

Florida Youth Rugby Union

Annual General Meeting
2023





Agenda

1. Introduction to the New Board
2. Annual Report & 2023 Financial Projections – (Financial Status of Union)
3. New Clubs & Outreach Plan
4. Disciplinary Process – Yellow and Red Card Overview & Level Setting
5. General Rule Reminders – Code of Conduct & Behavior Towards Referees
6. Age, Grade & Eligibility Discussion
7. Registration System & New Website www.FYRU.org
8. Festival & Tournament Updates
9. Preview 2022 Game Schedule (Draft Only)
10. FYRU & USAR Sanctioned Events – Camps, Clinics, Tryouts & Matches
11. OPEN for Comment & Discussion



1. FYRU Board 2022-2023

- **Alan Lawson, Chairman**
 - President of Wellington Wizards Rugby Club
- **Garth Duff-Gray, Board**
 - President of Boca Raton Youth Rugby Club
- **Aaron Church, Board & Community Outreach Advisor**
 - President & Founder of Jacksonville HS Rugby Club
- **Victoria Sweet, Board & Treasurer**
 - President of Hammerheads Rugby Club
- **Joe Hilbush, Board**
 - President of Tampa Youth Rugby Club
- **Cristian Krossler, Board (Discipline Officer)**
 - Treasurer of Key Biscayne Rugby Club
- **Maria Vanegas, Board & Secretary**
 - Secretary/Treasurer of Okapi Rugby Club & Florida Jaguares All-Stars
- **Christopher Vassel, Director of Boys Community Outreach**
 - Board - Member of Boca Raton Youth Rugby Club
- **Helen Archer, Director of Girls Community Outreach**
 - Board - Wellington Wizards Rugby Club



2. Annual Report – “State of Union”

Florida Youth Rugby Union Profit and Loss by Month September 2021 - August 2022

	21-Sep	Oct 2021	Nov 2021	Dec 2021	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2022	Jun 2022	Jul 2022	Aug 2022	Total	2023 F
Income														
Donations & Grants							\$ 507		\$ 7				\$ 514	
FRU Grant Funds	\$ 2,474	\$ 2,474	\$ 2,474	\$ 2,474	\$ 2,474								\$ 12,370	
Membership Fees	\$ 2,025	\$ 6,055	\$ 7,505	\$ 5,960	\$ 1,230	\$ 4,610	\$ 640	\$ 770	\$ 280	\$ 140			\$ 29,215	\$ 28,250
Total Income	\$ 4,499	\$ 8,529	\$ 9,979	\$ 8,434	\$ 3,704	\$ 4,610	\$ 1,147	\$ 770	\$ 287	\$ 140	\$ -	\$ -	\$ 42,099	\$ 28,250
Gross Profit	\$ 4,499	\$ 8,529	\$ 9,979	\$ 8,434	\$ 3,704	\$ 4,610	\$ 1,147	\$ 770	\$ 287	\$ 140	\$ -	\$ -	\$ 42,099	\$ 28,250
Expenses														
Bank Charges & Fees			\$ 4	\$ 34	\$ 14	\$ 4	\$ 4	\$ 4	\$ 4	\$ 4			\$ 72	\$ 125
Grants								\$ 500					\$ 500	\$ 5,000
Insurance		\$ 550											\$ 550	\$ 2,500
Payroll	\$ 4,616	\$ 4,616	\$ 4,616	\$ 4,616	\$ 4,616	\$ 2,142	\$ 2,142	\$ 2,142					\$ 29,506	
Payroll Costs	\$ 4	\$ 4	\$ 27										\$ 35	
Player Registration Costs			\$ 2,058										\$ 2,058	\$ 2,000
QuickBooks Payments Fees				\$ 39	\$ 9								\$ 48	\$ 225
State Championships									\$ 677	\$ 1,808			\$ 2,485	\$ 6,000
Taxes & Licenses			\$ 975					\$ 70	\$ 1,250				\$ 2,295	\$ 2,500
Website / Email Costs				\$ 324	\$ 39								\$ 363	\$ 2,500
Total Expenses	\$ 4,620	\$ 5,170	\$ 7,680	\$ 5,013	\$ 4,678	\$ 2,146	\$ 2,146	\$ 2,716	\$ 1,931	\$ 1,812	\$ -	\$ -	\$ 37,912	\$ 20,850
Net Income	\$ (121)	\$ 3,359	\$ 2,299	\$ 3,421	\$ (974)	\$ 2,464	\$ (999)	\$ (1,946)	\$ (1,644)	\$ (1,672)	\$ -	\$ -	\$ 4,187	\$ 7,400

