certifications to be an admin, they just need to pass the background check.

USA Rugby Compliance

- Every club must have at least one level 200 certified coach associated with each contact team. Having coaching lanyards helps us ensure that each club is in compliance with this.
- In addition, clubs must have a minimum of 15 players registered to their team to be in compliance. We will be following up with clubs by the end of the week with a midseason status report.

Competitions Committee Report 3/21/2018

Playoff Structure:

Higher seed hosts quarter/semi

Losers play on

All finals played in Stockton

Quarter Finals – April 21

Semi Finals – April 28

Finals – May 5

Premier League Cup Championship

- Sac 1 Bye
- Bay 2 v Sac 3
- Bay 1 Bye
- Sac 2 v Bay 3

Premier League Plate Championship

- Sac 4 v Bay 5
- Cup Loser 1
- Bay 4 v Sac 5
- Cup Loser 2

Premier League B Side Championship

TBD

D1 Championship

- Sac 1 v Sac 3
- Red 1 v Bay 2

- Bay 1 v Bay 3
- Cen 1 v Sac 2

D2 Championship

- Sac 4 v Cen 3
- Red 2 v Bay 5
-
- Bay 4 v Red 3
- Cen 2 v Sac 5

D3 Championship

- Sac 6 v Cen 5
- Red 4 v Bay 7
-
- Bay 6 v Red 5
- Cen 4 v Sac 7

Open Championship

- Team 1 v Team 8
- Team 4 v Team 5
- Team 2 v Team 7
- Team 3 v Team 6

JV Championships

- Premier, D1, Open, Frosh
- Combine Premier with D1 or keep separate?

VP Operations/Girls Committee Report – Karen Chance:

Researched products that could help facilitate better communication from RNC to its clubs and members and communication within the clubs. Settled on Team Snap and tested the product for the season. Also used the Tournament application at the KOT for scheduling and communication before and during the tournament. The application worked well at the Club level and at the tournament. After meetings with the company reps RNC is deciding on whether to adopt the application and offer the product to the clubs at a reduced rate. Helped with various administration and board issues during before and during the season.

Girl's League:

Created the schedule for the Girls league; both HS and MS.

Put on the 9th Annual Girl's Kick-Off Festival at Hall Bartholomew Park.

Most all team attended along with Kahuku from Hawaii.

6 college recruiters attend; Dartmouth, Harvard, Brown, Lindenwood, AIC, Quinnipiac.

The GMS will have their championship at the 2nd Annual NorCal Girl Invitational Tournament in Livermore at Robertson Park on April 14th and 15th.

Teams from Utah, So Cal, Mexico and Hawaii along with the NorCal teams will be attending.

Play-offs and Championships will follow with play-offs on April 21st and 28th and the Championships on May 5th. The Girl's will play to a Cup, Bowl and Plate championship.

VP Junior Youth Report – Steve Drew:

Season went very well. The Supersite Model in Sacramento was very successful and was invaluable to team match ups, and the appropriate play time for players. I got good feedback on weight increase for the U12/MS light division teams as clubs were able to field a light team where in previous they were unable to do so. The U8 Jamboree was fun with lots of smiling kids having a blast. The U10/U12 Jamboree went well. We were able to run U10 and U12 divisions on the same day with bigger fields. The Middle School Tournament will be this Saturday.

Over all the season was very successful but have lots of work to be done in the offseason.

Disciplinary Report – Marti Blum:

Red and Yellow cards are up by 12 from this time last year. Down 1 red card, but up 13 yellow cards. 65% of all cards this season have been high or dangerous tackles.

Due to increased referee abuse, we will be cracking down on all allegations of referee abuse and misconduct.

Central Valley RDO Report – Nate Dalena:

January/February/March

Central Valley Rugby Club Rookie Rugby League
California Challenge
Madera Parks and Recreation flag clinic
Clovis Unified Recreation Rookie Rugby Camp
Visalia Parks and Recreation Spring Break Camp

April/May/June

Fresno PARCS Rookie Rugby League
City of Clovis Recreation Rookie Rugby Camp
Madera Parks and Recreation Rookie Rugby Camp
Tulare Parks and Recreation Rookie Rugby Camp
Visalia Parks and Recreation Rookie Rugby Camp

Sacramento Valley RDO Report – Nick Freitas:

YMCA

- Finalized summer camp organization. Camp will run second week of July
- will run 1-day camp for spring break.

Rio Linda Parks and Rec

- Finalized summer camp for third week of July

Folsom Parks and Rec

- Rookie Rugby league with the assistance of Motherload Rugby Club
- League will run April 6th through May 11th.

West Sacramento

- Monthly Summer Clinics with River City Jr Rugby.
- June 3rd, July 3rd, August 3rd

Rancho Cordova Parks and Rec

- Run Rookie Rugby course offered by the Parks Department. Once a week class run for the month of June and August.

Work in progress

- Finalizing deal with Bayside Churches to run Rookie Rugby days in their sports camps.
- continued Rookie Rugby sessions in PE classes focusing on Folsom and Twin Rivers schools.
- continued outreach to schools and organizations that can be introduced to Rookie Rugby.

Other Items on the Table?

Adjourn!

Additional Handouts/Attachments: YTD P&L, YTD Balance Sheet