

**Peterborough Ultimate League
Captains Meeting
November 1, 2017
Rugby Clubhouse, Peterborough
MINUTES**

7:00-9:30 pm

Present: Board: Jocelyn Blazey, Kerri Kightley, George Kovacs, Andrea Maxie, Jocelyne Stone, Brad Sawdon
See attendance sheet and below for captains.

1. Welcome @ 7 pm (Andrea Maxie). Introduction and itinerary.
 1. Only 1 hand raised for trouble filling out their team: Buddy L
 2. How many teams had juniors: several
 3. How many submitted incident reports: ~4
 4. Didn't submit but think they should have: 1, Cam T
 5. How many attended the training day in spring: many, 2 would have liked to, Frenchy and Vikki. More people prefer week days than weekends.
 6. How many think the league should do more to support captains: no hands

1. Jocelyne Stone: Frisbees awarded to Ron S, Stacey Daigle, Phil R
 - a. Recap of summer seasons.
 - b. Highest rate of injury reports
 1. Question: Craig M, what was the trend of injuries?
 2. Answer: JS, many due to long grass
 - c. First year of spirit reporting and juniors.
 - d. Tuesday was most positive feedback, Thursday was most negative.
 1. Group discussion:
 - a. Question: any talk on having women match rule? Gender equality
 1. Answer: George – due to lack of female players this hasn't happened.
 2. Buddy commented that Tuesday players (ladies) still think Thur/Wed too competitive.
 3. Comment from Holly that women would only play winter if 3:3: ratio.
- Breakout sessions; 5 tables - juniors, spirit scoring, incident reporting, player development, how to thank volunteers?


Minutes of Small Group Discussions

Incident Reports (George's table)

- Discussed different 'streams' of incident reporting:
 - single-player/field related injuries
 - Player collisions/player-on-player injuries
 - Player behaviour/significant spirit issues
- Discussed role of spirit score versus incident reporting
 - Limits to what Spirit Score can do
 - Incident reports can be submitted by any player, while spirit scores are limited to captains only
 - Spirit scores can only be submitted right after game (with score)
 - There are *lot* of spirit scores: is it reasonable to expect League Coordinator to scour through each and every one?
 - Maybe only when LC notices a significantly low or high spirit score or when following up on an IR
- Anonymity
 - Some situations might lead to some players wanting anonymity in the process
 - Eg. Complaint is against LC
 - Eg sexual harassment or other types of abusive behaviour
 - Players can always contact a Board member directly, but this could be made clearer/explicitly outlined in policy
- Dangerous play
 - Discussion of when appropriate to make a complaint about dangerous plays: do we record 'near misses'?
- Some teams have used 'code of conduct' contracts/agreements in the past
 - Maybe League could make such a boilerplate document available?
- Discussion of how responsible Captains are for player behaviour
 - If one player repeatedly offends, is it the captain's problem?
- Discussed making greater clarity of process, both for captains and LCs
 - Had one captain complain of not hearing back from LC after complaint/not resolving issue clearly

Captain Support (Andrea's table - note that my follow-up comments are in italics)

- Captain responsibilities and leadership sustainability
 - General sense of a lack of clarity of what these are
 - I have a note to look at the captaining guide
 - Consider guidelines of how teams can better distribute tasks , though would more roles = more barriers?

- What is a captain? Not just best player; also spirit, rules, coordination, cones, etc.
- Need to get more people involved in leadership roles - consider sustainability of captains
- Suggestion: for new Weds league, have people state their interests/strengths - spirit, organization, strategy, skills, etc.
- Consider leadership clinic, promoted to whole league, not just captains
 - Dealing with bullies, very experienced players, conflict on the field, behaviour vs. rules
 - Role play
 - Planned scenarios
- Consider incentives for captains
- Rules
 - Rule of the Week
 - People really like this. *Let's just do it! Set up for auto-email*
 - Highlight philosophy of game and that fouls are ok - *I think this is set up by the first two ROTWs*
 - How do we reconcile those who are less interested in rules vs. those who are
 - Idea: Ottawa used "Rules Keepers" - having a team member be in charge of rules knowledge with some training provided by the league
 - Rule Sherrif w Gold Star! 
 - General dislike for a mandatory quiz - potential to create more barriers
 - But ideas of quizzes connected to Zuluru
 - Quizzes with levels
 - Tuesday model with observers coming for 1st two weeks
- Fee collection
 - Problematic for captains
 - Maybe not much different than other leagues?
- Incident reports
 - Make sure people know these are ok! Reduce stigma
 - Have a questionnaire in addition to spirit scoring (were there any injuries? Major disputes? Field conditions? etc.)
- Need more social events that include opportunities to interact with board members

