



DOC Meeting
11.21.2019

Club DOCs Present: Andy Chapman, Chris Brown, Milos Tomic, Greg Gonzalez, Kathleen Renshaw, George Okallo, Ryan Purtell, Marcus Martins, Tadeu Ferreira, Cheryl
Club DOCs Phone: Dave Belfort, Ed Alameda, Rene Yebra, Andy Ward, Laila Modi, Michael Blair, Ramiz Sabljic
ASA Members Present: Jazmyn Ledford, Chris Blundell, Michelle Golowatsch, Derek Yen, Rick Kelsey, Stacey Drinon

Rick:

- **2021 National Tournament**
 - Awarded 2021 youth National Tournament
 - Will be played at Reach 11
 - Rick and Laura Magnus working through complications of the event
 - Meeting with city, working with hotels, may need volunteers
 - Opened a lot of doors for us as a state
 - AZ Sports and Tourism
 - AZ Entrainment Commission
 - Get Arizona more visibility
- **League behavior and rules**
 - **Club Action Item:** Asking clubs for help with the behaviors in the leagues and from players, coaches, parents, and referees
 - Racial stuff is out of control
 - Player recently sent off for using racial terms
 - For 2021, Derek and Rick are working through what sanctions should be for racial
 - Looking for help to get the word out and keeping kids accountable
- **SafeSport**
 - Anyone participating in cups has to complete SafeSport
 - Continuing to evolve
 - Similar to concussion protocol and policy
 - This is no different
 - Players who are 18yrs old have to complete SafeSport
 - Anyone who is 18 or will be 18 by **June 30th** has to do safe sport in order to participate in State Cup and President's Cup



- The rule for next year will be that anyone who is 18 will need to have completed SafeSport in order to get a player pass
 - If a player is going to turn 18 in a seasonal year, they will need to complete SafeSport before the season begins to get a player pass
- Dolores and Michelle are sharing the SafeSport information with registrars
 - This is our way to stay compliant
- SafeSport is good for two years
- **Leadership summit and AGM in January**
 - Where: At Wrigleyville Sheridan in Mesa (Red Mountain 202 & the 101)
 - When: **January 25th**
 - DOC Meeting will be at 1:30pm
 - Mike Rabasca (Director of High Performance) from Toronto FC will speak at 2:30pm
 - Dana Hooper will be there
 - Speaking on independent contractor vs. employee vs. volunteers
 - Expand-a-brand will be there
 - Discuss sponsorships and how to leverage them
 - GotSoccer will be there
 - Discuss GotSoccer 2.0
 - For the gala, Cassandra Dhaka will be there representing the NWSL
- **GotSoccer 2.0:**
 - They're coming to sit with us at ASA in early December to come up with a roll out plan
 - Won't be like Stack
 - Want to provide clubs more support from ASA
 - ASA will help clubs understand how to leverage the new rollout
 - What does GotSoccer look like going into tryouts?
 - For the clubs that have tournaments, it's something to look forward to
 - The new platform will make the people doing the scheduling and registration happy with the new components
- **Seating at games:**
 - Implemented same-side seating at open league games this year
 - Parents sit on the same side as their coaches and their teams
 - Feedback is overwhelmingly positive
 - Positive response from referees
 - Advanced leagues still has teams on the same side and parents on the opposite sides



