

CSC meeting - October 16, 2017, 7:00pm CDT

1.0 Opening of the meeting and roll-call (Alan Sharpley, Chair)

Present

Alan Sharpley	Gary Lobaugh	Becky Rodriguez
Mike Crafton	Ben Parker	Erik Geib
Jamie Burke	Naima Reddick	Martin Gardner
KJ Able-Ruch	Tam Breckenridge	Adrian Gannon
Margi Thomas	Jerry Gallion	

Not Present

Luke Gross
Gino Mazza
Jeff Sperling

Erik is the acting COO of USA Rugby, Jen Grays has taken the World Rugby position of Rugby Americas North Representative.

2.0 Approval of the Agenda (A. Sharpley)

With the exception of moving 5.0 up to 3.0 and moving 3.0 and 4.0 down, are there any objections to that change in the agenda. No objections and the revised agenda is approved.

3.0 Agenda items submitted by Mike Crafton

- a. Club instability/forfeits in the Atlantic North CR
 - b. Possibly for the length of the season
 - c. Retention is a problem
 - d. Thought maybe it is a issue across the community.
- Erik last year USA Rugby flat-lined on growth in membership. USAR is investigating it. Why? Theories - 3rd party fees, lost people at registration by 10%. Too see nationally overall no growth, it is worth investigating. Regional disparities, club v college. college v youth. Historical trends. Where local fees are turned on or off? Many different theories.
 - Alan - 2 years ago we were looking at the "Olympic Euphoria." Perhaps it inflated the figures and our expectations and now we are catching up.
 - Erik - Some areas grow well but other areas didn't recover or went off the edge.
 - Margi - are we seeing the dip in member numbers v clubs? Erik- Number of clubs is stable and membership is stable. It is more regional variations.
 - Alan- we don't have enough data. Erik - this is the first year this has happened.
 - Are there forfeit procedures and penalties in the North? Yes there are.
 - Gary - Is it one particular division or across gender. Mike - Div 3 for Men and Div 2 for Women.

Summary - Growth and retention is a problem this year. USAR is investigating it.

- Work that George Henderson has been leading with the works for people to contribute.
- Thought it made sense to get our direction from there. So we don't have duplication of efforts.
- Do Erik or Jerry have any input on this?
- Jerry - Dan had to cancel and the meeting did not take place. Dan has reached out to George on closing the loop on USAR's approval for regional market development.
- Northern Cal and Chicago to do something that the members of the community have dedicated to in a business stand point to move the game forward. Trying to coming along side and fill those gaps to be the talent base that can achieve portions of the strategic plan that otherwise don't get implemented.
- Waiting for Dan to say this is what we want to happen.
- Alan - Would like to see some sort of coordination with the national group because this seems like a regional thing.
- Erik - We had been prepped the recruitment stuff but its up on the website under club resources.
- Martin - Best Practices - Discussion with Ken at National Office - flushing out content on the online modules. We may need to reform that committee. It is still there as a place holder so we can reform it. Possibly reconstitute and get things moving again.
- Alan proposed that Martin, Erik, Ken, and female voice to have a meeting on Best Practices.

Alan Summary - most of your items we are talking about are a wait and see, with coordination with the business portion. We don't have a best practices subcommittee because it was taken over by the education department. Any left over best practices rolled into governance. But, we will meet and discuss best practices.

4.0 CSC Meeting schedules (A. Sharpley)

- Full CSC meetings -Monthly CSC meetings will resume. That is the SOP now. If we have a month without a critical mass of issues we could cancel but it will be scheduled. (third Monday of every month.
- NCC Sub-committee meetings Adrian thinks we need monthly meetings unless there are no issues.- Alan - Scheduled meetings monthly then cancel if no critical mass.
- Governance Sub-committee meetings - Bi-monthly meetings.
- Eligibility Sub-committee meetings*
 - Eligibility - you have a brush-fire type of committee - you have a fire and you put it out, Tam - Keep Eligibility meetings on an as needed basis.

