



GLOUCESTER DRAGONS RECREATIONAL SOCCER

2011 Annual General Meeting

Tuesday, October 17

1. Roll call held with the following members present:

Alain Glandon	David Lowe	Amy Glandon
Angela Kuntz	James Fleming	Sean Cale
Michel Beaulieu	Hani Diab	James Gupta
Chris Wade	Tim MacPherson	Bridget Edmonds
Currie Rowe	Robert Fox	Alex Kuhnert

2. Approval of Agenda

Alain reviewed the Agenda and no new items were added.

3. Motion for Approval: Alex
Second: David

4. Approval of 2010 AGM Minutes

Minutes reviewed by Alain. No Action items or omissions arising.

Motion for Approval: Amy
Second: James Fleming

5. Chairperson's Address

Alain referred everyone to the Chair's Report. There were no challenges or questions.

- Reports from Members of Board of Directors

Reports were presented from the Directors present. For those not present, the report was presented by Alain. Some points from the reports as follows;

- Coaching courses to be changed to ½ day format in 2012;
- Competitiveness addressed from a development standpoint where standings are not reported for Micro or Mini Soccer;
- Long Term Player Development discussed and accepted as a way ahead;
- Team formation and balance discussed, without the ability to complete Player Evaluations, current process is only way to continue at this time;
- Coach recruiting is a problem for the Mini Girls and the Girls teams in general. It would be nice to be able to recruit and retain Women Coaches for these teams as role models. It seems that we can only get Men as coaches, very few Women see themselves as able to be effective in these positions;
- Micro Coaches still do not standardise field size amongst themselves even though dimensions are provided in Handbook. This is an annual issue and something to be addressed as we move forward;
- Referee development an ongoing process;
- Fewer Referee assessments were completed this year, goal to complete more evaluations in future if qualified evaluators are available; and
- Suggestion to add a field to the Referee Summary report to comment on general attitude of coaches during game.

6. Financial Report

Budget and Actuals are close to a match.

Report is as accurate as possible with fiscal year end not until 30 Oct.

Confidence in accuracy of opening numbers is high but not confirmed.

Purchase of new soccer balls for next year approved with recommendation to spend money on quality balls for the players.

7. Other Business

1. New Business

- Issue on voting status of Dragons at the OGSC. What is the impact of the voting allocation where under the new proposed constitution the Dragons now have 2 votes vice 3.
- Constitution still to be ratified by each Organisation in OGSC.

2. Board Member Recognition

Dave Lowe was recognised for his many years as a Board Member with the Dragons. Presented with a gift in appreciation.

3. Volunteer Recognition

Sean Cale presented with the annual Volunteer of the Year award by the Chair, Alain Glandon.

8. Election of new Board Members

Director Micros (5-6), Johanne Trepanier, nominated by Amy.

No other nominations, acclaimed to position;

Director Mini Girls, no nominations, position still vacant; and

Director Mini Boys, Michel Beaulieu, nominated by Amy,

No other nominations, acclaimed to position.

There being no other business before the Board, AGM adjourned at 9:15 PM.

2011 AGM Report from the Chair

Introduction

2011 proved to be another successful year for the Dragons. The World Cup theme was embraced enthusiastically by all and provided a refreshing change in energy on the field. We were able to incorporate this theme not only in the uniforms but also in the medals and trophies. Many teams took the spirit of their assigned country to heart with lots of flags and other symbols of their respective countries displayed at the games.

Challenges

Discipline among parents, coaches and players was generally good but there were a number of incidents that were in some cases disturbing and in all cases disruptive and not in keeping with the Dragons tenets of behaviour and sportsmanship. It is acknowledged that even in recreational soccer there is a level of competitiveness, but that has to be tempered with respect and knowledge that at the end of the day we are playing first for fun and exercise. From a board perspective these issues also take up way too much time for those who serve on the board, most of which has to be addressed at the expense of their work or family time. In 2012 it will be important to ensure that the coaches are properly trained with an attempt to get as many certified as possible. The message about respect and setting the standards for behaviour cannot be stressed enough to all.

This year again proved difficult to find coaches with some not being recruited until the first game day. The burden this places on the organization to be able to function effectively is enormous. All recreational sports clubs rely on coaches being pulled from the parent/member base. There is no pool of coaches on the sidelines just waiting for a team to land at their feet. It is imperative that parents recognize this and come forward early in the process.

Finally the Dragons found their image tarnished and the Board attacked because an irresponsible and immature parent took an ignorant and uninformed stance on a Dragons rule to the media without once asking for a clarification or explanation. The impact this had on our ability to function effectively as a volunteer organization against our ability to run a soccer league cannot be empirically accounted for. If a member of our organization has a concern over a rule or policy they are free to express it but it must be done in a manner that stimulates discussion. The Dragons web site has an official complaint form that anyone can use to initiate a dialogue if there is a concern. It is my sincere hope that no future board of ours or any organization has to be held at the gun point of uninformed public opinion for change to be made.

Positives

The Dragons organization prides itself on bringing a safe and fun soccer opportunity to thousands of children in our community and this year was no different. Often when I speak to people about the Dragons they are amazed when they find out how many teams and players there are in the league. With 184 teams and over 2,500 players, it is truly a very visual part of our communities. This is evidenced by driving past any soccer field on any given night and seeing them full of players. Strengthening this community partnership is the sponsors who help defray the equipment costs every year. We are proud to have Eastside Mario's and Lowe's Home Improvement return and welcomed the sponsorship of SUBWAY to the Dragons team.

The Dragons also prides itself in making sure every child in the community has a chance to play who wants to. Again this year the Dragons worked with KidSports Ottawa, a City run service that provides registration or equipment to those who may otherwise not be able to afford it. We have also donated equipment to community organizations and have continued the tradition of donating equipment around the world.

