



Rugby Illinois Winter Annual General Meeting

December 2, 2017 College of DuPage Health Science Bldg #1234, Glen Ellyn, IL

Remote connection available via FreeConferenceCall.com

Dial In: (641) 715-0632 Access Code: 743798

Online Meeting Link: <https://join.freeconferencecall.com/rugbyillinois>

Online Meeting ID: rugbyillinois

- **9:05 am** – Meeting was called to order by John Walker with a quorum of ___ clubs present . [Scan of Attendance Sign in Sheet attached.]
- Motion was made and seconded for approval of [Summer Meeting Minutes](#). No Discussion was presented and the motion carries on verbal vote of all members present with none opposed. Minutes will be published on the Rugby Illinois website.
- [Officers Reports](#), were shared in advanced and are attached as submitted for membership review. (Below notes are additional to anything provided in the report.)
 - **VP Development, David Hall**

If you know of anyone who has time during the week to help out with school visits that would be appreciated. We can have up to 100 kids in a 25 minutes session. 1 coach is not sufficient. The Illinois PE convention was a great success.
 - **Youth Development Officer, Andy Rose**

The Come and Play initiative we hope will help the Middle School programs
We need to have ambassadors to help grow the program: engaging communities and coaches within smaller areas to grow with the support of Rugby Illinois. Meet and greet: Trying to meet as many coaches as possible to help them develop their programs.
Took a big road trip to Effingham, LaSalle, Decatur team areas.
Has been tracking work via reports to the EC.
For the Nash and Austin initiatives, have 3 confirmed coaches.
 - **VP Marketing, Stephanie Esposito**
 - **VP Competition, Marques Plummer**
 - **Treasurer, John McGurk**

Budget from officer's report was reviewed and questions over specific line items were answered. Membership raised concerns over whether membership dues would be raised to pay for Executive Director and YDO positions and how deficit would be remedied. Further discussion will be made in New Business before budget is presented for vote.
 - **Compliance Officer, Mary Ann Daniluk**
 - **Secretary , Anne Schwaab**
 - **President, John Walker. Submitted written report and donated verbal report time to hear Membership discussion on competition structure, including the below:**

Discussion regarding Competition Structure :

LaSalette: There was too much indecision around the # of teams in Div 1. Found out 2wks ago there would be 10 teams. Too late in the game. Would like to have a schedule now so we can make home contracts for our schedule and also start making academic calendars around rugby instead of it being tertiary to other things in the kids' lives.

Jim D. Single School versus multi school clubs – There is some division. We should be trying to get more teams up to D1. Kids are dropping out of D1 with 100 kids cipped. Honor your obligation to the Division. In August this was discussed. For months we have been wanting this addressed.

Elmhurst: How can we get new clubs going and still give them flexibility? Have a development league. Could play 10 on 10. Even in D3.

Chiefs: Frosh league is important. Looking at how rest of the world does it, you can't have 14 yr old freshmen playing against 18 yo seniors. It is against rugby rules. Leave other sports rules out of it and focus on rugby rules. No seniors can play in JV. Keep World Rugby mandates in place in IL.

Bulls: Because of age differences, we have seen before that games would be cut short bc of player differences, competition is not evenly matched.

Lake Forest – when we schedule Tier 2 games, we seldom get a second side b/c players get put in frosh. Disagree with having a Frosh league. Sophomores can play with seniors. Can play up kids who are good enough. The Chiefs point is the exception. That is our view.

Bill / Fenwick – Regarding Division structures we are too quick to abandon. Build permanent consistent structures that we can compete in and rely on. As a general rule, we tend to be too quick to try and tear down existing structures when it doesn't fit a model.

Morton - One of our goals should be to have teams move up. D3 was supposed to be for new clubs, D2 is for established clubs who don't have enough for second side.

LaSalette - If our JV is under 100kg, if you depend on fresh and sophs, would have lower weight max out. Sticking to American model and ability for teams to compete in a league that the player fits in. Don't pit small freshmen against a [large powerful] player.

