

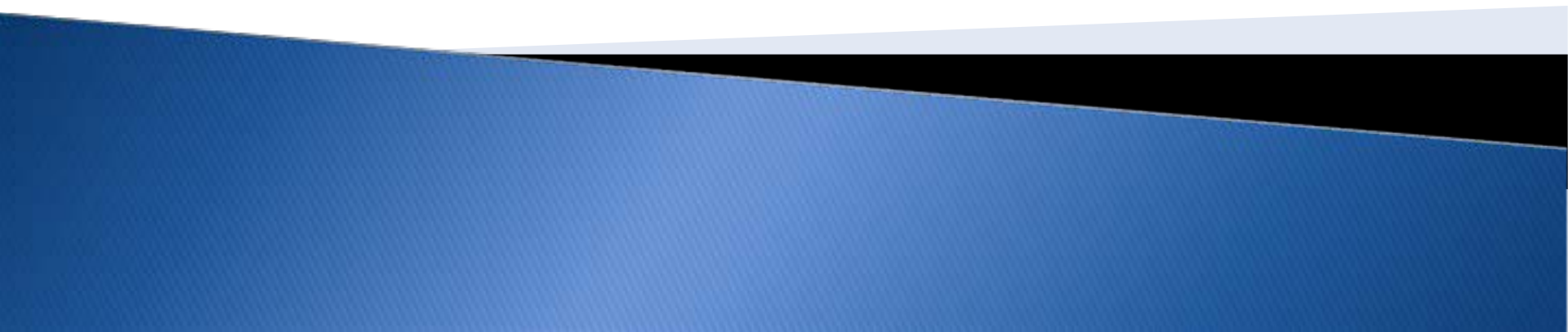


2013 Rugby Indiana AGM
October 27, 2013
Kokomo Public Library

Attendance Sheet 2013 Rugby Indiana AGM

| Team Name | Boys HS | Girls HS DI | Youth |
|--|----------------------|----------------|-----------------|
| Angola High School Rugby Football Club | Kent Oberlin | | |
| Arsenal Tech | Jon Little | | |
| Avon Rugby Club | | | |
| Bishop DwengerHigh School RFC | Joe DiFilippo | Sam DiFilippo | |
| Bloomington U19 Youth Rugby | | | |
| Broad Ripple RFC | | | |
| Brownsburg RUGBY | PJ Gaduto | | Charlie Coffman |
| Carmel RUGBY | Harry Sanders | | Bruce Douglas |
| | | | Jarrold Yates |
| Carroll HS Rugby | Tom Riethmiller | | |
| Cathedral Catholic High school RFC | Scott Peterson | | |
| | Chris Kaufman | | |
| Columbus Rugby Football Club | | Nicole Wells | |
| Culver Military Academy RFC | Darrell Knowlton | | |
| Edgewood High School | | | |
| Fishers | Jim Buhl | | |
| | Randy McLean-Kennedy | | |
| Homestead | | | |
| Lawrence Central High School RFC | Glenn Kirk | Jim Mead | |
| Marian High School RFC | | | |
| Marquette | | | |
| Noblesville Rugby Football Club | Colin Southern | Brent McCurdy | Chuck Pollard |
| North Central High School Rugby | | Suzi Dillon | |
| Notre Dame De LaSalette RFC | Josh Hayes | | |
| Pendleton | | | |
| Penn High School Rugby Football Club | Bart Bottorff | Adrian Sharkey | |
| South Bend Mercenaries | Dan Tuisaula | Tiki Taljaard | |
| Pike HS | Jimmy Hurley | | |
| Southeastern RUGBY | Mike Barry | | |
| | Nico Squadroni | | |
| | Jason BolenBaugh | | |
| | Matt Owens | | |
| Southside Rebel RFC - Roncalli | | | |
| Warsaw Area RUGBY | Trevor Cracknell | | |
| Westfield Shamrocks | Greg Stewart | | |
| Zionsville High School Rugby Football Club | Larry Shiller | | |
| | James Proctor | | |
| | Douglas Rapp | | |
| | | | |
| Board Members in Attendance | | | |
| Trevor Cracknell | | | |
| Suzi Dillon | | | |
| Matt Doss | | | |
| Brent McCurdy | | | |
| Derryl Pitts | | | |
| | | | |

Typical Day for Executive Director?