The Dragons Board works hard to ensure that everyone has not only a fun summer but a safe one as well. We have implemented or improved a number of policies this year including policies related to playing in high heat, inclement weather game cancellation and a field condition assessment for referees. The Handbook was also revised and re-formatted this year both to address all the policy updates and also to streamline the information and make it easier for all to find what they are looking for.

2012

We look forward to having another great season while the construction of the new fields is targeted for completion, an anticipated opening in mid-2012. We will continue to work on field improvements throughout the year.

Conclusion

This year has proved the differences between recreational and competitive soccer and hoping players know their place as we still move forward on the coach development aspect for improvement that will benefit everyone over all.

Alain Glandon
Chairman

Director of Coach Development 2011

Report to the Annual General Meeting

AIM

To provide a synopsis of work carried out by the Director of Coach Development over the 2011 summer outdoor season so the GDRS parents are aware of my activities and to provide some suggestion on the way ahead.

BACKGROUND

After coaching with the Dragons for a year and interacting with many coaches at different levels I felt that the way ahead was to try to improve the level of coaching within the organization. My reasoning was that a large quantity of the U5 to U9 coaches are simply parents who are "strongly requested" to coach as there is simply not one available and teams may fold. I took on the challenge with somewhat of a naive thought process as I thought there would be lots of information from previous directors of coaching and if it had not have been for our office manager we may have been still going in the wrong direction.

DISCUSSION

The following is a list of what courses the OSA ran under our banner in 2011:

Level 1 (Child) - 02 Apr 2011 - Total pers 25 (# of Dragons = 1)

Level 2 (Youth) - 16 Apr 2011 - Total pers 13 (# of Dragons = 6)

Level 1 (Child) - 30 Apr 2011 - Total pers 15 (# of Dragons = 9)

Level 3 (Senior) - 7,8, May 2011 - Total pers 13 (# of Dragons = 3)

All level 1 and 2 courses were run at Emily Carr Middle School in Blackburn Hamlet and the Level 3 was run at Gloucester High School. All persons involved from the OSA and its instructors, the school board, and the custodians were very accommodating and extremely helpful.

I provided a pre-season informative session for the U5,6, 7, & 8 Micro Coaches where I provided session hand outs and my e-mail address to ensure they could contact me if required. This session was very well received

I was to provide an in depth session to all coaches at the Equipment Pick-Up but I was away with work commitments and could not attend that day. This was to include a 5 minute overview of what is expected of them as a coach and a review of the Handbook and how important it is.

I attempted to answer all coaching issues and questions through e-mail and did attend as many on-field requests as I could, which turned out to be very regularly over the summer. This is not an issue for me as I volunteered and as such have a responsibility to the club and its members to perform this task. I did however, find I could not put as much effort as I wanted to into coaching as it seemed I was only dealing with issues such as coaches being too competitive and/or too aggressive or parents attempting to live their dreams through their children's soccer.

The CSA/OSA, in 2012, is implementing the new Long-Term Player Development (LTPD) Program where coaches who are simply coaching their children will be able to take a condensed, but very informative 3 hour child coaching session and coaches who wish to follow the competitive stream will be given that opportunity through more in depth and highly technical courses.

THE WAY AHEAD, MY SUGGESTIONS

There should be a mandatory coaching session that all Dragons coaches should have to attend, this can be accomplished on Equipment Day by having coaches register as they enter, and then direct them to their various age groups coaching sessions (approx 20mins) which will be given by Gloucester Hornets Coaches who have a greater amount of experience and expertise. They are then directed to an area where I will welcome them to the Dragons 2012 season and outline their responsibilities and what is expected of them as a GDRS coach. They will be given a copy of the Handbook and its contents explained to them. They will be asked to ensure they have a police check handed in to the office as soon as possible as a negative response will mean they will require a more in-depth finger print version. They would then move to the area for receiving and signing for their Equipment. At this time they will be given opportunity to ask questions and will be provided with coaching information sheets as required.

Another important step is to remove the competitiveness from the club, which can be achieved by removing the standings. We would still provide referees and follow the same rules etc. but the only time anything would be competitive would be on cup day where we could set up some type of mini tournament and the winner takes the trophy. Basically all year they will play because they want to and there will be no pressure on the coaches, the kids, the parents, or the referees. We obviously need to discuss this but something has to be done, and done now.

During the season I would like to have more Hornets coaching sessions available to the varying age levels to ensure the coaches are keeping up and providing the needed information to the kids and parents. I am suggesting 2 such sessions one at the beginning of June and one in July.

We also need to ensure there is a level playing field for all the teams. In 2011 we seemed to have many really good teams and many not so good. Again this is not such an issue when there are no standings but it still needs to be addressed.

This point is outside my purview but is something I feel strongly about. We need to have coaches understand, and I will add this to my briefing on Equipment Day, that there will be no deviation from the field allocation and it is what it is. The only changes will be due to inclement weather or dangerous field conditions.

CONCLUSION

It has been a very rewarding yet frustrating year for me but I am committed to making Soccer better for our children and hope we are willing to make the changes needed to ensure this happens.

I have also committed to coaching U9B next year so my efforts will be directly related to coaching and its development in 2012.

Thanks for your support and I am looking forward to seeing you again next year.

Yours Truly,

James H Fleming
Director of Coach Development

Summary Report on Uniforms, Equipment & Facilities For the 2011 Annual General Meeting

By: Rémi Beaudin, Director, Equipment & Facilities, GDRS
Bob Fox, Assistant Director, Equipment & Facilities, GDRS
Andrew Beaudin, Assistant Director, Equipment & Facilities, GDRS

1. STATUS AS OF SEPTEMBER 2011

Returned soccer equipment was removed from soccer bags and placed into bins for winter storage on Friday and Sunday, August 26 & 28, 2011.

Laundry and dry cleaning (as is needed) is under way; this process takes about a month.

There are 11 sets of new uniforms available for the 2012 season.

