



**GLOUCESTER DRAGONS RECREATIONAL SOCCER
BOARD OF DIRECTORS**

**Saturday, November 16, 2013 – 9 a.m.
1-5510 Canotek Road, Gloucester, ON**

MINUTES

PRESENT:

Alain Glandon, Past Chair
Currie Rowe, Director, Micros (5-6)
David Lowe, Chair
Guillermo Alvarado, Director, Youth Boys (13-18)
Irina Nikolova, Treasurer
Leah Hutchison White, Director, Micros (7-8)
Luc Beauchamp, Director, Youth Girls (13-18)
Michel Beaulieu, Director, Mini Boys (9-12)
Oscar Vargas, Director, Coach Development
Owen Brady, Director, Marketing and Community Relations
Pat Lacasse, Executive Director, Operations
Rémi Beaudin, Director, Equipment and Facilities
Susan Morris, Director, Mini Girls (9-12)

REGRETS:

Chris Wade, Head Referee

1.0 Approval of Agenda and previous minutes

MOTION

That the agenda be approved.

Moved by Oscar Vargas

Seconded by Remi Beaudin

CARRIED

MOTION

That the minutes of the October 15 meeting be approved.

Moved by Currie Rowe

Seconded by Susan Morris

2.0 Review of Member Feedback

The results of the survey conducted at the end of the season were reviewed. For the meeting, David had grouped all the comments into three categories: items we can't change, items we can change, and balancing teams.

The category "Items we can't change" contained mostly positive comments about

players enjoying the season or the coach. As these were positive comments, there were no actionable items in this category.

The board therefore looked mainly at the suggestions in the other two categories: Items we can change and Team balancing. From the suggestions in the Items we can change category, the board agreed to the following actions:

1. Update the coach database with comments received in the survey
2. Provide feedback to coaches mid-way through the season so that they may look to make changes and improve their overall experience
3. Continue having 8 players per team at the U6 level
4. All U18B teams will practice at the same location to ensure enough players for a practice
5. U18G teams will be paired for practice fields
6. Better communications to coaches and parents during the season

ACTION: Bridget and Oscar to come up with a procedure to deal with problem coaches.

ACTION: Oscar and Owen create a survey to collect feedback on coaches.

ACTION: (In January) Dave and Oscar will look to review the coach/ parent communications based on the Age Group Director's Handbook.

There were many comments in the survey about team balancing. Respondents commented that they would like the teams to be more balanced. Respondents also said that playing with friends was of greater importance than playing on a balanced team. Is there a way to reconcile the two: play with friends on balanced teams? The board discussed this point.

An attempt a few years ago with player evaluations failed because not all coaches completed the evaluations. Pre-season evaluations are difficult because we don't have access to the fields before the season begins. We also have the dynamic of different geographical zones, such as Leitrim, Beacon Hill North, and Orléans, and players from one zone may not want to play in another to ensure balanced teams.

The board decided to add a years-of-experience box on the registration form, the theory being that we could attempt to balance teams by the years of experience of the players on the teams. We will try this in 2014 to see how it works.

ACTION: The board agreed to post the survey results on the Web site. David to draft an introductory paragraph to the survey results.

3.0 Program Planning

3.1 Modifications to U5 program

The board reviewed this year's U5 program, including the comments received from coaches and parents, and agreed to the following changes.

For 2014, we will ask the Hornets whether they can provide their junior coaches to help run the program, as they did with our Can't Wait to be 9 program. There would be 2 per zone. Parent volunteers would still be recruited to help each group and learn about coaching for the following year.

The U5s will be split into groups (approx. 10 per group, even distribution of boys and girls) and will stay with their group during the summer. This will allow the coaches to get to know the players better and will allow French-speaking children to be with a bilingual coach. Each group will have a different coloured uniform.

3.2 U7G/U8G in South Gloucester

Discussed at the October meeting. See October minutes.

3.3 Holiday Monday Games?

Discussed at the October meeting. See October minutes.

3.4 Maintain pre-season games?

Discussed at the October meeting. See October minutes.

3.5 U18 Divisions: cross-over play with Cumberland United?

Discussed at the October meeting. See October minutes.

3.6 Team Names for 2013

Discussed at the October meeting. See October minutes.

3.7 CW2B9 Schedule

Discussed at the October meeting. See October minutes.

3.8 Club Photography

Discussed at the October meeting. See October minutes.