- After spending this past year with both structures in place, we realize the time we are spending on parent issues is extraordinary
 - ASA is spending 10hrs per week dealing with parent to parent issues
 - Hoping having parents sit on opposite sides will eliminate the parent issues
- Coast soccer league is an example. They have split seating
- Almost all feedback is positive from team managers
- In 2020/2021, we plan to go to split seating in advanced leagues and open leagues
 - Don't want to change rules part way through the season
 - Will be pragmatic about it. If conditions don't allow for this structure, we will obviously accommodate accordingly
- Going to recommend to tournaments, but can't mandate it
 - We will encourage and recommend it
 - *Suggested: "If we are going to apply for a tournament, and ASA is going to pay for it, it should be mandated. If we are members, we should have to abide by the rules."*
 - One of the operational challenges is that there are 6 or so tournaments that have nothing to do with us
 - there's confusion during these events across the board about what is happening.
 - We get questions about events that we don't sanction.
 - Sometimes parents and even coaches don't know the difference between ASA sanctioned events and non-ASA sanctioned events
 - *Suggested: Lead using best practices. If it's best practice, then I think ASA should mandate it.*
 - Intent is to inspire a positive soccer experience
 - If we mandate, what's the then what? Probation? Lose tournament?
 - The response is, "Okay, I have the date, I have the fields, I'll just sanction it myself."
 - There will be exceptions to the rule
 - If fields can do it, we will do it
- Does anyone have any feedback?
- **League Operating Committee:**
 - In the past, it has been club members, DOCs, etc.
 - These committees have traditionally been the same people
 - We don't want these committees to be stand-alone meetings
 - We will leverage the DOC meeting to identify when we need working groups



- ASA comes to you and says, “who’s willing to be part of a working group?”
 - More people will be involved
 - It will not be just ASA’s way
 - We want people to be more involved and engaged
 - DOC’s don’t all have the same amount of available time, so whoever can attend, can be a part of the group.
 - People who tend to be vocal about issues will have the opportunity to present them in a group setting.
- Will work with whoever is in that working group and bring it to light to see if it works.
- Rick’s caveat: sometimes ASA will have to make the decision because we own the accountability
 - ASA wants to work with the working group, but will sometimes have to make decisions.
 - ASA members will be a part of the working group as well.
- ASA needs to be more accountable to making sure communication gets out
 - ASA hasn’t been as consistent
 - We’ve had LOC meetings but they weren’t as consistent
 - Want to make sure there’s a consistent bimonthly DOC meeting, whether in person or on Zoom
 - Meeting will keep us accountable
 - We’ll continue to get a schedule out ahead of time
 - Planning the next meeting in January and the following one in March
 - We will post the notes so that everyone can see what the general meeting was about and what the topics were
 - We are going to be more diligent about having an agenda
- Questions:
 - What would constitute a working group?
 - Depends on topic
 - Tournament
 - Seating
 - Etc.
- **Survey**
 - Rick sent out a survey last year
 - A team manager survey
 - A coach survey
 - A registrar survey
 - Rick wanted to see if we are “as bad as we think we are sometimes”



- This year, Rick sent out the exact same survey
 - There was no difference in the questions
- We have improved and still have a ways to go.
- ASA is impressed with the engagement rate in the surveys
 - Last year only 66 coaches responded
 - 120 responded this year
 - Last year, 80 TMs responded
 - 150 TMs responded this year
 - Registrars is a small population so it will always be a small number
 - The engagement whether good or bad is helpful
 - DOCs will see results after the board sees them in January

Derek:

- **League/Cup/Events**
 - Cup committee met
 - Went over proposals
 - Wish we could tell you when the cup is and where the fields are through 2025.
 - We go through the same process clubs do to get fields
 - Hope and pray we get the fields like everyone else
 - Derek will be logically scheduling for the cups
 - We will juggle the cups around Dallas cup and Easter
 - Within our rules, we will try to make accommodations for the ACT and SAT
 - If there's an ACT date on May 2nd, the committee talked about having the olders play at a certain time of day so the ACT is over
 - Jazmyn has a background with college prep, ACT, SAT stuff
 - Going to send out recommendations about when to take the ACT/SAT to help us juggle conflicts for Cups and next year's leagues
 - Cups will schedule around the ACT on **4/4**
 - Cups will schedule around the SAT on **5/2**
 - Also trying to schedule around prom
 - Putting priority to academics over prom, but will still try to schedule around prom
 - Will try to gather dates and plan around it