2023 Projections on Membership

	Count	Fee	Revenue
Clubs	10	\$ 400	\$ 4,000
Players	600	\$ 40	\$ 24,000
Coaches & Admins	50	\$ 5	\$ 250
	<u>660</u>		<u>\$ 28,250</u>

Expecting \$28K in Revenue & \$21K in Expenses
This should create a surplus of \$7K

3. Where are clubs are today!



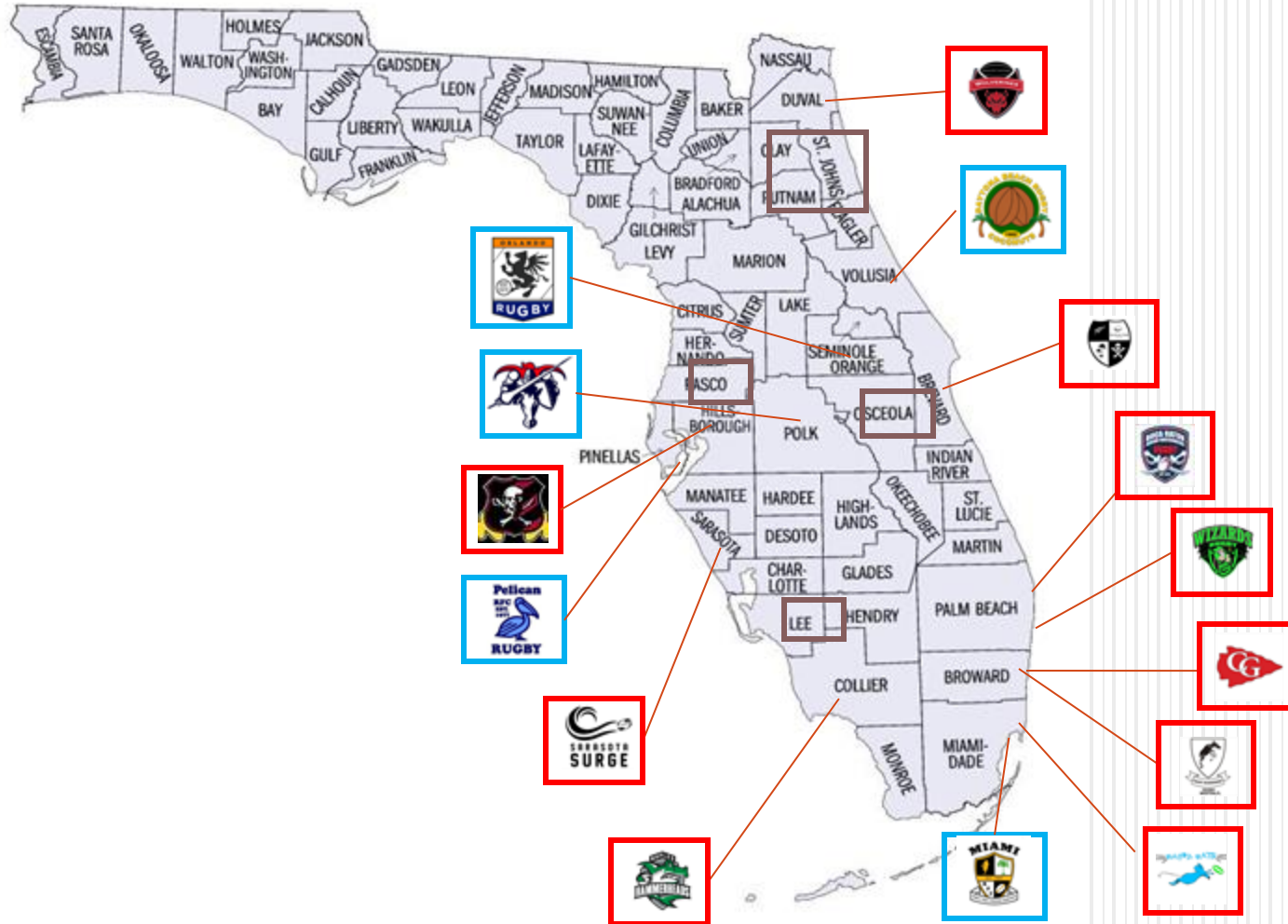
= existing youth programs



= existing adult rugby club in large catchment area that could grow youth section



= potential areas of future growth





3. New Clubs in Florida, Outreach Planning & Club Division Verification

- **Ft. Lauderdale Youth**
- **Miami Youth for 2024**
- **Orlando U19s**

[Start a Rugby Club | Florida Youth Rugby Union \(fyru.org\)](https://fyru.org)

- **Divisions by Club Discussion**



4. Disciplinary Process (2 Phases – Assessment & Appeals)

Overview

- The FYRU Disciplinary policies and procedures are intended to be inline with USA Rugby Disciplinary Procedures and following World Rugby's Regulation 17, 18 & 20
- Process time commitment end-to-end is expected to **be 14 days from the time of red card**
- All **Yellow** and **Red** Cards will be posted on the new Website in the "Results" section
- **U14s** to be included in the process, not just High School

FYRU Disciplinary Committee

- **Discipline Officer (DO)** – Cristian Krossler (FYRU Board Member & President Key Biscayne)
- Additional support and oversight by the Chairman of the FYRU – Alan Lawson
- All disciplinary matters are to be handled by **(6) member Disciplinary Committee (DC) (Board + DC Reviewer)**

Appeals Committee

- Up to 3 other **DC** members not involved in the original adjudication
- **FRDC** and **FYRU Board** also appoints further members to Appeals Committee from the FYRU Coach/Management membership. Ensuring that conflicts of interest and/or availability



4. Yellow/Red Key Information – Reminders

