

## AGM NorCal 8-5-17

- 2:10p: Paul Kessler call to order
- Minutes distributed, motion to approve
  - Mitch Jagoe first
  - Paul Chambers second
- 2:12p: President's report
  - Player Welfare Program (PWP)
    - Game changer: to track injuries, helps to solve issues, insurance brokers are interested
    - Continue to support the program
    - Report practice injuries (coaches)
  - Sharp decline in yellow and red cards
    - Continue to work towards these efforts
    - Demonstrates player welfare
  - Kessler is on USAR Congress
    - Minutes will be distributed from Congress, look for this (more info attached at end of minutes)
    - Payne has turned over the majority of staff to help implement new changes (management/executive level)
    - Kessler offered open communication to the NorCal members to help ensure communication, open door policy
    - USAR lost money in 2016
      - Lost endorsements and overspent
      - CFO was fired
      - Projections show a possible surplus and reserve for this year
      - Increase in dues: \$5.00 increase, to help target youth programs
      - USAR will hire someone to focus on the women's side of the game
      - Any additional specific questions can ask post-AGM
    - Mike Walker: what is the time frame of Legacy RDO's (1-year position)
      - Apply through USAR
      - Part time positions available
    - World Cup: details to follow for all members
      - Needed: sponsorships
      - Clubs and individuals needed to help recruit and target sponsors
    - Paul and Marti will be on Host Committee for World Cup
      - Paul will be liaison between NorCal and World Cup
    - Sean Hopper: Director of Team Services
      - Volunteers needed for RWC
      - Recruitment process starts in September
      - Sean will leave contact info
      - Each team gets two liaisons, week long positions, full day
      - A site will be launched for sign ups and applications
      - [www.RWCsevens.com](http://www.RWCsevens.com)
    - Motion to approve
      - Mike Walker
      - Jason Soares, second
- 2:47p: Marti Blum, Executive Director Report
  - Introduced as new Executive Director
  - Report was sent out

- 60% new Board members
- We will be looking at some important items once members are in place
- BOD next call in November, everyone is encouraged to be on the call
- PWP: overall it was a success, good feedback from clubs, ATCs had positive experience
  - Communication is hindered when emails and contact info is not correctly input into CMS
  - ATCs must be contacted and confirmed prior to game to ensure they know location, time and any critical info
  - A few ATCs requested not to work with NorCal because they were not communicated with
  - ATCs had concerns that the proper medical equipment and ice were not properly provided
  - NorCal has a partnership that clubs can utilize to ensure they have medical kits
  - Match details need to be in CMS at least 14 days prior to match
  - NorCal will try to get schedules out in a timely manner to help facilitate this process
  - ATCs are on the sidelines to provide emergency care; any other health care professionals, such as parents or spectators should not rush the field and address injuries
  - Baseline testing for concussions should be done for all clubs (free through NorCal); if your player has done this through another sport this will suffice
  - InjureFree site, specific data available
  - Coaches can input any injuries that occur at practice
  - Clubs can use their own ATCs if they choose
  - AB 2007: concussion information, two page print out about concussions, signs and symptoms, must be signed by players and parents
- SportStars Magazines: want to increase rugby coverage
  - Jotform avail via the website
- Law changes:
  - Kurt Weaver, webinar via NorCal website, educate yourselves
- Coach and Referee Committees
  - Looking to set up a regional coach development program
- Budget and By-Law changes
  - Will be addressed very specifically at next BOD call
  - YTD looks fairly even compared to last year
  - We pay half of Nate's salary to USARE
  - Latent costs from previous year
  - Salary increase due to overtime budgets, our previous ED was given a raise
  - Other expenses were from new PWP
- NorCal decreased by 150 players
  - 6 clubs folded
- Club info forms are now Jotforms
  - This year, all clubs will get last year's version of Club Info Form and can simply submit if all information is correct, or edit as need be
- Code of Conduct must be filled out every year
  - This year, club admin will sign on behalf of clubs, but if clubs and all those associated with the club do not adhere to code of conduct all parties will be required to sign and acknowledge
- Contact Marti if there are any questions about CMS