- Exception request form will go out and Derek will put out reminders and We need DOCs to ask players when their prom is
 - In order for Derek to work these exceptions, he needs help getting this information earlier because all the changes are manual,
 - Because of the way the holidays fall and where we have fields, we are going with option 2 from the cup proposal
 - Last year, we ran State Cup and President's Cup at the same time
 - President's Cup final was on its own day
 - We received overwhelming feedback about how great that was
 - Got its own attention
 - Week three for each event has its own final
 - President's Cup will be three weeks again and not two weeks
 - Team's don't show their best when they have to play four games in one weekend with the final on the last day
 - Decision making on this: how it might effect tryouts
 - From a regional standpoint, it is a different race than everyone else
 - Impossible to plan around spring break
 - There are weekday playdates that we could potentially utilize
 - There is a Wednesday option in every week of April for all groups
 - Dallas cup should not interrupt our cups because it's the week of Easter
 - Want to be respectful to teams traveling to Dallas cup
 - Going to be as accommodating as possible for Dallas cup, Easter, SAT, and prom
 - There are 2x as many President's Cup teams than State Cup teams
 - Decisions are made in conjunction with field allocations
 - This year, because of the difficulty with scheduling around events, we created the staggered approach, which will be as follows:
 - **Weekend 1 (April 3rd-April 5th):**
 - President's Cup U12 and U11 gold begin
 - All President's Cup silver begin
 - No Reach 11 this weekend
 - **Weekend 2 (April 10th-April 12th):**
 - Easter weekend
 - Traditionally no play, no plan to play, no fields
 - **Weekend 3 (April 17th-April 19th):**
 - President's Cup U12 and U11 Gold finishing up group play
 - President's Cup Silver finishing up group play



- President's Cup U13 and older gold begin
- All State Cup begins
- Location: Reach 11, Kino, Copper Sky
- **Weekend 4 (April 24th-April 26th):**
 - President's Cup U11 and U12 final
 - President's Cup silver final
 - All at Copper Sky
 - Working on an ESports event coupled with Copper Sky
 - President's Cup U13 and older gold second weekend of group play
 - State Cup second weekend of group play
- **Weekend 5 (May 1st-May 3rd):**
 - President's Cup U13 and older gold final on Saturday
 - State Cup finals (and potentially semi-finals) on Friday and Sunday
 - Consolation games on Saturday
 - These games will all be held at Reach 11
- Field locations:
 - Higher seed gets home field when it comes to Tucson and phoenix
 - All knockout rounds and playoffs are at a central location (Phoenix)
 - That's statistically driven
 - 85% of teams are from Phoenix, so Phoenix is the central location
- Questions:
 - GotSoccer only shows semifinalists and finalists, so why do we play consolation game?
 - We play the consolation game because of regionals
 - We have gone as low as third and fourth for regional bids
 - We often get wildcards and second or third place might decline their bid
 - If you get in as the regional champion, it defaults to the next team even if you win State Cup
 - If you win Desert Conference and State Cup, you have to go as the state cup winner, which basically knocks everyone else down.
 - You win State Cup, you go as State Cup winner
 - You win Desert Conference, you go as Desert Conference winner



- Trying to separate it, but hasn't been finalized
- When they finalize it, it will be effective this coming State Cup
- Committee is working through it because what it is currently doesn't make sense.
- We can't make other state cups change their dates.
 - Derek talks to Idaho and Utah a lot but they don't thaw until May
- Elimination of consolation and third place game in the silver division has been discussed.
 - Hasn't been decided for this year
 - Does anyone care about a third place trophy at 17? Maybe they do when they are 11
 - Derek has to handle forfeits every year for third place games
 - Some argue that the third place game is for development
 - Not everyone sees it that way
 - If there are recommendations send to Derek
- What is the awards situation this year?
 - We did shirts last year,
 - We did surveys with players, parents, and coaches last year
 - A lot of players love the shirts, a lot love the medals
 - We are trying to do both, but are unsure whether it is cost effective or not
 - Players are still wearing shirts today and you don't see the medal again
 - Parents love the medal
 - Finances?
 - We pay entrance fee for every team for regionals: \$1400
 - And we pay a stipend
 - We also like to provide support at the event, which obviously has associated travel costs
 - Regionals has \$0 revenue and only expenses
 - Shirts were more expensive than medals
 - \$6 vs \$4
 - Field costs, staffing expenses are the big expenses of the event
 - The big change we made this year is putting staff and support at the event, which made a huge difference in the success of the event
 - There were field marshals everywhere