Multiple Yellow Cards will Lead to a Red Card Game Suspension

- Any two Yellow cards in a game leads leaves to a Red Card and player is not eligible to play in the next match; **not eligible for Appeal**
- Any three Yellow cards during a season; third Yellow card leads to a Red Card and player is not eligible to play in the next match ; **not eligible for Appeal**
- *There are no appeal process for **Yellow** nor will there be in the future*

Red Card Issued in a Match is an Automatic Game Suspension

- Any player who receives a **Red** Card will sit out the next game “No Exceptions”
- Red Card review process determines if the more games should be added due to the infraction & then the Club Appeal Process can start

(Please note...these are the rules to be followed by the Union, Coaches and Players. This has not been changed but enforcement of the rule will be implemented this Season)



4. Disciplinary Process (2 Phases)

Red Card Case Assessment & Resolution

1. A player (1) receiving a straight Red Card or (2) deemed to have received a Red Card is suspended from all play until there is a resolution of the matter.
2. The Player/Club is notified of the sanction/suspension within **1 day** of completing the decision (submission from the Referee)
3. The **Referee** completes the Florida Rugby Referee report which includes a red card report. Report is due **3 days** after the disciplinary event.
4. The FRDC assigns the case to a DO. The FRDC might request further information from the club/player about the incident
5. The **DO** reviews all of the documentation completes decision within **3 days** of receiving the original report from the match
6. Appeal, if any, must be logged within 3 days of the original written notification of the suspension, stating reasons for appeal & further consideration

7 days
max.