3.9 Awards for U14-U18

Medal for league winners: "20XX League Champions"

Medal for Soccer Day winners: "20XX Cup Champions"

Medal for Soccer Day runners-up: "20XX Cup Finalist"

3rd to last place: medal saying "20XX Soccer Day"

4.0 Player and Coach Development

4.1 Winter Development Program

We will try a futsal program for U7 to U14. Teams will be co-ed this year. Location: Terry Fox Elementary School. We will take 15 players per age group. A coach/parent volunteer will be required to supervise the sessions. Cost will be \$40 per player. Sessions will be:
U7/8: 9:30-10:30

U9/10: 10:45-12:00
U11/12: 12:30-13:45
U13/14: 14:00-15:15

ACTION: Bridget will create a registration form (no online registration)

4.2 Coaching courses

May 3-4: Soccer for Life at Béatrice-Desloges
May 10-11: Learn to Train, location to be determined
May 24: Active Start at Dragons' office
May 25: Fundamentals at Dragons' office
June 7: Soccer 101 at Dragons' office

4.3 Review of GDRS U5/U6 Curriculum

The board was pleased with the curriculum provided by Hornets' head coach Mike Lanos and agreed to request the same sort of curriculum for U7-U8.

MOTION

That the Dragons ask Mike Lanos to prepare a U7-U8 curriculum.

Moved by Pat Lacasse

Seconded by Remi Beaudin

CARRIED

4.4 Review of coach incentive program

MOTION

That the Dragons maintain the current program for another year

Moved by Pat Lacasse

Seconded by Owen Brady

CARRIED

5.0 Equipment

5.1 Goalposts for Micros

Discussed at the October meeting. See October minutes.

5.2 Rope at U7/U8, multiple marks required

Discussed at the October meeting. See October minutes.

6.0 Administration

6.1 Adoption of values statement

David indicated that we have a mission statement but not an official values statement. He read the values statement from the OSA, which the board agreed to adopt.

MOTION: That the Dragons adopt the OSA's values.

Moved by: Pat
Seconded by: Michel
Carried

ACTION: Post on the Web site

- 6.2 Playing Up Policy
David raised the issue of a playing-up policy within the Dragons, that is, playing up from one Dragons team to another Dragons team, for example when one team is short players. (Note that we already allow call-ups to the Hornets.) The board agreed that this should be allowed but differed discussion to a later meeting.
- 6.3 Modifications to Handbook
- 6.3.1 Diagrams for coaches and referees for micro field set-up
ACTION: Pat will come up with a diagram to add to the Handbook to help coaches set up mini fields.
- 6.3.2 Rule modifications to reflect program changes and new OSA mini rules
New rules will be added to the Handbook.
- 6.3.3 Goal differential rules for U9-U12
The question discussed was whether we should have the 8-goal mercy rule at U9-U12 given that we don't keep score. In 2013, only a few (6 games) went over the 8-goal difference at these age groups—one or two per age division. The board decided that we would not have an official mercy-goal rule at these age groups because we don't keep score. We will continue, however, to keep informing coaches about not running up the score.
- 6.4 Spreadsheet/database for 2014; based on phone numbers
This item is no longer an issue given Bridget's excellent abilities with Excel.
- 6.5 Constitution review committee
Discussed at October meeting. See October minutes.
- 6.6 Best Practices Document
David suggested that the Dragons establish a best practices document where we record good practices so that future boards do not reinvent the wheel. The document could include, for example, an item about not having games on Canada Day.
ACTION: David agreed to draft a sample document and send it to the other members for feedback and for their additions.
- 6.7 Article about women on sports organizations' BoDs
David presented an article from the June 2013 issue of *Coaches Plan* (the magazine from the coach.ca Web site) entitled "The case for more women

on boards.” The article discusses the benefits of women being well-represented on sports bodies’ boards of directors. The article suggested aiming for 30-40% representation. Our board currently has four women and eight men, for a 33% representation. The board decided that given the general difficulty in finding board members, women or men, we would not adopt an official target for men or women.

6.8 OSA Club Excellence Program

This OSA program identifies what clubs should have in place to be classified into three categories: bronze, silver and gold. The Dragons have many of the elements required at the bronze level, for example a club constitution, being as member of the district and the OSA, minutes with financial information.

We also have a number of the elements at the silver level, such as a volunteer recognition event, contracts for paid staff, a website, discipline procedures, and codes of conduct for players, coaches and parents.

Some of the items at the gold level that we do not have but that would be good for the club include a volunteer orientation process, a volunteer recruitment strategy, and a volunteer evaluation process. The board agreed that these elements would be beneficial to the club and could be worked on once we reach all our other goals.

7.0 **Budget**

Irina went over the draft budget. The various elements discussed during the day may bring the budget into too much of a deficit. Irina agreed to update the draft budget with the elements discussed today and to present it again at our December meeting for discussion and approval.

Irina also discussed the GICs we have. One has come up for renewal. Irina suggested we re-invest it in a 3-yr. Rate Riser GIC paying 1.55% in year one. It is cashable after one year.

MOTION: That the Dragons reinvest the GIC in a 3-yr rate riser GIC

Moved by: Pat

Seconded by: Luc

Carried

8.0 **Adjournment**

The meeting was adjourned at 4:30 p.m.

APPROVAL OF MINUTES

We certify that these minutes were approved on:

January 14, 2014

Date of approval

David Lowe

Name

Signature

Name

Signature