- Almost no issues at all last year
 - The year before there were 0 field marshals
 - **ASA Action Item:** Derek to send out Cup calendar
 - Not transitioning to GotSoccer 2.0 until after the cups
- **Club Action Item: Requesting Event help:**
 - Winter festival: December 20th-December 22nd at Scottsdale Sports Complex.
 - Academy Festival for the U10 and unders
 - 6v6 Festival for U11 and older (successful last year for the 40+ teams)
 - Give them a play event during December
 - This week is tough this year because it's right before Christmas
 - Anything you can do to help promote that would be great.
- **AZ/NM League**
 - Unclear how much people know about this league
 - Info is on the website
 - It is an event meant to give our second teams a taste of playing in another state
 - It's the year before they would potentially go to Desert Conference.
 - Essentially like Pre-Desert Conference
 - Doesn't have a karat at the end like Desert Conference
 - Cheaper than most tournaments
 - Cost did go up from last year
 - Went from \$900 to \$1000
 - No additional fees, no ref fees
 - ASA makes 0 money on this
 - Play dates: **January 11th-12th, February 1st-2nd, March 7th-8th**
 - NM wanted to change the event to two seasons and see if there was interest in that
 - Changed the weekends because of the weather in NM. It was snowing last November
 - Coaches hated it, kids loved it
 - AZ teams play NM in AZ, AZ teams play NM in NM, AZ teams play AZ teams in AZ
 - ASA has an interest in expanding this league
 - El Paso teams will participate as well
 - Need help understanding if this is an event to help you guys
 - Need feedback from the clubs
 - Is this something that doesn't exist that appeals to your club
 - Age Groups: U11/U12/U13 boys and girls
 - Ideal format: 6AZ teams 4NM teams,



- NM ODP teams are going to participate
 - Something Chris and Derek have talked about our ODP teams participating in the future
 - Communication needs to improve for this event
 - We did a horrible job last year communicating it and it was released super late
 - We let people know in July and August
 - Need to tell people ahead of time so you can plan it out
 - Need to know by June to plan the tournament schedule
 - This year we have 0 Arizona teams signed up
 - Teams full in New Mexico
 - We were full last year
 - 85% favorable would return and nobody returned
 - **Club Action Item:** Are there teams in your club that would want to do this?
 - When would you want to do this?
 - Is there a need for this?
 - Some clubs don't see a need for it
 - They say they still have their local league games to play
 - People want to go play tournaments instead of another league
 - Clubs say they can only black out one date
 - Just like Desert Conference, clubs don't have to black out for it. It will automatically be scheduled around
 - Derek will automatically black out
 - Could potentially combine teams like a tournament
 - Desert Conference is down to two teams per age group
 - If we are dropping for the higher level, why would we see an increase in this event?
 - With more leagues, everything is getting diluted
 - Hard to find those teams
 - Designed for Arizona second teams to play NM first teams
 - **ASA Action Item:** Follow up: informal survey: who would be interested in this for next year?
 - Questions:
 - What happened to pre-DA?
 - No one could agree on it.
- **GCU Futsal Event**
 - Cancelled for the first weekend of January
 - GCU cancelled it
 - **November 1st Transfer Policy**
 - Policy has been in place for quite some time



