

DCGFFL Season XVII

Board Retreat Meeting Minutes

July 6-8, 2018

Weekend Overview

Friday Night

1. Let's have a Kiki!
 - a. Kiki failed. Brian didn't show up until 9:15. Sam fell asleep at 9:30. Kyle and Brian drank a bottle of Sauvignon Blanc. Joe judged.

Saturday Morning

1. Finances:
 - o Taxes finally sent to CPA. Now J. Santos can start his Treasurer duties.
 - o We have about \$40k in reserves. Unusual for a non-profit.
 - i. Reasoning is to keep one season's costs available to cover in case we need to move fields or lose a major sponsor to avoid disruption
 - ii. More than what we need for replacement fields, especially given dues.
 - iii. What do we do with it? How do we give back.
 - iv. Possibly donate to a) a DCGFFL TeamDC Scholarship; b) a non-profit for underprivileged youth football/sports players; c) other non-profits
2. Beach Bowl
 - o Estimated Costs:
 - i. Food \$1,200
 - ii. Liquor \$500 (cheaper than last year because buying less beer)
 - iii. Trolly \$300
 - iv. Shirts \$500
 - v. Charity (Camp Rehoboth) -- Match what is raised in the buckets
 1. Motion -- Make sure at least \$500 is given to the charity. PASSED
 - vi. No sponsorships yet, other than Caterer (Bethany Blues)
 - o Fields: still do not have a written contract for the fields. Informed by school's athletic director that need Principal's approval.
 - i. Current attendance: 30 people for tournaments. (does not cover costs)
 - ii. Could field up to 6 teams, enough for 3 atm.
 - o Pool Party items:
 - i. Awards -- medals, T-shirts, clack fans, crop-top jerseys (cocaine stricken from the minutes)
 - ii. Gag gifts -- Hotchkiss will work with Waggoner. Need more clever, witty people. Should be funny, but make sure they aren't mean or extra.
 - o Sponsorships:
 - i. Purple Parrot -- **Vincent C. action item** (50+ footballers, go after pool party)
 - ii. Other options: Aqua / Blue Moon / Pitchers
 - o Do we book rooms in the Sandcastle to encourage
 - i. **Friday & Saturday -- Brian H. action item**
 - ii. Two rooms: 8-16 people
 - iii. Motion: reserve rooms in Rehoboth (Sandcastle / Breakers) to encourage attendance (logistics only) -- PASSED

1. League will put the rooms on its card. Charge people 1/Xth of the occupancy (e.g. potential 16 people, 1/16th even if not full; league will cover unoccupied spaces)
3. Review Mission, Purpose, and Objectives (Hotchkiss)
 - Why are we here? Who do we serve? How do we serve them?
 - i. ***The purpose of the DCGFFL is to organize flag football games and league activities for, but not limited to, the lesbian, gay, bisexual, and transgender (LGBT) community. The DCGFFL will foster a safe, positive environment on and off the field that encourages athletic competition, camaraderie, and community for its participants.***
 - ii. ***DCGFFL will encourage and support involvement in flag football games and tournaments for all interested participants in the Washington Metropolitan Area. To meet this objective, the DCGFFL shall strive to promote recreation, inclusion, excellence, integrity, and good sporting conduct.***
 - iii. Why are we here?
 1. *To create a fun, inclusive community.*
 2. *To deliver high-quality, competitive football.*
 - iv. What is your favorite memory from S16 (self or someone else)?
 1. *Personal (redacted)*
 - v. Where do you think we need to go?
 1. Want to be able to pass on the league: Need younger league members, those excited for the league, to step up and take over the reins from their elders (like Sam, Joe, and Brian)
 2. More women leaders / captains (e.g. Lindsay Walton)
 3. Be more open, less cliquish for targeting players for league leadership.
 4. More non-alcoholic events / information.
4. Review [Season XVI Survey Results](#) (Hotchkiss)
 - How did league members experience Season XVI? What was positive? What are areas in which we can work to improve?
 - i. Only 26 responses. Lowest response rate in LEAGUE HISTORY!!!!1!
 1. Is this representative of the league's feelings for Season 16? Is it only those least satisfied with the league?
 2. Shouldn't dismiss free responses: cliquishness, bad sportsmanship, too many bye weeks, develop new DCGFFL items (long sleeves & sweatshirts & other not-srag)
 3. Follow Up: Cameron Burrell & Scott Cuvillo (***Brian H. & Mecha S. action item***)
5. Discuss Leadership and Sportspersonship Expectations (All)
 - What are the ideal characteristics and practices of Captains and Quarterbacks? How do we scale, encourage them to be adopted league-wide?
 - Who embodies them best? Who ought be encouraged to help lead our league?
 - i. List in
<https://docs.google.com/spreadsheets/d/1CmQokGu-nc-o2TwSkJP3BIGXkeGUoUZjm7X58UZw9U/edit?ts=5b40def6#gid=1182801131>