Appeal

1. All decisions of a DO and/or DC are subject to a single appeal. During the appeal, player remains under whatever sanction, if any, originally imposed. (Meaning; player is not eligible to play in the next game)
2. Appeal Officer (one of Appeal Committee Members) considers appeal reasoning and determines if the appeal has grounds to be presented before the appeal committee
3. Written notification or an appeal hearing time, location, conference call line and/or denial of hearing the appeal is sent within **3 days**
4. The appellate procedures/hearing shall comply with World Rugby Regulation 17, especially 17.22.I.
5. The Appeal Committee may affirm, cancel, alter, diminish, or increase any sanction imposed by the DO/DC, following the provisions of World Rugby Regulation 17. The Appeal Committee shall render a written decision within **7 days** of the receipt of the appeal to all involved

7 days
max.



5. Rule, Rule Reminders and Proposal

Proposal (Agreement needed by the Union Presidents)

- **Team leading by 42 Points**, the game is officially called. No exceptions. In the interest of safety for both teams, the game is to be stopped and Referee has full control of next steps. There is to be NO expectation that games move into a “development game” specially at the U16s and U19s level. In the very rare cases of “development” status, none of the starting “Star” players should be on the field of the winning team. This rule needs to be fully enforced at the U14 level.



5. Rule, Rule Reminders and Updates

- **Players playing down:** There is to be NO players playing down a level i.e. U16s playing in U14s, U14s playing U12 etc. If rule is broken and verified; the head coach of that club's division will be suspended for 1 game. There are exceptions made at the u16 level only and discussed by the coaches before the game and the Referee is to be notified
 - Only exception to this rule: a player with special needs where it is deemed a risk to play in their age bracket, can play down but only "in-year age" cap. Meaning, the player is 12 and can play U12, missed the cutoff, not a 13 year old
 - Female player situations post 13 years of age. There are specific rules and guidelines and will need to be address with the FYRU directly
- **Players playing up (Covered more in Dept in Section 6):** Club and parent decision but a waiver must be signed and sent to the FYRU @ FloridaYouthRugby@yahoo.com This should not be considered until the player is in High School
 - It is the prerogative of the club make this decision, a word of caution...please note that if a player has played all year for u14s and come State Championship time, that player can play in their age-appropriate division. The club will need to be prepared to deal with upset parents when this occurs.
- **Forfeits:** It is the obligation of the team who missed the original game to take the lead to make the game happen. If this team is not proactive; FYRU Chairman will have a conference call with both teams and make a determination. Forfeits are worth 25-0 Win for Standings purposes
- **Medical Professionals @ All Games:** It is a requirement in order to host a rugby match at any youth level, there must be a registered medical professional. Failure to do so, will require home games to be moved to a new site



5. Code of Conduct & Abuse of Referees

Reminders (World Rugby Code of Conduct to be Followed by All) click on link <https://laws.worldrugby.org/?law=9>

- **Spirit of Rugby Needs to Stay Alive in All of US:** In an age in which many traditional sporting qualities are being diluted or even challenged, rugby is rightly proud of its ability to retain high standards of sportsmanship, ethical behavior and fair play. We all need to start doing our part and maintaining the charter. 1st Step in this charter is our interactions with the Referees.

Florida Rugby Referees Interaction with Clubs

- **Abuse of Referees:** Coaches and Administrators are to take the high road in dealing with Referees, and if there is documented abuse of a referee by a team's players, parents or club staff, it will result in a Head Coach's suspension for a least one game and will follow the Disciplinary Process from the preceding pages. Multiple offenses in a season could lead to full expulsion. **Clubs are responsible for the safety of all referees. We own it!**
- **Coaches Interacting with Referees:** Interaction with referees should be minimal, not wrong with pointing out issues with the appropriate..."Sir, please help with the offsidess", "Sir, that is another high tackle". This should be extent of the contact during a game.
 - Players and Parents feed off Administrators and Coaches
 - No one is perfect
 - If we ever want more referees, the future refs are on the field and sidelines. Who wants to be a referee when they see the abuse they receive every week for \$1 per Hour
- **New Relationship between FRRRA (Florida Rugby Referee Association):** This new board is in the process of developing a new relationship with the referees of this state to help grow numbers. Main focus is how we treat referees.



