

**River City Youth Soccer League Board Meeting**  
**February 20, 2019 - 7:00 pm**  
**Mountain Mikes - 1319 Fulton Ave, Sacramento, CA**

**Attendees:** Bill Norris (Scheduler), Shannon Hall (Registrar), Geoff Margolis (Referee Coordinator), Taylor Greer (SI), Scott Wright (RSC), Jason Allen (SO), Brian Hildreth (DD), Gene Totten (AP), Norman Tuttle (RSC), Rick Merri (Union), Kolleen McNamee (Union), Mike Dallas (President), Raquel Peck (BAC)

- A. Call to Order – 7:06pm
- B. Guest Speaker –
- C. President's Report
  - 1. District Six Meeting –
    - i. Referee courses are changing and getting retooled
    - ii. Margolis will be teaching a course in Dixon (old format) but will find out whether he needs to quickly adapt to the new model
    - iii. District down to 36,000 player (52,000 in 2017)
    - iv. USSF raising soccer player registration \$1.75/player
    - v. Cal North will cover in 2019, but passed on to RCYSL next year
    - vi. Dallas in communication with SYSL president about merits/point of staying with CYSA vs switching over to US Club
    - vii. Allen stated that US Club rep had reached out for second year in row to gauge interest of SOSC in coming to US Club
    - viii. CCSL will cease to exist in March sometime
    - ix. CPL will be turning into “Capital League”, new competitive league
    - x. Union teams are NorCal not Cal North
    - xi. Merri believes it is far more flexible than the structure of Cal North
    - xii. Dallas will be working on what will be happening with District Cup or an alternative to it at the end of the season
  - D. Club Manager Hot Topics –
  - E. Officer's Reports
    - 1. Vice President – none
    - 2. Sportsmanship – none
    - 3. Secretary – Approve Jan 2019 minutes -- **APPROVED**
    - 4. Treasurer -- none
    - 5. Registrar
      - i. Changes to software and the ability for clubs to upload more information
      - ii. Encourage coaching coordinators to have association access
      - iii. Saved \$800 on supplies this year
    - 6. Referee Coordinator /PAD
      - i. Issue with being locked out of Game Officials because they are saying RCYSL hasn't paid
        - 1. Dave McKay will handle-- league is current on all payments
        - ii. Game Officials will be either changing fundamentally or the referee world will be moving away from it in favor of something else
    - 7. Coaching Coordinator – none

8. Scheduling Coordinator
  - i. Sept 7 – game 1
  - ii. Oct 12 – bye week
  - iii. Nov 23 – preliminaries for District Cup (or whatever it becomes)

9. Webmaster – none

F. Old Business –

1. 2019 Coaching Certification Program (Gene)
  - i. Totten working with Union staff for a better RCYSL coaching licensure program, avoiding:
    1. Fees up front
    2. Canceled classes
    3. Coaches not showing
    4. Hard to enforce
    5. Not enough classes
  - ii. Draft Coaching Development Program (rev.2/18) sent to board and reviewed
  - iii. Draft Coaching Development Program attached to end of these minutes
  - iv. All courses are 1hr class & 1hr field
  - v. Margolis: too wide a range of coaching training expectations; league should set a minimum standard
  - vi. Hildreth: supports every aspect of the Draft Coaching Program; past practices run some coaches out of rec soccer
    1. Likes program's feature where coaches may opt-in to more training but allows licensure at a minimum standard; helps clubs that need coaches
  - vii. Hall: do last year's NSCAA trainings count to waive or only F License coaches?
    1. Totten: thinks it should since that counted as clearance for F last year
  - viii. Margolis: thinks should continue to keep the expectations and standard high, even if that means losing some coaches
  - ix. Allen: echoed same concerns, but says it's difficult to educate reluctant coaches -- what happens to those coaches?
    1. Hildreth & Totten: in those situations they let coaches go
  - x. Fee for coaches to take courses will be paid by the league (RCYSL)
  - xi. First year coaches can be waived, but considered an exception; all coaches encouraged to get education
  - xii. **Hildreth: Motion to Approve, Peck 2nd, all managers/reps in favor –Coaching Certification Program 2019 (rev. 2/18) APPROVED**