Soccer nets on Potvin and Shefford fields and on the large field at Leitrim will remain up over the winter again this year. All 8 nets at Potvin will need to be replaced in the spring 2012. All other fields will have nets removed by the end of September.

A number of older inventory items and uniforms -- not for reuse -- will again be separated from other inventory this fall and made available for donation to third world countries.

2. ACTION TAKEN FOR THE 2011 SEASON

Repeat: Each U5 Mini player was given a new Dragons soccer ball to keep.

Repeat: Practice nets were made available to all U9-U18 teams (as applicable).

Repeat: Keeper pinnies were provided to all teams.

Repeat: Ice packs, first aid kits, and air pumps were provided to all teams.

Repeat: U9s moved to size #4 soccer balls, from size #3.

Repeat: All 4th place teams (U9+) were given trophies, so that on every field both teams received the same year-end Dragons souvenir.

NEW: U13 teams used the small (gym-sized) Dragons equipment bag.

NEW: U6, U7 & U8 teams received new, improved goal posts (i.e., from 1/2" to 1" diameter). No damage identified.

NEW: All U9 - U11 teams to receive 1 junior net with Velcro straps as regular equipment.

REPEATS OR CHANGES INTENDED FOR 2012 (Volunteer support a dependency for many items)

AGAIN:

All U5 players to receive and keep a new size #3 Dragons soccer ball.

A practice net for any U13 - U18 Dragons coach that requests one.

Shefford fields, and the large field at Leitrim, have nets with weights (so that the nets can be moved by grass cutters, but the nets can be set up properly for games).

All U6 to U8 teams to receive improved 1" diameter goal posts as regular equipment.

All U9 - U11 teams to receive 1 junior net with Velcro straps as regular equipment.

One pair of goal-keeper gloves to be offered to all mini and youth teams (U9-U18).

NEW:

The 'Equipment Provided' list will be included in all soccer bags.

U12 & U13 teams will use the small (gym-sized) Dragons equipment bags.

U13 & 15 Boys & Girls to receive nets with Velcro for practice and regular game.

U9 - U18 will receive practice pinnies (10 per team) as part of regular equipment.

1 OFFICIAL GAME BALL PER TEAM (NOT FOR PRACTICE)

2011 Annual General Meeting Report of the Director Mini Boys Soccer

Mini Boys were divided into three age groups. Below is a breakdown of the Mini Boys Division with respect to number of players and number of teams.

Age Group	Number of Players (Approx.)	Number of Teams	Avg. Players/Team	Change From 2010 (Player #'s)
U9 Boys	109	8	13	+14.7%
U10 Boys	74	6	11	-20.4%
U11 Boys	102	8	12	-4.7%
Total	285	22		

The majority of all waitlist players were placed. The main problem with placing waitlist players this season was the parents desire to still have their special requests accommodated; some of the special requests could be accommodated. A few players did not receive placement as their home team was not available and parents did not wish to continue with registration.

Team Formation:

Team formations in U9 and U11 were smooth, with 100% of all teams having coaches by equipment handout. However the majority of the coaches in all divisions did not volunteer prior to team formation, and only did so due to the fact that the team was at risk of being disbanded.

Proposal: some parents approached me about an incentive for coaches to volunteer. Suggestions include that the coach's child plays for free, and the assistants coach plays for 50% of the fee. An incentive to attract new coaches is a good idea and should be further discussed and investigated.

In U10, balanced team building with respect to player numbers was a serious and significant issue that caused problems throughout the season.

In the winter months I proposed a change to the team building process. The change included increasing team sizes should the need arise. This idea was not passed by the board and the team size maximum of 14 players remained. Because of this, in combination with the needs of placing teams in respective home zones (preventing SG players from being placed on NG teams) I had to form two additional teams in the U10 division than were not needed. This caused the majority of the North Gloucester teams to be in the 10-11 player range and the South Gloucester team at full roster. This caused problems, as during the season the NG teams barely had enough players to field a team, let alone have any subs.

Proposal: The board reconsider the changing of team sizes. The argument of the number of games forfeit was brought up. It is true that very few games were forfeit, however when you are playing with minimal subs against a team with a full line worth of subs it is not a fair game. The other major argument against this rule change was that team size is regulated by FIFA. These rules are for competitive teams only, and for recreational teams it holds no power. The final argument against this rule change in the winter is *"rules are rules, we can't pick and choose which ones we want to follow"*; it has come to my attention that the U11G division had 15 players placed on every team – one more than the current Dragon rule allows. Because of everything listed above, I strongly recommend that the board allow team sizes to increase to a larger number of players, OR separate North from South Gloucester, OR remove the player's postal codes from team making decisions. From the possible options, the easiest to implement with the least flak from parents, is to increase team size.

I spoke to many parents and coaches that were affected by this situation and many are not returning simply because of the team size issue. Yes the teams had enough players to field a team, however the kids became discouraged very quickly and the inequalities in the teams were very apparent. Many kids no longer wanted to play at the beginning of July. To ensure that the players enjoy their time, balanced teams with respect to size and skill is essential.

Incidents Involving Coaches/Referees:

I received many emails and phone calls pertaining to the language and behaviour of all parties at games; parents, coaches and players. Verbal abuse directed towards coaches, referees and players was quite common this season. Every incident was forwarded to the office and other required parties. In my opinion the situations were handled efficiently and promptly. I recommend that a monthly "newsletter" be sent to parents to remind them of the sort of behaviour that is acceptable; communication with the league as a whole was lacking this season.

Final Comments:

Overall I am quite disappointed with the league this season. There is the appearance of board cohesion however for the most part it is simply an appearance, and holds no substance. Help is either not offered, or when it is offered, help is refused. Members of the board seem to only want to do what is written in their job description and nothing more. This cannot continue for a successful league as many of the required duties are not listed in anybody's job description.