Alan's Summary - By default we will have a full CSC meeting monthly. The NCC will have monthly meetings. Governance will have bi-monthly meetings. Eligibility will have meetings as needed. Get the committee chairs together and have meetings with Alan on a Monday or Wednesday each month.

Meeting time will be 7:00pm CST. Keep meeting at an hour and a half.

5.0 ToR for Competitive Region committees (M. Thomas)

- Alan by executive decision, taken out of the CSC and make this an Adhoc committee of the CSC.
- Margi - There was a ToR already formed. Erik collected info. and put out a revised ToR to the regions and put it out. Not much response has come back. The Adhoc committee didn't do much further. Margi is ok with everything Erik had in there. Erik and Margi had some questions as far as terms of service, not a limit but also be a way to remove someone if they are failing in their duties. Like a Vote of No Confidence. Wasn't sure if the NCC has any way in. Wasn't sure what direction it can come from. The document is solid but needs ratification from the NCC and have she would like to have Adrienne bring it forward.
- Alan will entertain a motion for a proposed new ToR to be presented at our November meeting. November 20th, the Monday before Thanksgiving.
- There were no objections to the Adhoc committee of the NCC to bring forward with Adrian presenting the proposed ToR for the CR committees.
- Adrienne - I would prefer that a copy be shared with the CSC members and ask that Mike Crafton glance over it to give us his input. Alan - absolutely that is what the Adhoc committee does. Don't need our approval to do that.
- Martin - in the southern conference we follow all the ToR, we had the option the elected committee to elect an independent chair who is a non-voting person. Erik - The new ToR has those same Terms in there. Alan - you can talk this over with Erik, Alan has a lot of the history with how these came about.
- Alan - back when we first approved the competition/governance structure. with the two senior club conference members. Two from each CR. Each CR had to present there proposed way of electing congress members. We did a survey and all 8 CRs came through in a record amount of time and Alan will share this will the committee. A historical document.

Margi Summary - I will bring this back up with the NCC as an item there to review and input and then Adrienne will present it to the CSC for ratification.

6.0 Agenda items submitted by Erik Geib

- a. College teams in club competitions (Life/Clemson; now an issue with Lindenwood /Royals)
- We were very successful with Life's JV team. We have another team that wants to put their JV team in, Clemson. But they want to be able to move players between rosters.
 - As a result both Life and Clemson JV's have opted out of playoffs.
 - Lindenwood is now arguing they should be able to put as many on the Royals as possible.
 - This has spurred the mixing of college and club again.
 - This is a NCC thing - These teams do not want to play in playoffs. So, what does that mean and do those games count when they mix club/collegiate competitions?
 - Seems we will need to have an Adhoc to figure this out.

- Martin - what is the feedback from the Collegiate side? Erik- it is a little of both. Some people like it because of development. Some don't like it because of the unfair opportunity it gives other schools. I don't think the college community really has a single voice. It is not going to resolve itself.
- Alan - no one group can make these decisions on their own. The colleges can't make these decisions on their own without the CSC approval and vice-versa.
- Tam - if they played in friendlies that is one thing. But not if they are using them for player minimum match requirements. Do the colleges know? Last year they had to be two independent teams/rosters.
- Martin - input back is that Life is not playing the D1 premiership. Clemson is a JV team. For example, if they have a freshman that stands out, they don't want to have that player locked out from playing on the Varsity team in the Spring.
- Alan - The JV team is playing in Club Comp. Just because they have asked to do it doesn't mean they are allowed to. Martin? - they are because we allowed them. We told them they had to submit separate rosters. Clemson doesn't want to do that because they don't want members to be ineligible to play varsity.
- Alan - was this approved at the NCC level or was this only in the CR. Martin - if they split the roster then it doesn't need approval. The NCC accepted this because Life had a separate team in the club division. Now both Life and Clemson JV's do not want to do this because they are going to play true JV teams.
- Tam - Teams that have this JV team to play in lower Divisions. They have separate rosters.
- I don't think there is a unified voice. They are playing club games because they are failing to develop the players. Instead of club, maybe they should be playing lower collegiate level.
- Martin - South CR needs those teams. 5/6 Carolina teams who've dropped out but they have come back on the premise that we create East and West divisions. If South loses them, then the West division will be short of games.
- KJ - Lindenwood Women have asked to do the same thing.
- Alan - opening a can of worms. Seems it will get worse before better.
- Keep the current process in place. Until the Rugby Committee says we can't.
- Alan - what would you suggest Erik? Seems like we have a critical mass of affected parties here.
- Erik - I think it's a strategic conversation we need to have with college to discuss the Positives/Negatives.
- Alan - suggest that Alan and Erik have a conversation with collegiate. Talk offline and set this up. If, after that, we need to bring Martin and KJ and others in we will.
- Martin needs to submit a waiver for this season.
- Alan - just because they don't want to do something doesn't mean they get their way.
- Martin - that is a question asked.