G. New Business –

1. Getting quotes for 20 U6/U8 goals
2. Mario getting quotes for U19 goals
3. Dallas will email out all quotes and information soon
4. Bryan Holland will be the FEC manager in 2019
  - i. Looking for bilingual people to help support registration process (Spanish)
  - ii. FEC has money in their account (\$2000-3000) and equipment
5. Fee increase US Youth Soccer
6. New U16 & U19 Program

H. Good of the Game – none

I. Adjournment – 8:34pm

## **River City Youth Soccer League**

### **Coaching Development Program (Revised 2/18/19)**

#### **Purpose**

To develop a comprehensive coaching development and credentialing program that balances the league's priority to ensure coaches possess certain minimum coaching qualifications/credentials, with the challenges that affiliate clubs face each season with recruiting and retaining volunteer coaches.

#### **Background**

Logistical challenges and last-minute course cancellations in the CalNorth coaching development program in past seasons led to an erosion of confidence and trust between new coaches and the affiliate clubs as they sought to recruit coaches for newly formed teams. Last minute cancellations left the league with little leverage to enforce completion of credentialing requirements, and the clubs were left to explain why a "required" credentialing course was no longer required.

In late 2018, the board of River City Youth Soccer League (RCYSL) passed a motion to develop an "in house" coaching development program to reduce dependency on CalNorth development and licensure program staff and have more control over how and when coaches are trained and certified. The board appointed a committee to draft the new coaching development program and receive input from board members to assure the program has the support necessary to implement it for the 2019 season.

#### **Approach**

Given the issues described above, the first priority of the new program is to establish a reliable and predictable coaching development program that allows affiliate clubs to provide firm dates and times to new coaches well in advance of the course, avoid surprises, and rebuild trust in the league coaching development and credentialing program.

The second priority is to balance the responsibility of the league to ensure ongoing coach credentialing with the needs of the clubs to recruit often reluctant volunteer coaches from among the pool of parents/guardians of each newly formed team. The program will seek to achieve this balance through the following:

1. The ability for league registrar to waive course/credential requirements for first year coaches when needed;
2. Waiving the course requirement for returning coaches that obtained the minimum "F" license under the old program administered by CalNorth;

3. Shortening the length of the preliminary (“base”) coaching development course to minimize another common disincentive for coaches, who frequently complained that the CalNorth courses were too time consuming; and
4. Removing any required ongoing coaching development coursework beyond the base curriculum; ongoing development will be incented by the clubs based on their individual missions and priorities.
5. Administering the program in a way that allows the clubs to cover part or all of the cost of the coaching development programs after course completion; i.e., no prepay requirements for the coaches or clubs (more details on this under “Administration” below).

## **Administration**

The league and affiliate recreational clubs are in a unique position to benefit from the coaching expertise of affiliate Union Sacramento FC (“Union”), a competitive-level club with highly credentialled coaching staff and an established coaching development program. As an affiliate club with a vested interest in the success of the league and establishing ongoing positive relationships with the affiliate recreational clubs, Union is both a well-qualified and low-risk partner for the league to look to in administering the coaching development/credentialing program.

The curriculum for the program will be led and administered by Union staff at Union’s facilities at Larchmont Community Park, and will consist of two main areas—a required base certification and optional ongoing certifications:

- The base certification will focus on the fundamentals of coaching recreational soccer, which favor inclusion, participation, and positive coaching over results-oriented tactics for winning games. The curriculum will cover the basics of running a practice, motivating and managing players, parent and referee management, setting team goals, and other areas, and will be comprised of a one-hour classroom session followed by a one-hour field session.