SScobras – our best teams were not playing each other. D2 teams couldn't advance to D1. JV and frosh should be developmental. Too many championships.

Neuqua Rosie: Frosh – have a large number. We are concerned about safety. Parents are comfortable knowing kids are in their same age group. Re championships: usually you don't play these guys up. They want to compete for something. It makes us unique in that our frosh are getting to work for that state championship.

South state comments (Todd) – We can't field full teams without playing that way. The thing about D3 is it's for new clubs or anyone at a risk of forfeiting bc of their #s. We don't want them to fill out a Freshman side to compete against Jrs and Seniors. Downstate and newer clubs are scraping #s to play. Do matches festival style. We should do that at D3 instead of all the home and away matches. It helps with #s and probables.

Anonymous question: Where is all the data in support of these weight and age concerns?

Pascal – We have to follow the majority. it's evident from the varying amount of comments that we will never be able to satisfy everyone and therefore we will all have to be open to compromise.

- **Special Initiatives**

- ***State Championships Venues and Date options*** (Mary Ann Daniluk):
 - Morton is available for MS/ HS championships on May 26th, 28th or June 2nd, 3rd. We think Memorial Day is best for HS because of the single school team insurance ending at the close of the school year and trying to work around graduations. June 2nd is graduation for catholic schools. Give MAD your feedback on date for MS Sat or Sunday.
 - Arlington Stallions will host 7s championships @ Melas on July 14, 2017.
- **Club Accreditation Proposal for Membership feedback** (Andy Rose) Click here to see [Presentation](#) for consideration.

Janet Kean, Andy Rose and David Hall have resurrected this concept from USAR for your consideration. They feel it has enough merit to reconsider. We are looking to increase the knowledge of coaches. These standards are a work in progress but generally claimed to be used world wide. At the end of the day, we are trying to give kids the opportunity to play rugby and see where it takes them. Give them the best possible rugby experience. We think this will raise the standard of youth rugby, help player improvement.

Discussion:

Is this already in place in other states? Not that Andy Rose knows of.

The Basic level is just what you need to do to register as a club in IL.

What do clubs get out of it? What is the benefit for being one level versus another in the public eye as opposed to the intrinsic value of having better trained coaches?

It is a good idea to give clubs a blue print for what to do.

This idea didn't get any traction in Denver because nothing was actionable to give clubs a reward for achieving a certain level – where was the motivation?

This is harmful to new clubs! I have to have 25 people? I'm competing against a gold club and I'm only basic. It makes my startup club look unworthy if I only have completed the minimum requirements.

It is not about the label but about improving the club and the level.

Some of the requirements listed at higher levels are legal requirements and should not be in the list as an incentive, they should be required all along.

There will be more discussion. This is presented to start the conversation.

○ ***IHSA Emerging Sport Application*** (John Walker)

JW is in talks about getting all single school clubs on single school IHSA list for having rugby.

Need 10% of schools to have the sport to be recognized. That's about 90 schools. MAD will take on the initiative to get us on the emerging sports list with IHSA.

Discussion: Tom Petit. Our principal agreed to add on the sport b/c of academic eligibility. It helped us meet Gold criteria – accomplishing for us all the things that you wouldn't do as a club. Their club has it b/c they are now affiliated with the school. Helped them cross a lot off the list.

Earlier we talked about different structures – club can choose whether to be single sport or club. USAR wants a school season and a club season. A School team can play in both seasons if no conflict.

○ **Sign up to serve on a Standing Committee or refer a qualified adult from your club** (John Walker) submit interest (anyone from your club) to info@rugbyillinois.org

- Governance, Chair Anne Schwaab
 - Bylaws restatement will be needed in order for our organization to continue to grow.
 - Recommend using a Board Advisory Committee to identify candidates for Board of Directors
 - Policy Handbook is in progress. Some policies have been adopted as needed and we will continue to work on any lacking.
- Events, Co-Chairs Stephanie Esposito, Janet Kean
 - CARFU / RI event
 - Fall Combine - Advancement day
 - Player Awards Night
- Finance & Sponsorship- Chair John McGurk
- High Performance- Chair Marques Plummer, Andy Rose
- Championships- Chair MaryAnn Daniluk
- Proposed new advisory committee on Diversity and Inclusion to include Anne, John and any others interested.
- Anne to prepare list of tasks for each committee and type of expertise we are looking for. Submit any interest you are aware of now by end December and start calendaring dates in January.