I sincerely hope that the incoming board takes a serious look at how the league is functioning, from team formation to cup day, and make adequate changes that will help the league for the better, and not just leave everything as it is. Year after year the same problems arise and the same complaints come in from coaches and parents, but nothing changes. I have talked to many parents within in my division, and parents who have children in other divisions who will not be returning for future seasons due to their experiences with the Dragons over the past couple of years.

I sincerely hope that the new incoming board will bring in novel ideas and willingness to work to help the league, by listening to parents and coaches, making appropriate changes to the structure of the league and how it functions in order to return it to its position as a pillar in the Gloucester community; a position it once held seasons ago.

It is with a heavy heart that I leave the Dragons Board of Directors, however I sincerely believe for it to return to where it once was in years past, an entirely new board of directors is required with a clean slate. I do not believe that my work with the Dragons will make any changes due to the partisanship that some of the Directors hold with the Hornets. I hope that parents and coaches will take the initiative and consider some of the points that I have brought forth; points which I believe will sincerely help this club. Ultimately it is the parents, coaches and players who run the club, and it is time for more and more of them to become involved with the Dragons.

Sincerely,
Kyle Farmer
Director Mini Boys Soccer (U9-11)
farmer_soccer@hotmail.com
www.dragonsoccer.ca

Report of the Director of Mini Girls

In 2011, 273 girls aged 9 through 11 played on 20 teams, as shown in the table below. All the players who registered late were placed on a team.

Level	No. of Girls	No. of Teams	Avg. per Team
U9	83	6	14
U10	101	8	13
U11	89	6	15

For comparison purposes, here are the registration numbers since 2005.

Level	2005	2006	2007	2008	2009	2010	2011
U9	163	142	120	91	108	108	83
U10	135	143	129	90	81	100	101
U11	128	130	129	118	77	80	89
Total	426	415	378	299	266	288	273
% change		-2.6%	-8.9%	-20.9%	-11.0%	+8.3%	-5.2%

Items of Interest

The number of U9-U11 girls has been dropping steadily since 2005. Last year (2010) was the only exception, perhaps because of the extensive advertising we did for the World Cup shirts.

As a result, the number of U9 girls' teams dropped from 8 last year to 6 this year.

The World Cup theme was again a big hit, especially for the girls as they could follow the women's World Cup. Thanks to Remi for organizing the uniforms.

The World Cup trophies were also a nice touch.

Thank you to James for his active role as director of coach development.

Items to Work On

Find and encourage more female coaches for girls' teams

Increase the percentage of trained coaches

Increase registration, perhaps through more advertising?

Thank-you

I would like to thank all the coaches, assistant coaches, other parents, and board members who volunteered their time this year for the good of the local soccer community. Thanks to them, approximately 2,500 children had the opportunity to play the beautiful game this summer and hopefully to embark on a journey of being active for life.

David Lowe
Director, Mini Girls

**2011 Annual General Meeting
Report of the Director of Youth Boys**

Level	# of Teams	Number Registered	Number Finishing Season
U13	10	168	168
U15	8	141	132
U18	4	87	80
Totals	22	396	380

Overview:

The division had a successful year comprising 22 teams with some roughly 400 boys. In terms of incidentals, there were approximately 3-5 disciplinary issues that were resolved with some minor game suspensions and no major injuries. The division did suffer a difficult start up due to a continuing lack of parental volunteers to fill the coaching positions essential to team formation and team validation. This remains as a major inefficiency for club start up. All coaches faithfully served to the end of season. Of the 16 boys who left in season, 50% were injury related (U18 especially) and 50% were convenience.

Key Observations:

This age group division is currently being characterized by 2 key drivers: *demographics and geography*. The majority of the players are residing in south Gloucester in the U13 and U15 age groups. Teams formed from south Gloucester have an advantage in number of players that result in larger teams caused by the local play/ car pooling dynamics. The U18 grouping had an unusually low participation rate this year [shifted from 8 to 6 to 4 teams = 3 yr trend].

Key Issues of the Season:

This division faced the following seasonal challenges:

- 1. Team Making + Balancing:** This situation was exacerbated by the new Director not being fully informed of club policy and procedures in the commencement of team construction. As well, the historical player evaluations completed in the previous year were not used as the club does not possess the IT infrastructure [OSA related] to properly manage this data and apply it efficiently year by year as a player progresses through the club age groups.
- 2. Parental Discipline:** Parental expectations of club accommodation for specific family dynamics remains very, very high – in fact, it is unsustainably high. Parental unwillingness to drive to nearby commutes remains a major impediment to club team formation efficiency. Managing parents no longer manageable by the local coach was a major issue several times in the season – mainly revolving around completely unrealistic parental expectations.
- 3. Volunteerism in short supply:** Not enough coaches and assistant coaches to launch a team. Several teams required multiple rounds of cajoling prior to the emergence of a volunteer. Coaching incentives are required.
- 4. Control of Expectations:** In order to improve player, coach and parental experience in summer soccer – the club needs to undertake a strong messaging campaign to confirm what we are doing, achieving and providing in our club AND what we will NOT be providing. We simply do not have adequate resources to be all things to all people. A defined set of values and experiences – well communicated – will achieve an overall higher level of satisfaction and acceptance by our community.
- 5. Player Evaluations:** These were not used even though a concerted effort to collect and evaluate each player in order to achieve better team balancing had been made last year. This remains a recurring thorny issue for the club caused by a well known lack of sufficient supporting IT infrastructure [OSA related] to facilitate adequate player management.

Prepared by: Alex Kuhnert – Youth Boys, Director 2011

Report of the Head Referee

General Comments

The 2011 season was another successful year for referees within the Dragons. A total of 838 games were scheduled of which 73 were cancelled due poor field conditions in May and 6 games were cancelled in July due to heat, and of the remaining 759 games, 750 (98.8%) had officials assigned. Referees were provided for the U8 age group and above. We experienced more problems finding referees for games in South Gloucester than we did in 2010.