- Registration for 2018 is starting to renew
        - Players can register Sept. 1st
    - Motion to approve
      - Mitch Jagoe
      - Second, Mike Walker
- 3:24p: Competitions Committee, Jon Straka – VP of Competitions
  - HS schedules: clubs dropping causes issues with scheduling
  - League starts second week of Feb.
  - Forfeits were an issue (although overall number is down)
  - HS structure has varied year to year based on needs
  - Looking to go D1 and D2 for upcoming season
  - Two varsity levels at Boys HS
  - Post season: seeded off body of work during the season
  - Congratulations to all teams
  - Seeding can sometimes be subjective based on number of divisions
    - No more than 8 in premier league in HS boys
    - Have D1 and D2
  - Any issues with playoff schedules should be directed to Marti, and competitions committee, NorCal is looking to accommodate all clubs needs
  - Suggestions are written in the official report
    - Combining Redwood and Bay Area teams to create equitable divisions
  - Summer 7s has been lax, perhaps 7s should be more regulated, rosters should be checked, go to a point system
  - Take a look at off season transfer policy; transfers are usually disputed, and this is taking a lot of time and also very difficult to navigate
  - The issue to address teams dropping or missing deadlines, or dropping after the deadlines should be addressed
- 3:52p: Junior Youth Report – Bob McCarty – VP of Junior Youth
  - Rookie Rugby
    - Positive feedback
    - Good model to introduce the game
  - 17 clubs participate in junior youth jamboree
    - 7-8 teams in various counties that did not participate
    - Some teams didn't have enough players (lost players to Spring sports)
  - Scheduling
    - Weather this past season was detrimental to play time
    - Clubs need to be proactive to find a pitch that works with weather conditions, be safe
    - Club size varies which makes it difficult to create the schedule
    - Middle school players are going to Corvallis
  - Dave Williamson passed this year
    - Referee scholarship fund in his honor
    - Maybe an award in his name
  - Scheduling of which day to play will need to be addressed, but all clubs need to be flexible, preferences can be input to the club information form
- 4:10p: Disciplinary Committee – Presented by Marti Blum
  - Cards have gone down
    - Dangerous tackle is number one issue
    - Should cross reference by referee as well
- 4:12p: VP Operations and Girls Committee – Presented by Marti Blum

- Comp season went well given schedules had to be reworked
- Karen working with Nick to get Rookie Rugby programs started
- Girls All Star tour went well
- Girls JV won their division
- 8 middle school girls teams
- Danville had Try-on rugby
- Some clubs struggle with numbers
- 1st girls tournament was a success, looking to increase attendance last year
- 3 teams went to Nationals
- Gridley hosted a girls only 7s, successful
- Girl from Hawaii will come out to KOT
- NCAA push is the way to go
- 4:15p: Central Valley RDO, Nate Dalena
  - New teams, camps and schools
  - Secured 3 new deals to put Rookie Rugby in their PE programs
  - Parks and Rec Departments have been getting involved with RR
  - Fresno is growing, and youth rugby development is churning
- 4:20p: Sac Valley RDO, Nick Freitas
  - Biggest area is Rancho Cordova, Mayor is huge supporter
  - Kids are playing at recess
  - Wants Sac Valley coaches to reach out to help drive the program
  - Focusing on Boys and Girls Club of Sacramento
  - YMCA will have clinics
  - Funding in CA state budget for programs
  - Creating a partnership with the Olympus Sports Complex
  - Developing after school programs
  - Looking to work with Mayors of areas which are in need of youth activities
  - Working on using media to support the programs
- 4:30p: Officer Voting
  - Four Board Vacancies – President, VP of Discipline, VP of Competitions and VP of Junior Youth
  - Karen Chance: VP Operations (renew position for 3<sup>rd</sup> term)
    - Motion to approve: Alan Petty
    - Second: Bob Benson
    - All aye
  - Kate Forman: Secretary (renew position for 2<sup>nd</sup> term)
    - Motion to approve: Alan Petty
    - Second: Mitch Jagoe
    - All aye
  - Jason Gaskins: Treasurer (renew position for 2<sup>nd</sup> term)
    - Motion to approve: Kevin Barth
    - Second: Mitch Jagoe
    - All aye
  - President:
    - Jon Straka running from the floor
    - Motion to approve: Mike Walker
    - Second: Bob Benson
    - All aye