Email info@rugbyillinois.us

- **Professional Development with Medical Officer John Honcharuk**
- CEC credits are available to those who signed in for the meeting and are registered as coaches with USAR. (30 minute presentation)
 - First Aid in Rugby Certification
 - Concussion Training Modules and Town Halls
 - Player Welfare Management updates

Highlights:

- The minute there is a suspected head trauma (the law says suspected concussion) player comes out.

- Question - there is a USAR certification course, school concussion course, NIH / CDC has a heads up course. How can we get other programs certified? Not sure. Advises everyone to do the World Rugby module.
- Who certifies? Do we need a doctor letter? Communicate with the parent. Trust if a parent says a kid has been out for the required period of rest. If you are sending someone to a PT practice, you want a vestibular therapist. Athletico has some and you can come in for a free evaluation. Tell Honch if you have no specialist nearby and he can assist you with locating a concussion physician.
- Send the links to your parents to take the online module. Coaches take the public module also.
- If you have a single school team, ask athletic trainer for their EAT.
- irbplayerwelfare.com will take you to the training module.
- If you complete the FAIR (first aid in rugby certification program) you will have your emergency action plan. Park districts and schools should have emergency action plan already.

- **Referee Society Reports**

- CARFU Ref Society Report (*Shawn Bastic attending*)
 - Send reports to Shawn directly or use form on website <http://carfu-rs.com/> under reports. Video feedback is fine. Goal is to improve the quality of referees for your matches.
 - There is no concussion bin.
 - 12 refs attended the winter level 1 course. Option for summer level 1 course is based on input. Only 2 signed up previously so course was canceled.
 - Get a commitment from your teams to get involved in reffing. Players from RIL who attended certification: Carmody, Cardona, Kean, Hall, Russell. 3 clubs in the room have provided players for certification despite maybe 1000 players. Need some buy in from all clubs. CARFU RS can't continue to keep the ref pool going without increased interest. CARFU has emailed out to coaches and offered for refs to come out to practices and talk to them about laws. Not one person in RIL responded but some clubs indicated they never received an email invitation or offer. Shawn will resend an email to Anne to circulate to coaches. CARFU refs will come out and review laws with coaches and help identify potential refs within your system such as injured player or alum of club.
 - Question – are refs working youth games on Saturdays? Usually traveling teams are the exception to getting a Sat assignment. CARFURS doesn't like refs doing back to back games. Takes a toll on the ref. Sometimes it is better for higher level ref to watch at same location (after the match he just officiated), for different levels of games, and review a lower level ref at same location.
 - Question - Age requirement for refs ? There are MS and HS referees. It is a good way for school aged players to make additional money. CARFU RS pays refs \$60 per game.
 - Upcoming - L1 clinic on February 25th at Taft. Details will be emailed. If you take the course and ref 2 games, society pays for the course.
 - Saturday Matches.
 - Trying to work with Saturday teams as much as possible. Covered 368 HS matches last spring. Plus all carfu clubs. 3 weekends they had to bring in refs from other societies. There is a shortage of refs everywhere.
 - Last year process was that with enough notice, they will honor Saturday matches. They can plan ahead and bring in from another society. Several clubs utilized sat games.