Our pool of referees consists of 199 officials (including Python referees), the majority of whom are Club or mini-referees. There is a continuing requirement to increase the number of officials at the District level. We were able to provide assistant referees for some of the U13 games and most of the senior games.

As in 2009 & 2010 the Gloucester Dragons provided referee assignment and support services to the Pythons Club. This became more of a burden on the Head Referee and Referee Assignor as the Pythons adjusted its schedule several times during the season.

There is still a need for more adult referees to officiate at the senior level games. We were fortunate to increase our numbers this year with the addition of some of referees from our Entry Level Course.

We were able to continue our referee development program by providing assessments and feedback to 45 referees, a decrease of 14 from the 59 referee assessments in 2010. The decrease is attributed to the lack of qualified referee assessors available during the season. I provided a slide presentation and quiz at the July Pizza night to test the referees' knowledge of the Laws of the Game and the OSA Rules for Mini Soccer.

Referee uniform delivery continues to be a problem. For the third consecutive year the uniforms have arrived late. This year they were substandard and the replacement uniforms promised by the vendor never arrived.

Pre-season Referee Training

Two Mini Soccer referee courses were scheduled and held this year and we were able to qualify 36 Mini Soccer referees. 11 mini soccer referees returned from last year.

Two Entry Level courses were offered. 44 people attended the courses.

There were three referee refresher sessions offered to inform the Gloucester Referees about the changes to the FIFA Laws of the Game.

Three ERSL Assistant Referee courses were held to qualify our Entry Level and District level officials to act as assistant referees in ERSL competitive games.

2011 Season Outlook

The 2011 season will bring us the opportunity to continue to build on the work this year. During the winter months I will be updating the Referee Handbook and the Dragons Handbook to address 2011 procedural changes. I plan to change the referee registration process concerning referee uniforms and distribution of course materials to alleviate the problems faced this year.

Closing Comments

I must give special thanks to Lutz Sukstorf and Chris Wade who provided me with valuable support and advice during year and to Bridget Edmonds and Currie Rowe for all their administrative support. Without this support, my work as Head Referee would have been considerably more difficult.

Fred Meacoe

Report of the Director, U5-U6

Overall

Due to the delay in having someone in the position of Director and a lack of coaches, there was much confusion at the beginning, leading to confused parents. There were some issues with team formation and it was noted and we will avoid the same scenario for next year, the issues were all resolved before play began and the season itself was ultimately successful and rewarding.

There were 38 teams divided between the two age groups - 16 U5 teams and 22 U6 teams.

The coaches and volunteers who provide the backbone to the Dragons organization are tireless. More training would encourage them to develop their skills and probably increase their desire to return year after year.

The World Cup uniforms were again a huge success and helped distinguish our brand from other organizations. We can only hope that somehow we are able to annually come up with such a fantastic idea.

Finally, the organizers should be commended for the opening and closing days. This is a monumental task.

Concerns / Resolution

Coach development, particularly first-timers. Due to the fact that most coaches for this age level are not on board until the very last minute, this would have to be done after play has begun. Courses are offered early in the season and our new Director of Coaching did offer additional training to all coaches who wanted to attend.

Coach guidelines. Too many coaches "doing their own thing".

We need to encourage Coaches to make themselves aware of the established rules and guidelines.

Lack of concern for attendance by parents. Coaches need to encourage more enthusiasm from parents.

Observations

As an organization of our size, the small number of volunteers doing the 'heavy lifting' is admirable. Perhaps we need to develop structures which allow individuals to help in smaller ways, building up their confidence to the point where they would be willing to take on a larger role.

U7/U8 Director's Report

Quick Facts

U7 Age Group

279 Players

22 Teams in 3 divisions (South Gloucester had 6 teams)

Average Team Size – 12.7 (11.5 for South Gloucester teams)

U8 Age Group

292 Players – 186 Boys and 106 Girls

22 Teams in 3 divisions (U8 Girls had 8 teams)

Average Team Size: Boys – 13.3 , Girls – 13.3

Overview

As a first-year director, the 2011 soccer season represented a steep but largely enjoyable learning curve for me. My objectives at the start of the season were to ensure children had a positive soccer experience and to maintain a proactive and regular engagement with the U7 and U8 coaches.

The U7 and U8 age groups had 22 teams each. The U7 division had 279 participants and the U8 division had 292. This resulted in larger teams, averaging between 13 and 14 players per team, slightly less in the U7 South Gloucester division. However, no complaints were received from coaches or parents about these larger sizes.

In late April I began the process of contacting coaches and allocating teams. The U7 division was short six coaches, but after a few cajoling emails to parents the vacancies were quickly filled. The U8 age group was short five coaches (three in the boys divisions and two in the girls division) but there were no challenges addressing those vacancies.

With respect to team allocations, the U7 age group was divided into three divisions, with players allocated to teams based on geographic area, then linguistic requirements, and finally an appropriate male/female balance.

The U8 age group was different in that it is at this age group that teams play “home” and “away” games, and boys and girls are separated into two gender-based divisions. As such, the South Gloucester division utilized in the U5-U7 ages no longer had the critical mass to establish a stand-alone boys’ or girls’ division. This necessitated travel to Gloucester/Orleans fields for South Gloucester teams approximately 50% of the time as well as games in South Gloucester for some boys teams as well as all U8 girls teams. Some parents complained about this fact – in one case de-registering their child. Despite this, most parents understood the rationale when it was explained to them.

With a few minor exceptions, I was able to accommodate parent and coach requests at both the U7 and U8 levels. The vast majority of requests were related to playing with friends or specific coach requests. While we are under no obligation to accommodate “Sally wants to play with Suzie” sorts of requests, I did my best to make the adjustments in order to ensure a positive soccer experience for the participants. Coaches were briefed on this intent early in the process and were very patient and understanding of the changes. Late registrants were accommodated where possible, but in some cases were allocated to teams to satisfy numbers.