6. Age & Grade Discussion

U6 Division

- Touch Rugby or Flag – should have a discussion about non-contact (Flag?)

U8s & U10s

- Age requirements need to be strictly enforced

U12s

- Probably our strongest division in the state

U14s

- Probably our strongest division in the state

High School Eligibility

- No Player who has played for a College team and is home for the weekend is eligible to play for a FYRU Club. This has college eligibility issues attached to it as well
- No Player who goes to college where they have a Rugby Team or Club etc is eligible to play for a FYRU Club i.e. Player goes to FAU and plays for the Wellington Wizards is not allowed
- Player must be 18 years of age as of 8/31/2022 or still enrolled in High School to be eligible to play U19s. Player is eligible to play if he/she fit the age requirements and goes to a college where there is no Rugby Team or Club i.e. Palm Beach State



6. Eligibility (cont'd)

Additional Clarification for High School Boys and Girls:

- **Age-appropriate play still needs to be enforced**
- **Adult or Professional Play** – Any high school boy or girl who plays in a Collegiate, Adult or Professional League immediately becomes ineligible for the rest of the season. Any team caught with a collegiate, adult or professional player on their roster and/or played in a game for a club, this club will immediately forfeit all games that specific player participated in during the season. This is a guideline per USA Rugby
- **PLEASE NOTE** – this does not exclude non-contact or THUD practices... Meaning if an Adult or Professional player goes to a practice, it does not make them ineligible or if reverse happens. ALL HS players are not allowed to participate in contact games, scrimmages or contact drills vs Adults or Professional players. Evidence of such an infraction could lead to game suspensions and ineligibility



7. New Registration System @ FYRU.org

PLAYER REGISTRATION SYSTEM - RUGBY XPLORER

How To Set Up A Rugby Xplorer Member Profile



1. Go to <https://myaccount.rugbyxplorer.com.au>
2. Enter in your personal email (not a role-specific email; RX assigns permissions to individual people, it doesn't require multiple logins for different organizations)
3. You may see "You don't have a Rugby ID," not to worry as once you enter more details the system will be able to pair you with your imported profile
4. Select sign me up, and you will be redirected to enter your personal details
5. **MAKE SURE** that USAR National is selected and not Rugby Australia

If you see "We have found some profiles that might be you!" Please select your profile and click continue. You will be redirected to the Rugby Xplorer profile homepage

View the tutorial here:
<https://youtu.be/aZjBfuOHm20>

How To Register to your club on Rugby Xplorer for Season 2022-23



1. Login to your Member Profile <https://myaccount.rugbyxplorer.com.au>
2. Select Register in the upper left hand corner
3. Click on Find A Club
4. Select the person you are planning to register (you may have children as linked accounts)
5. Enter the Club name, select your club, and select next
6. Choose the registration options applicable to you (you can only register to one role at a time)
7. View the personal information of the person you are registering (you can edit this information later, this step ensures this is the correct person)
8. Upload a profile photo (or skip depending on whether this is required by your competition)
9. Update your emergency contact information and answer any other questions
10. Review your Registration Summary
11. Agree to the Terms and Conditions
12. Enter your Payment information to complete your registration
13. If you have multiple roles, eg. coach and referee and player, return to the first step and repeat the process with the new role. All personal information will be retained and dues will convert so you will only pay the difference that is required for your new role.

View tutorial here:
<https://youtu.be/3bzRqKJA0ao>

Rugby Xplorer HELP



You may find help to all your question on this website:

<https://help.xplorer.rugby/s/>

Help for FRU Clubs, please contact:

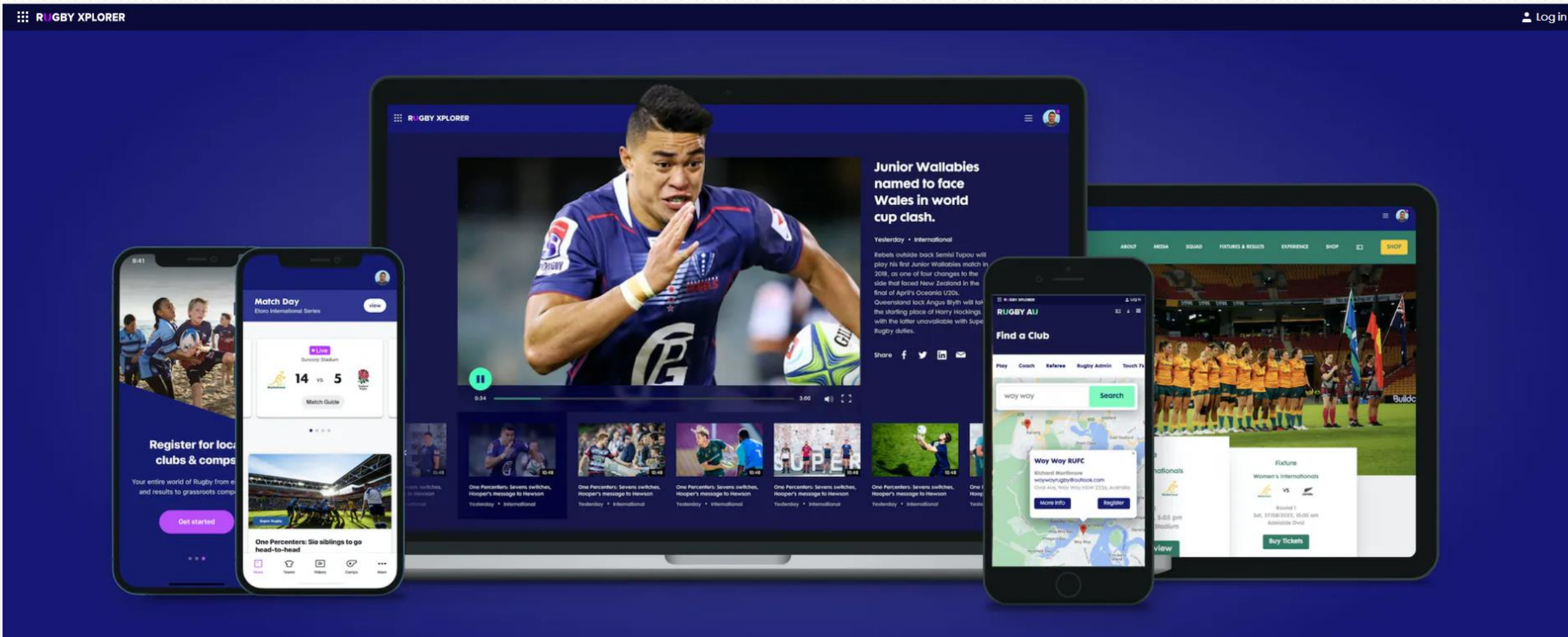
Evan Haigh - evan.haigh@floridarugby.org

Help for FYRU Clubs, please contact:

Joe Hillbush - joehillbush@gmail.com



7. New Registration System (cont'd)





8. Festival & Tournaments 2023

- **January 2023 - Beach 5s (1st or 2nd Week of 2023)**
- **Jan 28th - South Youth Clubs Season Starts**
- **Feb 4th – North Kickoff Festival Tampa Area**
- **Feb 18th – Full FYRU JAX Festival**
- **March 4th – Full FYRU Wellington Festival**
- **Spring Break:**
 - **North 3/11 & 3/18 Weekends Off**
 - **South 3/18 & 3/25 Weekends Off**
- **April 8th – Tropical Sevens (No Games Youth & High School)**
- **April 15th – Make-up Weekend/Festival – Potential Playoff Games HS & Youth**
- **April 22nd – Okapi Festival & U14s Playoffs**
- **April 29th – Playoffs & Youth Festival (Need Host)**
- **May 6th – States @ Wellington**
- **May 13 – FIT @ JAX – ALL Clubs, All-Stars and Female Teams**