- LincolnLand Ref Society Report (*as submitted by Bill Weckstein*)
 - LLRS will continue to cover Saturday matches. Cost is \$75 per match. We are also flexible in pricing, if a club has a financial issue. Our guys just want to referee rugby; and making money is not the priority.
 - LL does take Saturday assignments, if booked early.
- **Old Business**
 - Update on Corporate Restructuring including report on meeting with USAR, revised timeline, and summary of anticipated bylaw changes requiring future ¾ membership approval. (*Anne Schwaab*)
 - Mission Statement and Strategic Plan - Governance Committee will draft
 - Search for ED - Hiring process and anticipated timeline is below. EC to develop job qualifications and post online.
 - Bylaws - Governance Committee starting February 1. Our bylaws need to be updated overall and restated. Would appreciate any assistance from qualified members.
 - Search for BOD - Subject to advice of BOD Advisory Committee. Would like to populate this Spring.

Planned ED Hiring process:

- 1) Begin accepting applications and cover letters in January. Plan to utilize Monster, Indeed, USAR. Will require authorization to work in the US and Illinois residency (plus over 18). Anne will look into cost of postings.
 - 2) EC and CC will evaluate all resumes in February and give feedback internally.
 - 3) EC will narrow down candidates to top 10 candidates (approximately ad depending on application responses).
 - 4) Target last week February or first week of March for in person interviews with EC.
 - 5) Special Meeting end February or first week March for EC to choose candidate. Estimate 2 weeks onboarding the chosen one.
 - 6) Targeting April 1 ED start date
- Corporate Housekeeping including Group and Individual Exemptions - Presentation regarding how to stay compliant with IL SOS and IRS Rules and how to utilize the Group Exemption. (*Anne Schwaab*)
 - Injure Free (*Anne Schwaab*)
 - [Sample documents](#) provided for consideration
 - Anne can schedule a Webinar and Q&A for interested coaches to view their model and ask questions, if anyone is interested, email Anne.

- **New Business**

- **Community Fund Policy** (*John Walker*)

Summary: This policy has been approved by the Executive Committee. Clubs can apply for funds from the Rugby Illinois community fund, budgeted at \$2500.00 per year. Each grant request must be submitted to the EC between the application period of September 1 and December 1 ; cannot exceed \$500 per club and is subject to review and approval by the Executive Committee at the monthly EC meeting.

Guidelines under the policy:

- * awards will be on a matching fund basis by club if request is \$100 or more
- * club must provide proof that matching funds exist
- * one ask per club per 2 year period
- * permissible requests for funds include: uniforms, equipment, player CIPP hardship or other financial hardship request made in good faith that will benefit the club.

*** Eligibility:**

- Club must be registered and at least one 200 level coach registered on date of request to be eligible.
 - Money will not be advanced but if approved, your request will be reimbursed at the approved amount upon submission to the EC of a proper invoice showing the dollar amount paid.
 - Subject to administration and discretion of executive committee.
 - Unused funds will not roll over
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- Winter 2018 Initiative (Pop up clinics) *(David Hall)*
This is an opportunity for clubs to invite their own or new players to train in a space that is reserved and paid for. Contact David or Janet with any questions.
 - Coach Town Hall Findings *(Stephanie Esposito and Mary Ann Daniluk)*
 - Concussion Town Halls *(John Walker)*
We will continue to work with our medical officer to come up with dates for Q&A with membership.
 - Discussion with Play Rugby USA re coaches training *(John Walker)*
Mark Griffin has offered to partner with us and for a fee to train coaches on the model he has been successful with in New York.
 - Bernies Book Bank *(John Walker)*
Services schools throughout Chicagoland that are low funded. They donate books. We plan to mobilize RI teams to do something good and use that as a way for you to promote your clubs to your community. Club bringing in the most donated books will be awarded with a set of custom jerseys or equivalent value in equipment.
 - Budget Review and Vote *(John McGurk)*
After discussion over Executive Director (ED) salary, budget was amended to include fundraising line item of \$10,000 to be brought in by a paid ED. ED compensation will not be structured as a paid fundraiser; rather, part of the responsibilities of the position will be to secure funding for the organization.
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- **Announcements from Membership (10 minutes)**
 - LindBlom Team in need of coaches *(Amy McCormick)*
 - Adjourned at 12:15 pm for Division Breakouts