Manage Rugby Indiana employees
Scheduling
Audit (registration, certifications)
Communicate to coaches / parents
Process (scholarships, special recognition)
Host (tournaments, clinics)
Webmaster / social media
Accounting
Negotiate vendor contracts
Fundraising
Grants
Development
Marketing
Events (conferences, fairs, expos)
Select Side
Disciplinary Committee

Annually

Meetings 106

AGM
Other AGM
Board meetings
USAR - conference
Youth Committee
SRO
Meet with RDO
New coaches/Teams
Vendors
ADs
IRRS
Summer Camps
HR
Accounting
INRP
Educational

Emails (7500+)

phone calls (1100+)

See attached document for more detail

| | |
|------------------|----|
| January | 30 |
| February | 40 |
| March | 50 |
| April | 50 |
| May | 50 |
| June | 40 |
| July | 40 |
| August | 20 |
| September | 30 |
| October | 40 |
| November | 40 |
| December | 30 |

Hours

Average number of hours worked each week

Executive Director's Report

Challenging season in 2013

- Weather
- Coaching restrictions - new requirements
- Lower than anticipated # of teams / participants
- Lower than anticipated fundraising levels

Weather made it hard for teams to get out and hold call-outs / practices - which made it hard to recruit new players - four teams folded before starting

Many did not have full seasons - some with only 3 matches - which may make it difficult for this upcoming season.

Because fewer teams we had lower than anticipated participant numbers

Fundraising – Received grants and donations, but lack of volunteers hurt the amount and success of Spring Scrum fundraiser

Fundraising

- \$10,000 HR Grant from USA Rugby
- \$3,500 Outreach/Equipment grants from USA Rugby
- \$3,000 Spring Scrum fundraiser
- \$5,200 private donations to scholarship / outreach funds

Scholarships

Provided 73 scholarships for \$3,865

Growth

Participant numbers

- 1456 total spring player numbers
- 896 boys (15% decrease)
- 309 girls (1% increase)
- 252 youth (no change)
- 38 flag league (new)
- 157 Select Side (7% increase)
- 155 camps (210% increase)
- 202 fall league (177% increase)

New teams

- Avon HS Girls
- Pike HS Boys
- Christel House HS Boys
- Noblesville 5/6

Lower numbers were felt in the boys HS category - contributing factors: challenging weather at start of season, changing coach requirements

Little change in the girls and youth divisions

We did have great success in other areas

Outreach programs

Rugby Indiana held in-classroom PE Rookie Rugby sessions in ten communities:

Warsaw schools
Noblesville schools
Pike High school
Columbus schools
Christel House Academy

Fort Wayne schools
IPS schools
South Bend/Elkhart schools
Fishers schools
Avon schools

(5500 students)

Outreach programs very successful last year. Rugby Indiana visited 10 community's schools all yielding results:

| | |
|--|---------------------------------|
| Warsaw - growth in Middle School teams | Fort Wayne - new MS and HS team |
| Noblesville - new 5/6 grade team | Elkhart - New MS team |
| Pike - New HS boys team | Fishers - New 2/3/4 flag team |
| Columbus - Saturday flag open play | Avon - New HS Girls team |
| Christel House - Developmental HS Team | |