9. Youth Draft of Schedule 2023

	1/28/2023		2/4/2023		2/11/2023		2/18/2023		2/25/2023		3/4/2023		3/11/2023		3/18/2023		3/25/2023	
	U6s-U12s	U14s	U6s-U12s	U14s	U6s-U12s	U14s	U6s-U12s	U14s	U6s-U12s	U14s	U6s-U12s	U14s	U6s-U12s	U14s	U6s-U12s	U14s	U6s-U12s	U14s
Key Biscayne	Wellington	Wellington	@Boca	@Boca	@Okapi	@Okapi			@Wellington	@Wellington			Boca	Boca	Spring Break	Spring Break	Spring Break	Spring Break
Okapi	Boca	Boca	@Wellington	@Wellington	Key Biscayne	Key Biscayne			@Boca	@Boca			Wellington	Wellington	Spring Break	Spring Break	Spring Break	Spring Break
Boca	@Okapi	@Okapi	Key Biscayne	Key Biscayne	@Wellington	@Wellington			Okapi	Okapi			@Key Biscayne	@Key Biscayne	Spring Break	Spring Break	Spring Break	Spring Break
Wellington	@Key Biscayne	@Key Biscayne	Okapi	Okapi	Boca	Boca			Key Biscayne	Key Biscayne			@Okapi	@Okapi	Spring Break	Spring Break	Spring Break	Spring Break
Tampa							JAX Festival				Wellington Hosts			Spring Break	Spring Break			
Jacksonville			Kick off Weekend Tampa Festival						North Decision					Spring Break	Spring Break	Spring Break	North Decision	
Sarasota														Spring Break	Spring Break	Spring Break		
St. Pete														Spring Break	Spring Break	Spring Break		
SWFL Hammerheads																		
Ft. Lauderdale																		

	4/1/2023		4/8/2023	4/15/2023		4/22/2023		4/29/2023		5/6/2023	
	U6s-U12s	U14s	Tropical 7s	U6s-U12s	U14s	U6s-U12s	U14s	U6s-U12s	U14s	U6s-U12s	U14s
Key Biscayne	Okapi	Okapi		Make-up Weekend			Playoffs		Playoffs	States	
Okapi	@Key Biscayne	@Key Biscayne		Open to Host?			Playoffs		Playoffs	States	
Boca	Wellington	Wellington		Make-up Weekend			Playoffs		Playoffs	States	
Wellington	@Boca	@Boca		Open to Host?			Playoffs		Playoffs	States	
Tampa				Make-up Weekend			Playoffs		Playoffs	States	
Jacksonville	North Decision			Open to Host?		Okapi Festival	Playoffs	North Decision	Playoffs	States	
Sarasota				Make-up Weekend			Playoffs		Playoffs	States	
St. Pete				Open to Host?			Playoffs		Playoffs	States	
SWFL Hammerheads							Playoffs		Playoffs	States	
Ft. Lauderdale				Make-up Weekend			Playoffs		Playoffs	States	

Will work with clubs starting new divisions to make sure we have an inclusive schedule



9. HS Draft of Schedule 2023

Division	Team	1/21/23	1/28/23	2/4/23	2/11/23	2/18/23	2/25/23	3/4/23	3/11/23	3/18/23	3/25/23
Boys U19	Key Biscayne	Wellington U19	Boca U19	@Gibbons U19		@Cape	Jacksonville U19	@Tampa U19	Okapi U19	Spring Break	Spring Break
Boys U19	Okapi	Boca Raton U19	Cape U19	@Wellington U19	Hammerheads	Tampa U19	@Gibbons U19	@Jacksonville U19	@Key Biscayne	Spring Break	Spring Break
Boys U19	Boca Raton	@Okapi U19	@Key Biscayne U19		Cape U19	@Wellington U19	Tampa U19	Hammerheads		Spring Break	Spring Break
Boys U19	Wellington	@Key Biscayne U19	@Tampa U19	Okapi U19	Jacksonville	Boca Raton U19	@Hammerheads U19		Gibbons	Spring Break	Spring Break
Boys U19	Cape	Tampa U19	@Okapi U19	@Jacksonville U19	@Boca Raton	Key Biscayne U19		@Gibbons U19	Spring Break	Spring Break	Makeup
Boys U19	Hammerheads	Jacksonville U19	@Gibbons U19	Tampa U19	@Okapi U19		Wellington U19	@Boca Raton	Spring Break	Spring Break	Makeup
Boys U19	Tampa	@Cape U19	Wellington U19	@Hammerheads U19	Gibbons	@Okapi U19	@Boca Raton	Key Biscayne U19	Spring Break	Spring Break	Makeup
Boys U19	Jacksonville	@Hammerheads U19		Cape U19	@Wellington U19	Gibbons	@Key Biscayne	Okapi U19	Spring Break	Spring Break	Makeup
Boys U19	Gibbons		Hammerheads U19	Key Biscayne U19	@Tampa	@Jacksonville U19	Okapi U19	Cape U19	@Wellington U19	Spring Break	Spring Break
Boys U19	Orlando??								Spring Break	Spring Break	