Once the season began, I maintained regular contact with coaches – generally through weekly update emails. In general, the concerns raised by coaches were minor in nature – ranging from equipment issues (uniform sizes, ball pumps) to field sizes. There were some concerns about late notifications for game cancellations due to inclement weather or field closures, but largely the system worked as efficiently as it could. By the end of the summer, the feedback from coaches was constructive and positive.

Observations and Recommendations

The following observations and recommendations for the U7 and U8 divisions are put forward for consideration going forward.

1 Field Size. While the field sizes for the U7 and U8 divisions are clearly laid out in the handbook, in at least two instances, coaches had significant disagreements about field sizes in front of players and parents. Some of the U7 and U8 fields are full length regulation fields, whereas others (Birdland) are significantly smaller. Recommendation: Coaches be provided with field dimensions for their divisions’ fields with recommended layouts for their games. I have already spoken with the Director of Operations to address this issue.

2 Uniform Sizes. In general, the uniform sizes for U7 and U8 tended to be too large for the players. Recommendation: Sizing allocations for both divisions be adjusted to provide more smaller uniforms and less larger ones for each division. I have already spoken with the Equipment Director to confirm this recommendation.

3 Differences between U7 and U8 Soccer. The change to boys and girls divisions, referees as well as travelling for games (especially for South Gloucester parents) is one that catches a lot of parents by surprise. Recommendation: U7 parents are engaged at the end of the season to forewarn them about these differences and U8 parents are engaged at the start of the season to remind them of the differences. I will be implementing this as part of the U7/U8 SOPs.

Conclusion

2011 AGM Minutes Continued

Having regularly engaged coaches throughout the season about their collective summer soccer experience, I can state that by and large it was a positive one. Initial challenges with team allocations arriving late in the process as well as last-minute adjustments to field allocations were minor issues in an otherwise enjoyable summer at the U7 and U8 level. I will be looking to apply the lessons I learned as a first-year director to my second year and would welcome any feedback from parents or coaches about how to improve the Dragons soccer experience.

**Executive Director, Operations Report
GDRS Annual General Meeting
18 October 2011**

It has certainly been quite a year. I am the newest member of the Gloucester Dragon's Recreational Soccer Club's Board of Directors and was voted on to the Board on the 8 March 2011. My position was not filled when I stepped into the role, and my understanding was that the position hadn't been filled for a while until I stepped into the role – the field contract with the City, the field lining contract, the field allocations, and scheduling were all jobs completed by other board members and volunteers in order to accommodate the vacancy of the position.

By April 2011, with Sean's help, I was starting to understand and start the work encompassed by this position; mainly by corresponding with the Gloucester Hornets field allocator/scheduler and the City, learning how to submit and validate requests to the City for soccer fields. Other than verbal communication and frequent emails exchanged with members of the Board, I was not given any specific instruction on how to complete, or even what were, my assigned tasks but I picked up tasks that were expected of me as they fell into my lap.

After piecing together my responsibilities for the spring, the first thing I implemented within GDRS is combining the roles of scheduling and field allocations – it seemed to be the same job done by two people, and I took on both roles in order to eliminate any confusion.

With the Board's approval I began to wade through schedule creation - using only the completed schedules of the previous soccer season as a guide. This job proved extremely difficult with such little instruction and such a large number of teams, geographical zones and fields.

Scheduling is directly impacted by the both registration and the creation of teams. The way the system currently works is that the Age Division Directors are responsible for creating teams based on the geographical area that the registrants live in. The teams are then forwarded to me listed by age division, gender and geographical 'zone'. This year there was no formally recognized process for the Age Division Director's to allocate their teams. Some teams were created based on postal code, some teams were created by predetermined geographical zone, and some teams did not indicate a geographical location at all making it nearly impossible to schedule the teams in their geographical area for practice, or to understand what fields are needed, per division, for games. I do not fault the Age Division Directors for the confusion with the team creation. As a Board we did not have the standard procedures in place, for my position or for others, that would have alleviated or at least minimized the problems (felt at all levels of the Board) we had at this point in the process. As a result of this mismanagement, a number of the team lists were sent to me late or incorrect (which resulted in resubmissions) which resulted in drafts of schedules that increased into the double digits and continually pushed back the date which I was able to submit final schedules to both the Head Referee and the rest of the Board for use and distribution.

Each schedule is intrinsically linked to the others when it comes to field allocation. GDRS has access to enough fields to accommodate games throughout divisions and across geographical zones but on a combined basis; this means that often the night a team of one division can play in South Gloucester is directly impacted by the other League games that night that play on the same size field and that have X number of teams in the same zone. This means that when one schedule or division is changed it impacts the entire League's scheduling.

When I took this position and started feeling my way through it, I was told that the focus for scheduling, allocation and team creation was geography. Coaches and parents wanted to play as close as they could to their homes. I took this very seriously and accommodated coach requests for practice field relocations and ensured that teams that were from Orleans travelled to South Gloucester, and vice versa, as little as possible. I realize now that while the focus is location, the quality of field is also an important consideration and that the Potvin and Shefford fields (our greatest asset in my opinion) were underused for the year. With the addition of our three new mini fields next year at the Potvin/Shefford location, I aim to schedule this soccer hub as the focal point of our Club.

The beginning of the season wasn't made any easier by Mother Nature. The first number of weeks of the season was cancelled both by the City and by the Club. The fields were so wet that it posed a threat to the safety of the participants, as well, it continually washed away the freshly painted lines on the field. Players, coaches and parents were all extremely understanding when it came to cancellations based on the weather, and the City was extremely accommodating in restoring fields which were ruined or water logged because of the rain.

Throughout the year I made myself available at a variety of roles. I sat on the disciplinary board for a number of suspensions and actively accommodated field change requests and scheduling alterations from around the League.