Outreach events

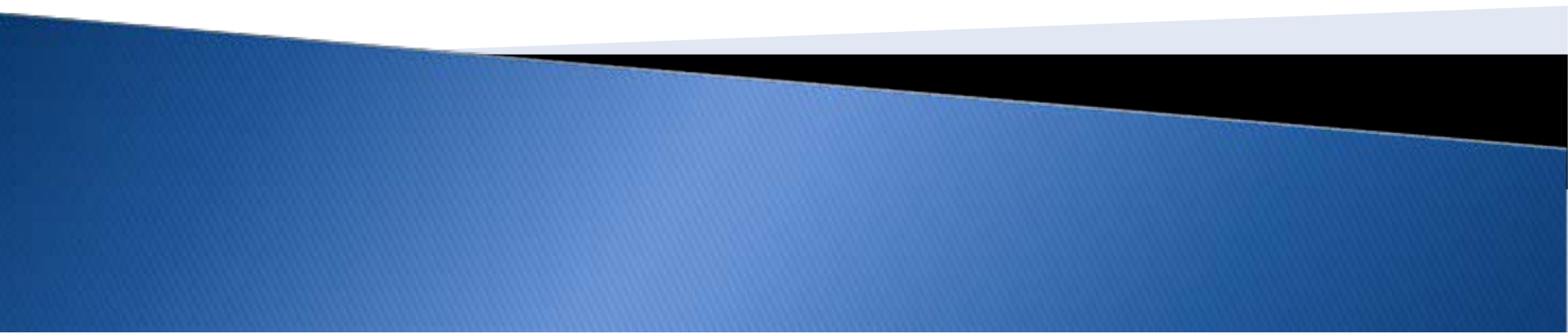


Rugby Indiana held four Youth Rugby Demos

Sister Cities Festival
Indianapolis Sport and Fitness Expo
Fishers YMCA tailgate party
INAHPERD conference

Please check out the following video - will be used in conjunction with next fundraising campaign
<http://youtu.be/34jMdFd0o3c>

2014 Development



Sam DiFilippo

Rugby Development Officer

PE Demonstrations

Currently working on making visits to PE classes in the following areas:

- South Bend
- Lafayette
- Bloomington
- Fort Wayne

New Flag Rugby Leagues

Lafayette, IN - Middle School League

South Bend, IN - Working with Notre Dame rugby club on starting a flag league.

Leo, IN - looking to start 5-8th grade league, flag to contact

Rugby Development Instructors

RI is looking for rugby players in high school or college that are interested in being interns to assist with PE visits and youth leagues

- Great addition to college applications and resumes
- System for identifying future coaches and referees

Job description available on www.rugbyindiana.com

New Clubs

Boys

Lafayette Community

Seccina High School

Leo High School

Warren Central High School

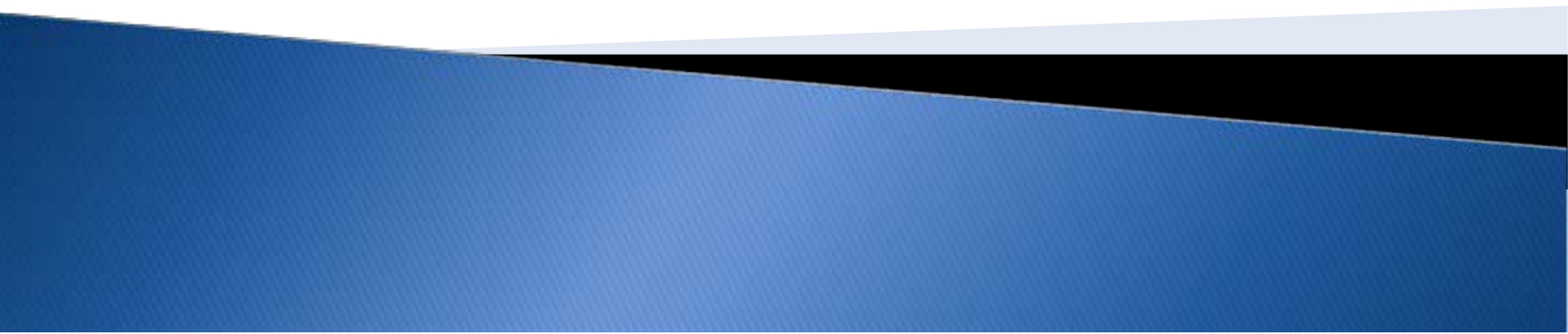
Girls

Bloomington

Moving Forward...