Division	Team	4/1/23	4/8/23	4/15/23	4/22/23	4/29/23	5/6/23	5/13/23
Boys U19	Key Biscayne	@Hammerheads	Tropical 7s	Makeup/Play-in	Makeup - Round 1	Makeup - Round 2	State	FIT in JAX
Boys U19	Okapi	Makeup	Tropical 7s	Makeup/Play-in	Makeup - Round 1	Makeup - Round 2	Championship	FIT in JAX
Boys U19	Boca Raton	Gibbons	Tropical 7s	@Jacksonville U19	Makeup - Round 1	Makeup - Round 2	State	FIT in JAX
Boys U19	Wellington	@Cape U19	Tropical 7s	Makeup/Play-in	Makeup - Round 1	Makeup - Round 2	Championship	FIT in JAX
Boys U19	Cape	Wellington U19	Tropical 7s	Hammerheads	Makeup - Round 1	Makeup - Round 2	State	FIT in JAX
Boys U19	Hammerheads	Key Biscayne U19	Tropical 7s	@Cape U19	Makeup - Round 1	Makeup - Round 2	Championship	FIT in JAX
Boys U19	Tampa	Jacksonville U19	Tropical 7s	Makeup/Play-in	Makeup - Round 1	Makeup - Round 2	State	FIT in JAX
Boys U19	Jacksonville	@Tampa	Tropical 7s	Boca Raton U19	Makeup - Round 1	Makeup - Round 2	Championship	FIT in JAX
Boys U19	Gibbons	@Boca Raton	Tropical 7s	Makeup/Play-in	Makeup - Round 1	Makeup - Round 2	State	FIT in JAX
Boys U19	Orlando??				Makeup - Round 1	Makeup - Round 2	Championship	FIT in JAX

Will work with clubs starting new divisions to make sure we have an inclusive schedule



9. General Calendar Dates

- **November - January** -- Pre-Season – 1-2x Festivals set over these two months plus other tournaments
- **February & March** -- League Season - league season to be split north and south . Each league champions will be determined by league play only
- **April & May** – Playoffs & State Tournament
- **May & June** – State, FIT & All Star Rugby



10. Sanctioned Events (Camps & Clinics)

- All Camps, Clinics and Tryouts should be free to players
- Must be a USAR or FYRU sanctioned Club with certified Coaches
- USA South, Tiger Rugby, USA 10s, EIRA or any other camp or tryout must be approved by the FYRU Board
 - Careful consideration will be given regarding fees and location, as well as, any risk of eligibility for players especially High School
- International Matches or out of State Team Matches – it is required by USAR that these events have applied for insurance and are approved by USAR for insurance purposes i.e. France U14 team that played @ States
- This excludes existing clubs having their free rugby clinics to draw attention to sports. Operate as normal
- New rugby groups who are not a part of the FYRU need to be careful about free clinics and player contact drills for insurance purposes and coaching certification. There should be no match play or contact drills for these situations



11. Public Comment & Discussion

- Nov 12 @ IMG – Noon to 1:30 Coaching/Training Session (George Labanca to speak to details)



Take Aways & To Do's