- As stated today: A player transferring after November 1st would not be eligible for President's Cup, State Cup, Regionals or Nationals
- Recommendation is to change that rule so that players can participate in regionals and nationals
- Reasoning: As a state, we should do our best once we get to regionals and send our best possible teams
 - Understand not wanting to play against a kid in state cup who transferred from your team originally
 - Likelihood of a kid transferring from one team to another and then both teams playing against each other in regionals is almost impossible
 - If every other state is doing it, we are shooting ourselves in the foot to be regionally competitive
- Derek is proposing this based on feedback from the registrars
- Every state except for Arizona allows for this at regionals
 - Every other state adds players to participate specifically in regionals
 - US Championship series allows transfers up until 10 days before regional roster freeze
- Example: Based on the timing of our tryouts, player 1 tries out for team 2 and was on team 1, but team 2 is going to regionals, player 1 can't participate with their new team in regionals
- If club DOCs do not want to change the rule, it will stand as is
- Concerns: Will coaches drop players to bring in ringers?
 - Comes down to the ethics of a coach, club and DOC
- Might help some of the stronger teams
- Kid might end up leaving after regionals anyway
- What happens if you win state cup and three kids leave the club and doesn't want to go to regionals?
 - Maybe new players are coming from tryouts
 - Don't want teams having to go to regionals with 13 players
- **ASA Action Item:** Do we want to put a working group together for this?
 - Put together a DOC group to go over this
 - A number of people want to be a part of this working group
 - Need an answer from the working group before the cups start.
 - Needs to be decided in December
 - Chris will send out an invite to see who wants to be a part of the working group
- **Two other discussion points for working groups:**
 - Club pass policy
 - - Derek spends 10 hours a week on club pass issues



- Should we allow players to play wherever they want?
- If we stick by policy, people have to stop complaining
- People need to understand the rule
 - No one knows the rule across the board
 - Only a couple people understand the rule
 - Can't move from this league to this league
 - Not educated enough
- The working group can proofread that document to improve clarity on the league structure
 - Needs to be decided by the AGM
- Structure of advanced leagues/open leagues
 - Promotion/relegation vs. application and automatic qualifiers
 - Because of the changing DA and ECN, it changes the landscape of our league structure
 - Doesn't make sense for a team who leaves DA to go to open league division 2
 - Hard to place teams in advanced leagues
 - We want a structure with the proper placement for the good of the game
 - What is the right thing to do?
 - Getting people in subcommittees is difficult because people have their own bias
 - Derek ultimately gets blamed for placement even if he didn't do the placements
- **Tryout window**
 - May 1st or when that age group is done with State Cup?
 - It used to be President's Cup in March and State Cup in April
 - Not ideal from a referee standpoint to run the events simultaneously
 - President's Cup suffers due to referees
 - Better refs when we can
 - Tryout window: can't solve ECNL/DA
 - What's considered a look?
 - Want feedback regarding tryout policy whether it should be May 1 or when state cup ends
 - Tryouts start that Monday after finals
 - May 1 is Friday this year
 - How many people are going to start tryouts Friday night and Saturday morning:
 - Coaches: Most.



- Does it need to be May 1?
 - Could it be the last weekend of April?
 - Could it be a line in the sand that moves when cups are done?
- Want everyone on the same agreement/same standard
- May 1st is not that advantageous this year because it's a Friday
 - Sometimes variable based on when May 1st falls
 - Should it be based on when cups fall?
- **ASA Action Item:** Derek: write up rules for tryout policy
 - Option 1 May 1st deadline
 - Option 2: could start earlier or later based on cups
 - The verbiage in the policy needs to be written
 - Written policy needs to match how we are going to practice it
 - What if President's Cup gets moved to march again? Are we okay with tryouts beginning as soon as it's over? Just something to think about

Michelle

- Open League
 - 2/3 of competitive teams are open league
 - Trying to work on elevating this league a little
 - Michelle has been going out to each venue
 - Check on refs
 - Refs can't do a dual system
 - Take pictures
 - Check on the seating
 - Will spend time on one topic during each meeting
 - Today's topic: rescheduling of matches
 - Now an option this year
 - Never was an option before
 - Sometimes you can't help but have to reschedule
 - Always used to be issues with fields and people used to do it on the DL
 - There is a fee if you change the date of your game
 - The longer you wait to reschedule, the more expensive
 - Changing fields/times, there's no fee
 - Changing date:
 - 3 weeks out: \$50
 - 2 weeks out: \$100
 - Within a week: \$200