- What can Rugby Indiana do to make your life easier as a coach?
- What kinds of coach development do you need for yourself?
- Where should we concentrate our efforts to grow rugby in the state?

Year Comparison



Spring Player Fees

Will remain the same as last year

- HS participants – \$95
 - Youth contact participants \$75
 - Youth non-contact participants \$45
- 

Breakdown of participant fees

Player fees:

- USAR membership \$30
- HR Funding \$25
- Awards/LAU \$10
- State Final referees \$5
- Overhead/professional fees \$10

Estimated team fees (listed per player assuming 22):

- Referee fees \$13
- Team CIPP \$2

YOUTH & HIGH SCHOOL DOLLAR

The fees our Youth & High School members paid to USA Rugby in 2013 are utilized for the development of the game, services provided to members and Insurances to keep our members safe. Below is the breakdown of a Y&HS dollar paid to USA Rugby in 2013:



1. **Y&HS Department** budget includes grants to State Organizations, grants to hire rugby development staff around the country, development and operation of programs like Rookie Rugby and Try on Rugby, staff to support the Y&HS game.
2. **Insurance** – liability provides coverage for our members, the facilities and volunteers around rugby. The Accident insurance covers our members in case of injury or accident when participating in rugby.
3. **National Office Department** is the administration of USA Rugby, including our board and congress, executive staff and office space
4. **Coach and Referee Departments** educate, certify, equip and train our coaches and referees around the country.
5. **Membership Department** runs our membership system, provides customer service, administrates our insurance program and deals with any member issues, challenges and concerns.

Above find the breakdown of the \$30 CIPP fee

42% to Y&HS department – youth programming such as “Rookie Rugby” and “Try On Rugby” and HR Grants
34% to Insurance: accident and liability
13% to coach and referee department for development

New Registration System

Three cheers for SPORT NGIN



check out the new site at www.rugbyindiana.com

I will be sending invitations to all coaches to create SPORT NGIN account, once you create account I will give admin rights -

Coach Requirements

Rugby Indiana requires at least one Level 200 certified coach for every team at each practice and game.

A coach is considered “active” for the membership cycle when they complete the following (for detailed instructions on how to complete each step just click on the text below):

1. Register as a coach with USA Rugby
2. Pass a biennial background screening
3. Complete the Player Protection Package
4. Complete a certification course
5. Annually maintain “active” status through PDC credits

How to register

- › **Register as a coach** <https://usarugby.org/membership> > type “rugby indiana coach” in the search engine > click on blue “register” button > proceed with registration
- › **Register for certification course** All Coach certification courses can be found at <http://usarugby.org/coaching> – Rugby Indiana will schedule local course in late January
- › **PDC – professional Development Credits** list of PDC opportunities can be found at <http://usarugby.org/professional-development> number of credits will be added to the list soon. Rugby Indiana will post local PDC opportunities to our website’s coach education page.

New scrum engagement sequence



Please review both videos and send questions if you have any

http://youtu.be/6X_0Hta660k

<http://youtu.be/y0VZYFHGoVY>

IRRS Update

Fees:

The fee structure for 2014 is as follows:

- High School matches - \$100
- High School matches requiring A/R's - \$150
- Youth matches - \$60
- Youth matches requiring A/R's - \$100
- Mileage will be paid at .40 for every mile over 100 miles.

I realize that this is an increase over last year, but it is competitive with neighboring states and in some cases significantly less than what they charge.