This year has been a learning experience to say the least. I have already created a manual of best practices for my position which will make scheduling and field allocation much easier this year – it establishes a step by step process for field allocation and schedule creation with both soft and hard deadlines for team submission from the age division directors in order to facilitate schedule creation in a timely manner, and to ensure that the Head Referee has access to the documents necessary to schedule his referees as soon as possible. I've also drafted a new document to supply to our Field Lining Company which we contract for the lining of our fields which indicates both the accurate field lining dimensions and the expectations of the Club.

Paramount to the success of scheduling is an understanding of the location and quality of fields and the distance between fields – as well as how the sets of schedules relate to one another – something I've gained through my experience this year and I believe that this experience will benefit the scheduling process next year. I've created a spreadsheet outlining the size (small full field, large full field) and the quality of fields which is updated as of this season for the use of scheduling and field allocation.

2011 AGM Minutes Continued

I am of the strong opinion that our Board has effectively recognized the roadblocks we've encountered throughout the year and is in the process of addressing those concerns. Our list of action items carrying into the New Year demonstrates an understanding of procedural changes that need to be addressed going into the next season with timelines for their completion to ensure that the same mistakes aren't made again. As a volunteer I have a profound respect for all the members of the Board, the parents of our membership, the players, referees and all other volunteers who make this League a successful one and I look forward to working with this Club through the next year.

Prepared by: Kristine Murphy

2011 AGM Report - Director of Youth Girls

As we all know it was a very wet start to the season, causing a lot of frustration. I did make a mistake with the u12-13 nights of play. I neglected to access the website where it was clearly indicated which nights they should play if the age groups were combined. Our numbers did in fact decrease this year for the SG area, in the u15 age group went from 3 teams down to 2. As always, finding enough coaches is a struggle. The final coach was found the day before the season started, with the help of our Director of Coach Development, James Fleming. James has really gone above and beyond to help all coaches whenever he could, and offer guidance as well as a helping hand either in person at the field or through e-mail and even on the phone. Thank you James

At the AGM last year it was suggested to me to increase team sizes to compensate for vacations. I thought it was a good idea to try this; I was met with some very mixed reviews. Some coaches were very happy and others were not very impressed. Some of the parents were happy that there were some spares, and others were very angry as they were concerned their child would not get equal playing time and would spend most of the games on the sidelines. I will assume that this was not the case as once school was out for the summer and holidays started the complaints stopped.

U12-13 8 teams

U14-15 8 teams

U18 8 teams

With the average team size of 20 players

Points of improvement: for me personally, it would be to have better communication with the coaches. It seems some of the questions I was asked went unanswered. I truly thought I was getting back to everyone in a timely fashion. I will do better next year.

I would like to see a code of conduct signed, by the players, the parents as well as the coaches. There needs to be some accountability for actions that are inappropriate.

I would like to thank all my fellow board members for a wonderful season. For those of you leaving I wish you all the best, and for the newcomers welcome to the board. I would also like to thank Bridget Edmonds and Currie Rowe for the hard work and dedication to the organization. And also for all the support you have given us. Please remember you truly are appreciated, and admired. I look forward to working with you again next year.

Amy Glandon
Youth Girls Director
Gloucester Dragons

GLOUCESTER DRAGONS RECREATIONAL SOCCER

**INTERIM
FINANCIAL STATEMENTS
FOR THE PERIOD ENDED SEPTEMBER 30, 2011**

Notice to Reader

These statements are unaudited and were prepared by members of
Gloucester Dragons Recreational Soccer.

October 17, 2011

Gloucester Dragons Recreational Soccer
Statement of Financial Position
As at September 30, 2011

	<u>2011</u>	<u>2010</u>
ASSETS		
Cash	\$150,124	\$137,226
Account and Interest Receivable	2,814	3,716
Receivable from OGSC units (note 3)	--	-
Inventory	9,375	10,417
Total Current Assets	<u>\$162,313</u>	<u>\$151,359</u>
Investments (note 4)	210,000	210,000
Field Development Costs - net (note 5)	93,442	101,890
Capital assets - net (note 6)	<u>4,348</u>	<u>2,210</u>
Total Assets	<u><u>\$470,103</u></u>	<u><u>\$465,459</u></u>
LIABILITIES		
Accounts Payable and Accrued Liabilities	\$ 144,206	\$ 165,535
Due to OGSC units (note 3)	<u>24,135</u>	<u>42,301</u>
Total Current Liabilities	<u>\$168,341</u>	<u>\$ 207,836</u>
SURPLUS		
Opening surplus	\$257,623	\$270,869
Operating surplus	<u>44,139</u>	<u>(13,246)</u>
Closing surplus	<u>\$301,762</u>	<u>\$257,623</u>
Total Liabilities and equity	<u><u>\$470,103</u></u>	<u><u>\$465,459</u></u>

**Gloucester Dragons Recreational Soccer
Statement of Revenues and Expenditures
For the year ended September 30, 2011**

	<u>2011</u>	<u>2010</u>
REVENUES		
Registration	\$369,149	\$341,818
Sponsorship	7,000	2,500
Merchandise	39	71
Interest (see note 4)	1,416	645
Other (including Hornets indoor)	-	775
	<u>\$377,604</u>	<u>\$345,809</u>
EXPENDITURES		
<i>Soccer operations</i>		
EODSA, OSA, CSA fees	\$27,958	\$31,511
Uniforms	58,295	65,338
Soccer equipment(see note 7)	11,360	16,103
Equipment distribution and storage	5,695	4,985
Medals, trophies and awards	14,478	16,699
Field facilities (rentals)(see note 8)	34,996	44,609
Field marking	19,438	21,156
Referee costs	35,650	42,943
Development and training	10,200	7,678
Cup days & tournament costs	3,776	5,528
<i>Administrative expenses</i>		
Administrative services and salaries	36,463	36,802
Bank and interest charges	1,143	793
Depreciation	17,445	3,168
Insurance	6,000	7,063
Office expenses	6,714	7,044
Professional expenses(Audits)	--	5,010
Registration costs	12,432	12,455
Rent	23,313	20,179
Translation	1,682	2,819
<i>Marketing & public expenses</i>		
Advertising and marketing	564	308
	213	228
<i>Meetings</i>		
Volunteer appreciation	4,188	4,884
Sponsorship expenses	-	344
Website	1,462	1,408
	<u>\$333,465</u>	<u>\$359,055</u>
<u>Operating Surplus</u>	<u>\$44,139</u>	<u>\$ (13,246)</u>

Gloucester Dragons Recreational Soccer Notes to Financial Statements For the year ended September 30, 2011

Nature of the organization

Gloucester Dragons Recreational Soccer (GDRS) is part of the Ottawa Gloucester Soccer Club (OGSC).