- It is not to make money, it's to create stability
 - Changing a game effects 150-200 people
 - Some people call on Friday morning to reschedule the day before a Saturday game
 - The more time you give your parents, the better experience
 - Last year over 600 Open League games rescheduled
 - Only 140 rescheduled in open league this year
 - Last year, over 100 Advanced league games rescheduled
 - Only 5 rescheduled this year
 - \$500 to reschedule advanced league games
 - Only \$100 to reschedule last year
 - Rescheduling fee goes to referees who were supposed to work, 1/10 rebate back to teams that were forced to be part of a forfeit, rescheduling fields, rescheduling referees
 - Roughly \$27 that ASA keeps
 - Takes 1.5-2 hours to reschedule
 - Not meant to create revenue
 - Meant that you review it on august 24th
 - Meant to be a disincentive
 - Only 14 of Michelle's have been paid reschedules
 - Only fields or date
 - There is a process
 - Put on the teams
 - Review the rescheduling process and educate coaches on it
 - Look at schedules when they're first posted
 - Have them not wait until the week before
 - Registration deadline for season 2 is **December 1st**
 - **Club Action Item:** Encourage teams to get registration in and black out dates set
- **AZ Academy league**
 - Grown quite a bit
 - 103 teams in the league this year
 - Benefits:
 - Huge for new members
 - Posted schedule
 - Teams know when they're playing
 - Teams used to be getting rescheduled all the time
 - Parents know when their games are



- Free coach education for the coaches in the academy leagues
 - Chris had 50 coaches in 5 sessions
 - The more educated the coaches, the better for the members
 - Chris was never able to teach a 4v4 class because no one signs up
- Need to improve placement of teams
 - Focused on placement and making the changes for these teams to have better competitive games
 - Michelle collects scores
 - They are not posted online but help with placement
 - Started to track scores because it used to be even more lopsided
- Play six games a season
 - Flexible with academy rescheduling
 - We are keeping in line with the PDIs from US soccer
- To get more kids to play and have a better experience, they would prefer 7v7 with a GK.
 - This incentivizes them to leave rec.
 - Hard to convince them to do 4v4 with a pug

Chris

- **ODP Pool**
 - **December 7th-December 8th**: Pool training begins
 - It will be hosted every weekend until the Regional Championships in January
 - We spoke to coaches and expressed to players that we want to avoid “Club vs Country” conflict.
 - Players should go to club game if it conflicts with training
 - Ask them come to Sunday training if they miss Saturday training
 - Want to work with everyone to give the best experience for the kids
 - Going forward into 2020, Chris wants to spread the trainings out
 - Too much on the kids with the holidays and stuff
 - Very stressful for the parents
 - Want to do the training one weekend in October, a couple weekends in November
- **Coaching Education**
 - Carlos and Chris talking to clubs about getting 2-3 D courses on the schedule



- Hosting one at ASA
- Very successful with hosting academy courses during the weeks on Wednesday
 - Was well received by the coaches
 - Made the game better for the kids
- Applied to US soccer to host another C course
 - Would be in August and October of next year
 - Won't know from The Federation until January at the earliest
 - Went really well this year
 - Federation was happy with attendance and how it flowed
 - Confident we will get another C course
- **Next DOC meeting**
 - Will be **January 25th** in conjunction with the Leadership Summit
 - Starts at 1:30pm and leads into Michael speaking
- **Max in motion player of the month.**
 - **Club Action Item:** Can we shake the tree a little bit?
 - The same mom and dad submit their kid every month
 - Drive it to your coaches so that we get a few more nominations

Questions:

- How are we going to form the working groups?
 - ASA will send out invitations and put them together
- IS ODP going well?
 - Going well.
 - Tryout numbers were good.
 - Registration for pool training is good
 - Hiccup in GotSoccer the last 48 hours
 - Not accepting payments at all
 - Technical issues
 - Thank you all for supporting ODP
 - It will be hosted at Reach again