Spirit (Kerri's)

General thoughts:

- Captains had a varying degree of awareness about whether they submitted spirit scores, and whether or not they consulted with their teams to produce an agreed upon score.
- Spirit scoring was agreed to be a good tool to have in play – helped to keep spirit 'in mind'
- General agreement that most teams with a poor spirit score would self-adjust
- Teams did not give extremely negative spirit scores

More need for understanding:

- Competitive play + spirit – sometimes misunderstood. There was much conversation about highly competitive play being ‘possible’ to be highly spirited – but there seems to be general misunderstanding between the line/balance between the two.
- Rules knowledge affects the ability to have a well spirited discussion

Positives for Spirit Scoring:

- Allows trends to be identified
- Hopefully is an avenue for honest feedback
- Focus on spirit sets Ultimate apart as a sport

Negatives for Spirit Scoring

- Sometimes gives the wrong impression of a team
- Public shaming is not helpful

Questions:

- Does spirit scoring actually accomplish anything?
- How do we capture team vs an individual perspective on a game? – Often one person can flavor how the spirit score report goes – one situation on the field vs the whole flavor of the game.

Suggestions for change or improvement:

- 10 questioned randomized quiz before league starts – volunteers willing to develop this!
- Take spirit scoring off of the public points board – and have it only seen by LCs (varying agreement with this)
- Identify ‘spirit mentors’ who can talk and coach teams toward better spirit (un-official observers)
- Set up clear expectations for the league to understand what happens with spirit scores once they are submitted, how/when to make comments and how trends are responded to
- Share positive comments through a ‘spirit highlight of the week’ or ‘spirit kudos’ on the website and social media
- Encourage whole team involvement in spirit scoring

Volunteer thank yous (Brad’s)

Session/Table 1:

- **We don’t do it to be thanked. Don’t feel underappreciated.**
- **Swag (discs, shirts, branded apparel, gift cards, coupons)** is good idea, and promotes the league brand. But it’s shallow, self interest in league promoting itself?

- Could have anyone allowed to come to party, but have acknowledgement of volunteers. Could have \$5 cover for non-volunteers.
- A party may push the “captains” into new echelon (clique) since they are invited without their team. PUL is a family.
- Could have a **pick-up game or spirit tournament for volunteers.**
- Harvest has its own appreciation for volunteers, could be considered separate from the league volunteers.
- Captains and LCs could be celebrated at beginning of the year with a swag bag (Ottawa did discs, Layout gloves, gift cards/coupons), but that wouldn't capture the other volunteers later on (officials/lines-people/clinic coordinators)
- If there's an **end of year party or gathering, set the date at the beginning of the season** so everyone knows to save the date. **Concern around it being exclusive.**
- Include parents of juniors who helped out. Parents also may serve as good resources down the road, connections with people/jobs, or financial support.
- **Don't limit appreciation to one thing/event. Could have little things all year long, such as draws for prizes.**
- Get people involved with small volunteer items all year long to keep the interest and garner future volunteering.