New referee rates were presented. IRRS increased rates with the explanation that new organization has higher overhead cost and wants to put more money into development. ED would prefer to keep rates per match lower with monetary incentives tied to specific development initiatives. Unfortunately, IRRS has responded by stating that the rates are not negotiable. Bart will lead committee in an attempt to negotiate with IRRS one more time. If IRRS not willing to negotiate, RI will be forced to accept new rates and re-assess next season.

IRRS Update

What does this mean for your team?

DI Boys: \$10 more per match
DII Boys, Girls: \$25 more per match
Youth: \$10 more per match

For the estimated 280 matches in 2014
Rugby Indiana will pay \$5,555 more

IRRS Update

IRRS plans for next season?

More professional organization
Regional approach to scheduling / coaching / mentoring
Have identified assignors for most region
Have identified coaches for most regions

Academic All-State Update

- › Get your applications in before the holidays

Applications will now be considered twice per year - after each school semester. This way senior payers can add to their college and scholarship applications before their due dates. First round of applications are due second week in January - application can be found on the rugby indiana coach resource page.

Injury Reports

Why we must do a better job at submitting the injury report:

- ▶ **Insurance: first place they call for verification is USAR, second is Rugby Indiana**
- ▶ **Simply to document the incident, covers yourself and the organization**
- ▶ **Need to follow up with the parent**

When should you submit an injury report? after every reportable injury - keeps player out of practice or games for more than one day or after any head injury. - injury report can be found on coach resource page

Topics

#1 Policy change - **changes in red**

Under Player Eligibility: Remove Girls 14 years of age who are also in the 8th grade will be allowed to play on a high school team at the discretion of the head coach and with written parental approval.

Comments: With new USAR restrictions, middle school players are no longer eligible to play on high school teams.

#2 Policy change - **changes in red**

Under Player Eligibility: ADD U15 players should not normally play High School rugby. U15 players who wish to play in or be involved in training for high school rugby must obtain a USAR waiver to play.

Comments: With new USAR restrictions, middle school players are no longer eligible to play on high school teams. Additionally, any 15 year old freshman must submit a player waiver.

both of the above changes will be made to the policy

Competition Committee

Competitions Committee

Purpose: Competitions Committee shall maintain, amend, and develop all competitive leagues' structure and schedules.

- Review and (if necessary) amend league structures based on best competitive scenarios
- Develop league schedules for spring competitive league, state finals, fall league, community leagues, and any additional leagues as necessary
- Resolve and address any competitions complications that may arise mid-season

Members: Competitions Committee shall consist of four members, one member from each Rugby Indiana competitive division: High School Boys Division I, High School Boys Division II, High School Girls Division I, Youth. Committee members are elected by majority vote from within the division they plan to represent, shall serve two year terms, and can be re-elected for a maximum of three terms.

Responsibilities:

- Committee members are expected to make themselves available for the annual AGM, annual pre-season (spring) meeting, and annual pre-season (fall) meeting.
- Committee members are expected to attend monthly conference call with Rugby Indiana Executive Director. **Additional calls may be added as necessary.
- Relay pertinent competitions information to Executive Director in a timely manner for publication

No objections to adding committees – Named to the competition committee: Bart Bottorff, Nico Squadroni, Jimmy Hurley, Brent McCurdy

Policy Committee

Policy Committee

Purpose: Policy Committee shall maintain, amend, and develop all policy related to

- Player, team, coach eligibility
- Match play guidelines
- Risk management (including medical, and weather)

Members: Policy Committee shall consist of two members. Committee members are elected by majority vote, shall serve two year terms, and can be re-elected for a maximum of three terms.

Responsibilities:

- Committee members are expected to make themselves available for the annual AGM, annual pre-season (spring) meeting, and annual pre-season (fall) meeting.
- Committee members are expected to attend conference calls with Rugby Indiana Executive Director. Calls will be scheduled as needed to prepare for Rugby Indiana AGM and pre-season meeting. **Additional calls may be added as necessary.
- Relay pertinent policy information to Executive Director in a timely manner for publication

Named to the Policy Committee: Mike Barry, Darrell Knowlton

Disciplinary Committee

Disciplinary Committee

Purpose: To oversee the disciplinary actions within Rugby Indiana.