6. Discuss Playing Time Policy (All)

- How can the DCGFFL Board ensure that all players play a fair number of snaps?
 - i. Current policy: play at least one drive per half in regular season. During playoffs, board turns a blind eye to the Play Every Player Requirement
 - 1. So far, no consequence for the captain
 - 2. Some conflict between our desire for competition and a social league that plays football
 - 3. Is one series per half enough? Other metrics?
 - 4. Do we change the policy to include playoffs? It's the most competitive part of our season.
 - 5. Better way to communicate expectations for players; give them the information / agency to improve themselves during the regular season, self-advocate to the captains during the regular season
 - 6. Player Improvement: Recall back to last retreat: manage community, camaraderie, expectations through mentor / mentee program (Vets / Rookies, during Rush Week) -- Action Item: Mecha S., Brian H., James S.
 - 7. Mid-season Survey around Week 4 to identify potential issues before the end of the season. (Action item: Brian H. & Mecha S.)
 - a. Potentially inter-team player pairs for tutelage to help address mid-season.
 - 8. Encourage captains to play people more than the minimum one series (3-4 plays) per drive.
 - a. Make sure captains know this before they sign up.
 - ii. Motions:
 - 1. Apply PEP Rule as currently exists to playoffs (Failed, 3-3)
 - 2. Increase minimum PEP Rule from 1 series per half to 2 series per half (Failed, 3-3)
 - 3. Add an exception / waiver system to the Board for playoffs eligibility (Failed, 3-3)
 - 4. Add language of captain/QB expectations to not only meet but exceed PEP Rule in registration document and throughout the Season (Passed)
 - iii. Potential A & B league. Not this season, consider for Spring. Gauge veterans feelings during the fall season.

7. Discuss Refereeing (J Heron)

- What are we currently doing regarding refereeing that is positive?
 - i. Survey says... slight uptick in satisfaction with refereeing, but not sure why that happened.
 - ii. Issues for the next season:
 - 1. Referees need to buy in.
 - 2. An hour clinic, going over rules or cheat sheet, isn't sufficient ref training. Referees need to know that just where to stand.
 - 3. Many referees don't know what an actual penalty looks like.
 - 4. Issue is not with HRs or even secondary refs. It's tertiary refs who can be influenced into making calls
- What are some new ideas and initiatives we can try to improve our refereeing?
 - i. Pay more:

1. Head referees or those who attend a more extensive training.
2. Will they treat it more like a part-time job?
- ii. Previous discussions about creating a community of refs.
- iii. Dedicated referee teams that only work together through the season.
 1. Maintain as much continuity as possible through the season.
 2. Two to three HRs to a Division Pod, multiple LJs and BJ's; keep pods together.
 - a. Game schedule adjustment would make this pretty complicated
- iv. Get rid of the 3-ref minimum team requirement? Use a ref bank?
 1. Often tertiary refs are there only to fulfill team's ref requirement, not to fulfill
- v. Current options:
 1. Referee division pods to maintain continuity
 2. Referee Bank
 3. Two-Tiered Ref Training System:
 - a. Ref 101 class (to get paid during the season)
 - b. Ref 201 class (to get paid more during the season)
 - c. Special head ref training in August w/ Lance (Aug. 18-19 or 25-26)
 - d. Ref quizzes from Gay Bowl
 4. Recruit past veterans to help build a non-playing referee corps
 - a. D. Cipullo, J. Merritt, C. Woodside, D. Woodside, M. Davis, S. Holihan
 5. Post-game (Mon/Tues) Ref & Captain Surveys or Rating System
- vi. Motion -- HRs who attend a special HR training session will be paid \$20 per game; PASSED