Session/Table 2:

- Put a league game disc in final games, and the winning team keeps the disc. League disc provided to team at start of season.
- Money money money: Gabe H.
- **Captains play for free** (and LCs?). Good way to thank them, but not good way to get good captains. Also, league needs to make it a rule so the captain doesn't look like a jerk.
- **Captains end up bank rolling the team**, they shouldn't have to. League could be responsible for collecting individual fees. Ron S feels people may bypass payment, and grey area with subs.
- Shirts for the captains.
- Gathering could be sooner, right after season end, rather than Oct/Nov
- Seconded first session's idea for volunteer tourney/pickup game.
- Need to encourage newer players to volunteer now that the league is much bigger.

Same topic, group discussion

- Vikki – players do want more social events. Deals at bars/restaurants to get people out to socialize.

Juniors (Jocelyn's)

- Recognition that the Juniors that did play in the Adult Summer League were all skilled and there wasn't any recognition that they were Junior's (apart from their age)

- They seemed to hold their own while playing
- Some conversation around some of the Junior women- felt that the Junior boys seemed to get the disc a lot more than the Junior women
- Discussion around providing the opportunity for Juniors to play within the league and it's importance in helping develop the league and the skill of the Junior players
 - Trickle effect to Junior competitive teams (Soar, Rogue) and High School League players
- See the value in having Juniors play in the league and would like to see more Juniors playing in the adult league
- Questions raised concerning how we select Juniors to play in the league-highlighted that this first season was a pilot and hand-selected Juniors to begin with
- Durham contingent at the table and they raised the fact that the more opportunities that are given to Juniors, the better it is for the league
 - They have 3 indoor Junior teams (2-4 adults per team) to help coach
 - This is trickling to their high school program and their competitive teams
- Recognized that some Junior women may like to play on women's team
 - Kate from Hold the Pickles suggested that Pickles would be interested in having Junior ladies on their team going forward
- Acknowledge that it is hard to attract Juniors (they have other summer sports that they prioritize, work summer jobs etc) so we have to find a way to make it work
- Comments that some Juniors subbed in for Tuesday nights and understood their role really well. They were able to share their skills and experiences and become leaders on a beginner team
- Questions regarding putting in a full Juniors team
- Concerns around pairing up Juniors with certain teams and players and the impact that this could have on them
 - Discussed implementing a system similar to Durham - connect with Juniors Chair if you are interested in having Juniors on your team
 - Pair up Juniors with those who are interested in teaching above winning
 - Potentially put 2-4 adults per team and filling the rest with Juniors
- Have to engage at the high school level
- Will hopefully have some continued engagement this summer
- Need to educate around the RA policy and it's role within Juniors context in league

Attendance:

Tuesday	
DiscRhythmia	Michelle Calderon
SLOTH Assault	
Owl Attack	Ron Savoy
Limp Discit	
Tequila and Lime	Holly Simpson

Just-Disc League	
Taco Tuesday	Buddy Lapierre
Hard to Get	
Would Chucks	Deanna VandenBroek
The Eh Team	John Robinson
Floppy Discs	David French
Honey Badgers	
Mother Huckers	Stephen MacDougall
	Liz Maxwell
Steel Traps	
Purple Hayze	
Electric City Stunner	
Wednesday	
Generals	Steve Armitage
Grey Matter	
Change Purse	Kerri Kightley
	Jocelyn Blazey
SoL	Aaron Rutter
Wildthings	Gabe Huebsch
	Brad Sawdon
	Andrea Maxie
Birches Be Wild	Sarah DeCarlo
Vorso	Phil Reid
Hot'n Bothered	Andrew Smith
Discpicable	Craig MacVichie
	Ian Potts
Thursday	
Vertigo	George Kovacs
	Christie Nash
	Deanna VandenBroek
Wookie Alliance	
Aren't We Naughty	LP and Stacey Diagle

Up	Glenn Desy
Mettle	
New Kids On The Block	
Hounds	Aaron Rutter
Gravity	Erica Chellew
Stripey McStripeFace	Vicky Maystruck
Corduroy Ptarmigans	Brian Tighe
Disc Functional	
Gripe	Julie Simmard
	Cam Taylor
Frisbeats	
COBRA	Michelle Calderon
Total Disctruction	Buddy Lapierre
Hold the Pickles	Kate Maclsaac
	Terresa Sullivan