Summary - Alan and Erik will reach out to college management reps and at least feel the waters and see where people stand on this.

b. Multi-union DC matters: does the CSC need to interpret?

- Alan - I don't know we have enough information and we need more discussion. Could we table it? We could get an Adhoc going prior to the next meeting.
- Erik - probably something decided at rugby committee but the CSC should be involved.
- Alan - Erik do a write up and discuss it.

c. Club website roll-out

- Gotten to the point to test for bugs. Anyone who is tech savvy Erik will send you the link to chime in. When we feel good about our testing group. Testing functionality first so missing info will be there but we know about it. Right now we are just testing for bugs.
- Testing is ready now. Rather send it to tech savvy people. From a Q&A perspective. Just testing for bugs right now. If you are interested, Erik will send you the URL.

Alan Summary - if you have the time and expertise get in touch with Erik to help us with testing the website out. This will go a long way to make sure you get what you want.

d. Compliance issues for items that span committees - specifically competition/eligibility matters at matches.

- Erik - introducing something we should be working on related to subcommittees. When things come up at matches can come up with many silos in the CSC. When issues arise we need to compile how they all come together. Haven't partnered with people on how to enforce that. We want to standardize everything. How are things resolved? CRs and unions working together and what are the rules in the first place.
- Alan- so what would you propose is the way forward

Summary Erik - introducing Compliance here to let the CSC manage it. How these groups interrelate and the policies interact with each other? Building the processes we would like to see people adhere too. Alan and Erik open for input of any member that wants to get involved with this. More than having the answers have deadlines and expectations for recommendations.

Agenda for Oct.16, 2017 meeting of the USA Rugby Club Strategic Committee

- 1.0 Opening of the meeting and roll-call - 7:00pm CDT. (Alan Sharpley, Chair)
- 2.0 Approval of the Agenda (A. Sharpley)
- 3.0 Agenda items submitted by Mike Crafton (M. Crafton)
 - a. Club instability/forfeits in the Atlantic North CR
 - b. Governance and Best Practices
 - c. Coordination with Y&HS and Colleges regarding recruiting/retention.
- 4.0 CSC Committee and sub-committee meetings (A. Sharpley)
 - a. Full CSC meetings
 - b. NCC Sub-committee meetings
 - c. Governance Sub-committee meetings
 - d. Eligibility Sub-committee meetings
- 5.0 ToR for Competitive Region committees. Margi Thomas
- 6.0 Agenda items submitted by Erik Geib
 - a. College teams in club competitions (Life/Clemson; now an issue with Lindenwood/Royals)
 - b. Multi-union DC matters: does the CSC need to interpret?
 - c. Club website roll-out
 - d. Compliance issues for items that span committees - specifically competition/eligibility matters at matches.
- 7.0 Any other business
- 8.0 Close of the meeting - 8:34pm CDT.