- VP of Discipline
  - John Buchholz running from the floor
  - Motion to approve: Mike Walker
  - Second: Mitch Jagoe
  - All aye
- VP of Competitions
  - Jason Divine running from the floor
  - Motion to approve: Bob Benson
  - Second: Alan Petty
  - All aye
- VP of Junior youth
  - Steve Drew running from the floor
  - Motion to approve: Mitch Jagoe
  - Second: Bob Erickson
  - All aye
- 4:45p: Adjourn Meeting
  - Move to adjourn: Bob Benson
  - Second: Mitch Jagoe

\*\*\*Information received post-AGM via email from Paul Kessler

**From: USAR Congress Meeting Summary (Youth Committee)**

**To: Rugby NorCal Members,**

**Over All** - Dan and the board are very focused on helping build the youth segment of USA Rugby and it is an underlining theme in many of their decisions and they have allocated future revenue streams to continue to invest in our youth and build infrastructure to stabilize the build process. Congress as whole is in majority support of CEO (Dan). USAR Headquarters (HQ) has a new CFO as of May, and he has made an immediate impact on financial stability. In addition, USA HQ has hired new CIO in June to make changes to website and social media to be more fan and member friendly. USAR HQ prepares to host a major **World Rugby Event and how we need to rally as a country to support and drive.**

**Financial Accountability**

1. Rob King Board Treasurer putting in place checks and balances and audit committees to keep things carefully governed
2. CFO Tim Jones new CFO has laid out new Financial Accountability and measures. This comes with making EVERYONE accountable for their budget and no flex or tolerance for going over. National Teams did a fantastic job of doing with less and still being successful
3. Revenues for 2017 first 2 quarters coming in at or above expected and expenses below goal to prove that the new system is already working and driving us financial in the right direction.

**Elections**

Overview - **Majority** of yes votes after hearing Dan, CFO, Board layout action plans for Financial Controls and current Financial stability as well as some of the reasons behind the short falls. Also a strong understanding how important stability is as we enter a year where we will be hosting a World Cup and hope to set us up for future events.

1. Barbara O'Brien was elected to Board Colorado's Lieutenant Governor, Denver City School Board President and extensive experience in small business and program incubation. Her background in School Board is a significant piece of helping us in outreach to schools and potential youth incentives.
2. Chad Keck was re-elected. Chad gave insight into RIM and the Rugby Channel and how these 2 entities are moving forward and how the World Cup next July will significantly open doors and revenue streams for the RIM organization NOW and the hope is to open eyes for future sponsorship and more growth.

**Dues**

1. Dan Payne presented a solid well thought out support plan for the a dues increase and more importantly a detailed allocation of where the money is tagged to go after collected.
2. Youth Impact
  - a. Club Registration \$160 from \$150
  - b. High School \$35 from \$30
  - c. Youth Contact \$25 from \$20

- d. Rookie Rugby NO INCREASE
- e. Exec/Admin \$35 from \$30
- 3. Direct Impact to USA Rugby Youth
  - a. \$190,000 Direct Infusion into Youth and Rookie Rugby Budget
  - b. \$150,000 3 Full Time Rugby development Officers in Major Market areas
  - c. \$75,000 Women's NCAA Initiatives staffing towards Women's Coach Development pipeline.
- 4. This was a delayed Dues increase based on Congress pushing back to Board to provide a more detailed allocation of new revenue streams.
- 5. Side Note many of these fees are way below other sports membership fees
- 6. In Conjunction with Membership a new nationwide discount program targeted for USA Rugby is also in the process of being implemented to further our membership benefits.

### **World Cup Impact**

- 1. Buy tickets now, sales have been strong
- 2. Help us Market by circulating social media commercials and links
- 3. Talk to your network to drive
- 4. Huge opportunity to demonstrate to the world we are capable of hosting large Rugby events and will set us up for the future hosting opportunities
- 5. Looks great for Olympic Committee

**World Cup and Revenue directed to NDO** in San Francisco - Youth immediate Revenue stream with a goal to add multiple NDO to the San Francisco area as a result of the ticket sales.

- 1. Opportunity to template this for all USA Rugby Events and add a splash of support to all hosting areas to directly affect youth development.