Members: The Rugby Indiana Disciplinary Committee shall be comprised of the IYRF Executive Director, an IYRF board member, a coach representative and a referee appointed by Indiana Ruby Referee Society.

Disciplinary committee remains the same

New HS Boys Structure Proposal 1

- Suggest we create another division (perhaps titled “Super League” that would allow for more competitive matches across the divisions;

Structure changes accepted unanimously: Super league will be formed with four upper level teams, 10 DI teams, remaining DI teams - team listing on next slide

New HS Boys Structure

| Boys HS structure | | |
|-------------------|----------------|----------------|
| Super League | DI | DII |
| | | North |
| Brownsburg | North | Angola |
| Cathedral | Bishop Dwenger | Homestead |
| La Salette | Carmel | Marquette |
| Penn | Culver | South Bend |
| | *Fishers | Warsaw |
| | Marian | Carroll |
| | | Leo |
| | South | Lafayette |
| | | South |
| | North Central | Bloomington |
| | Southeastern | Edgewood |
| | Zionsville | Roncalli |
| | Avon | Noblesville |
| | Westfield | Pike |
| | | Seccina |
| | | Christel House |
| | | Lawrence |
| | | Warren |
| | | Arsenal Tech |
| | | Columbus |

Super League: Brownsburg, Cathedral, La Salette, Penn

DI: (North) Bishop Dwenger, Carmel, Culver, Fishers, Marian; (South) North Central, Southeastern, Zionsville, Avon, Westfield

DII: (North) Angola, Homestead, Marquette, South Bend, Warsaw, Lafayette, Leo, Carroll (South) Arsenal Tech, Bloomington, Edgewood, Roncalli, Pike, Seccina, Christel House, Lawrence, Warren, Columbus

New HS Schedule

| Proposed Schedule 2014 | |
|-------------------------------|------------------------------|
| Week of ... | |
| Mar 15, 2014 | Jamboree |
| Mar 22, 2014 | open |
| Mar 29, 2014 | Spring Break |
| Apr 5, 2014 | Spring Break |
| Apr 12, 2014 | League Competition |
| Apr 19, 2014 | League Competition |
| Apr 26, 2014 | League Competition |
| May 3, 2014 | League Competition |
| May 10, 2014 | League Competition |
| May 17, 2014 | League Playoff |
| May 24, 2014 | League Playoff |
| May 31, 2014 | League Final |
| Jun 7, 2014 | |
| Jun 14, 2014 | Regional All-Star Tournament |
| Jun 21, 2014 | Regional All-Star Tournament |

Make-up days

| #5 | Make-up days |
|--|--------------|
| <p>Proposal that we come up with a standard practice for handling weather cancelations. So for example: all make-ups will be scheduled for the Monday following the cancelation. This will make it easier for coaches, parents, admins to plan for the make-up</p> | |
| <p><i>Comments:</i></p> | |
| | |

Ranking

#6

Ranking

Under Championship Round/ Seeding guidelines:

Add: In the case of teams with equal league points, the tie will be broken by head-to-head results, then by points allowed.

Comments:

From Culver: to avoid any games where where team A is destroyed by team B and you can't stop because of the rules for the playoffs. No team benefits from huge marginal wins.

Exceptions

#7

Exceptions

Under Championship Round: Add Exceptions: Any Rugby Indiana Team playing in an event that is a high level competition (such as a national final) may reschedule its Rugby Indiana game 3-4 days prior or after the upper level competition event. The team that changed the date may be ask to play the role of visitor if required.

Comments:

Penn: This team is representing all rugby in Indiana and we would ask teams to be flexible when playing its home state game. Both teams will work out a revised date that suits each.