Accounting Policies

Basis of Accounting

Revenues and expenditures are recorded on the accrual basis of accounting whereby they are reflected in the accounts in the period in which they have been earned and incurred respectively, whether or not such transactions have been finally settled by the receipt or payment of money.

Inventory

Only new balls, new coaches' bags, new nets and new uniforms have been classified as inventory at the lower of cost and net realizable value.

Sponsorship

Sponsorship revenue is recognized in the period in which it is received.

Volunteer Services

The organization receives the services of many volunteers, the cost of which cannot be reasonably estimated. Therefore, no representation of this expenditure has been included in these financial statements.

Financial Instruments

The organization's financial instruments consist of cash and cash equivalents, accounts receivable and accounts payable and accrued liabilities. Unless otherwise noted, it is the Executive Committee's opinion that the organization is not exposed to significant interest, currency, or credit risk arising from these financial statements.

Capital Assets

Major capital assets are stated at cost, net of accumulated depreciation. No used uniforms and soccer equipments are recorded.

Depreciation

Depreciation of capital assets is provided on the straight-line basis over the estimated useful lives. The rates of depreciation are as follows:

- Field Development costs: 7 years
- Furniture and Office Equipment: 20%
- Computer Equipment: 33.33%

Gloucester Dragons Recreational Soccer Notes to Financial Statements For the year ended September 30, 2011

Receivable from / Due to OGSC units

The Gloucester Dragons Recreational Soccer Association paid different amounts for and received registrations fees from Ottawa Gloucester Soccer Club (OGSC) other units (Hornets, seniors, Blackburn Arms (BA)).

Investments

Gloucester Dragons Recreational Soccer has accumulated funds to enter into agreements with the City of Ottawa to share the development costs of soccer fields in the city. On February 28, 2009, all organization's investments have been revised with BMO Bank of Montreal. Cashable Rate Riser GICs (compounded annually) are all at 1% for year 1, 1.33% for year 2 and 1.75% for year 3. It is recommended that the GICs be re-invested on their anniversary on Feb.28, 2012 to allow cashing these certificates, if needed, without any penalty. Please note that interest is earned but not paid until the anniversary date.

	Description	Maturing date	Book Value 2011	Book Value 2010
GIC 1	Cashable RateRiser GIC	February 28, 2012	\$150,000	\$150,000
GIC 3	Cashable RateRiser GIC	February 28, 2012	20,000	20,000
GIC 4	Cashable RateRiser GIC	February 28, 2012	20,000	20,000
GIC 5	Cashable RateRiser GIC	February 28, 2012	20,000	20,000
			\$210,000	\$210,000

Field Development Costs

The Gloucester Dragons Recreational Soccer Association paid \$13,231 in 2003 to the City of Ottawa for field development at l'École Prélude in Chapel Hill South. Under the agreement, GDRS will have priority rights to the field from 2005 to 2011 and the cost is amortized over this period. In 2009, the Gloucester Dragons Recreational Soccer Association entered into an agreement with the City of Ottawa to share in the development costs of some soccer fields (Shefford) which will be available in 2011. Again, GDRS have first priority to use these fields from 2011 to 2017 and the total cost will be amortized over this period.

	Useful life	Cost	Accumulated Amortization	Net Book Value 2011	Net Book Value 2010
École Prélude	7 years	\$ 13,231	\$13,231	--	\$ 1,890
Shefford	7 years	\$100,000	\$ 14,286	\$85,714	\$100,000
Total		\$113,231	\$27,517	\$85,714	\$101,890

**Gloucester Dragons Recreational Soccer
Notes to Financial Statements
For the year ended September 30, 2011**

Capital Assets – Furniture, Office and Computer Equipment

	Cost	Accumulated Depreciation	Net Book Value 2011	Net Book Value 2010
Furniture ,Office and Computer Equipment	\$6,967	\$2,619	\$4,348	\$2,210
	\$6,967	\$2,619	\$4,348	\$2,210

Soccer equipment:

Soccer balls, bags and flag posts were purchased for the 2010-2011 season. We also purchased junior nets and regular nets. Nets at Potvin fields are replaced every 4 years.

Field Rentals:

Field rentals from the city of Ottawa increase every year. Next year, we should ensure that the fields that are rented are actually used, since field rentals also cause an increase in the cost of field marking.

Lease Agreement:

The GDRS entered into a lease agreement for the rental of premises used by Gloucester Dragons Recreational Soccer. The term of the lease is for 10 years from January 1, 2011. Annual rent for the first five years is \$28,047 and will increase in the final five years of the lease to \$30,160 per annum.

Employment Agreement

On October 2, 2009, the Gloucester Dragons Recreational Soccer entered into an employment contract with its office manager for a three year period until September 30, 2012.

Comparative figures

Certain figures for 2009 have been reclassified to make their presentation identical to that adopted in 2010.

Interim Statements

These financial statements are the best estimate of transactions that have taken place for the 2010-2011 fiscal year. As complete information for prior years was not readily available, some assumptions have been made to the veracity of the opening figures. When the information is available, these statements will be adjusted as necessary.