The base curriculum will be offered in four separate courses corresponding to the five player configurations of RCYSL:

- 3 v 3 (U6) and 4 v 4 (U8) – grouped into one course due to similar size
- 7 v 7 (U10)
- 9 v 9 (U12)
- 11 v 11 (U12 and above)

While each coach will take the course that corresponds with the age group they will be coaching in the upcoming season, all coaches will simply possess the “base credential” upon completion of the two-hour curriculum.

Although it is anticipated that approximately 80% of the coaches in any given season will take the U6 or U8 course, prior to each season the affiliate clubs shall provide a preliminary estimate of how many coaches they expect to send to Union for the base curriculum/certification for each configuration, to provide Union with enough lead time to secure enough instructors for

each course (e.g., the 3 v 3 / 4 v 4 course may need three instructors depending on how many coaches will be taking the course, while the 11 v 11 may only need one).

- Though not required, the league expects that there will be some demand for ongoing certifications, which will be largely determined by the priorities of each affiliate club. For instance, some clubs may face persistent, perennial challenges in retaining coaches and will find it unfeasible to promote ongoing education/certification to coaches for fear of it providing a disincentive to return as a coach, while other clubs may see ongoing education as a way to invest in their coaches and will develop programs to provide incentives to coaches to pursue configuration-specific coaching (e.g., a coach whose team is moving up to U12 taking the 9 v 9 configuration course even though they've already completed the 4 v 4 or 7 v 7 configuration, or earned an "F" license 5 years ago).

Similar to the required base certification, the affiliate clubs shall communicate how many returning, credentialled coaches they have that would like to take an additional configuration course, and completion of that course shall be designated as a "Base+" certification, or some other designation to be determined by the league registrar.

As summarized under "Approach" above, a key facet of the administration of this program is for the billing of the credential program be such that Union provides the league with a detailed invoice of all the coaches that took the course, broken out by club, and then the league bills each club. This mechanism alleviates the up-front disincentive of the coach having to pay in advance for the coursework, and provides the clubs with the discretion of how they will pay for the credentialing and whether they want to incorporate it into an overall incentive program by covering part or all of the cost per coach for both the required base credential and ongoing education ("Base+") credentials. In other words, it eases administrative burden on the clubs as well as helps club managers and coaching coordinators develop coaching development incentive programs, should they choose to do so.

Finally, with regard to curriculum, this program provides wide discretion to Union to develop the program curriculum as it sees fit to assure that the general base curriculum requirements have been retained by the attending coaches and to certify that the requirements have been met. In turn, the league looks to Union to proactively engage the league and clubs in managing the sharing of coach credentialing in a centralized, easily accessible way that also conforms to any specific league requirements. In addition, the board looks to Union to solicit participant feedback for the purposes of refining the coursework over time and to provide regular reports on the administration of the program at league board meetings.

**High-level Annual Implementation Schedule (This is a rough first take and I assume Shannon and Union will need to discuss this and add input)**

February 1st: Union proposes per-coach fee for credentialing program for the upcoming season, for consideration and motion at February league board meeting prior so that rates are approved prior to beginning of player/coach enrollment (2019 proposed fee is \$50 per coach)

April 1st: Player and coach enrollment begins for most or all affiliate clubs

April 15th: The affiliate clubs provide Union with *preliminary estimate* of number of coaches requiring base level certification and how many would like to receive ongoing Base+ certifications

April 30th: Union schedules and announces date(s) for Base and Base+ courses

June 1: The affiliate clubs provide Union with *final estimate* of number of coaches requiring base level certification and how many would like to receive ongoing Base+ certifications

Mid-May thru Mid-August: Union holds courses, reports certifications obtained to RCYSL, and invoices the league

August/September: League invoices the clubs

October/November: Union provides a summary report on the development program, recommendations for the following season, any feedback to be incorporated, etc.