Saturday Afternoon

1. Review the Mock Season XVII Season Calendar (All)
 - o What are the merits of the current "tentpole" events on our calendar?
 - o How do we make them great, memorable experience for new and veteran league members?
 - o Current Schedule:
 - i. (fill in from calendar)
2. Discuss Social Events and Sponsorships for Season XVII (V Culliver)
 - o How do we connect with sponsors through the season?
 - o Drag Show for mid-season party / event
3. Discuss Communications and Social Media (S Brown)
 - o How do we use Facebook, Instagram, and our Weekly Update to engage with League Members?
 - o **Proposal: Sean Bartel proposes the DCGFFL invest in a [new camera](#).**
 - i. Motion -- Approve Sean Bartel's request to upgrade league's camera; PASSED
 - ii. How much would it be to repair?
 - o What do we do with the Power Rankings?
 - i. Woman Crush Wednesdays / Male Crush Mondays
 - ii. Veteran / Rookie Bios

Saturday Evening

1. Discuss Operations and Logistics (K McKinney)
 - a. How ought we structure field setup crews. How do we incentivize it to remove burden from teams and fields director?
 - i. Creating checklist for game day field set up
 - ii. Creating sign in sheet for teams
 - iii. Creating list of Captains who have not returned captains bags
 - iv. Creating equipment list: Bag for ref gear/pennies, new plastic bins, mesh bag for footballs, ref whistles, flags, first aid kit
 - b. Kyle suggested changes to field set up and break down protocols:
 - i. teams must provide enough volunteers to arrive at the fields at 8:30 a.m. and prepare fields to play 30 minutes prior to scheduled kickoff (4 are recommended.)
 - ii. teams who do not meet this deadline shall be docked 6 points for their ensuing scheduled kickoff.
 - iii. break down responsibilities shall be outlined in a checklist that teams must complete within 20 minutes after the conclusion of the final game.
 - iv. that break down responsibilities on Playoff Sunday shall be assigned to the 4 teams advancing to the semifinals.
 - c. Sam suggested that, given Kyle or the Director of Field plays a game at 9:30 a.m., a second board member be assigned to assume the responsibilities of ensuring fields are set up 30 minutes prior to scheduled kickoff.
 - i. Motion -- to approve suggested revisions; passed
 - d. Kyle agreed to take inventory of Captain's Bags to identify which ones are still missing.
 - e. Kyle led a discussion about exploring other options for storing and transporting to and from fields referee equipment and scorecards. The plastic bins currently in use are easily broken and cumbersome to transport.
2. Discuss the League Experience of Female Players (M Santos)
 - a. Did the experience of female players improve in Season XVI?
 - b. How can we work to improve the experience of female players moving forward?
 - c. Kyle suggested adding language to the Captain's expectations that male and female players be treated equally well, specifically that women be considered for and given playing time at positions besides rusher.
 - d. Mecha expressed frustration that women players need to, unfairly, outperform male players at positions to earn playing time.
 - e. Mecha suggested that a gender-non-specific swag item be purchased for all players.
3. Discuss DCGFFL Legends (Hotchkiss, All)
 - a. What are the criteria for being a Legend? Who nominates? Who votes? What is the voting threshold for being admitted?

- b. Brian outlined the current system for nominating and voting to select DCGFFL Legends
 - i. DCGFFL League Members who have played in 8 of the last 10 seasons nominate players to be considered to named legends
 - ii. DCGFFL League Members who have played in 8 of the last 10 seasons vote of the legends nominated
 - iii. Nominees who appear on 80% of the ballots cast are named Legends
 - c. The board discussed t
- 4. Discuss Season XVII Swag
 - a. What will our shirt and jersey colors be?
 - i. Raspberry (championship team)
 - ii. Board shirt (charcoal); James Santos will send the color / brand / style
 - b. What ought our giveaway item(s) be?
 - i. Scarves
 - ii. Bottle openers
 - iii. Snapback or baseball hats

Sunday Morning

- 1. Discuss Outstanding Matters
 - a. DCGFFL Legends Voting
 - b. End of Half Clock Rule Change
- 2. Discussing New Player Workshops
 - a. Replace the scrimmage with pick-up games with quarterbacks and captains
 - b. Provide information to new players ahead of time apropos of the typical station rotations:
 - i. Slide decks or youtube clips covering
 - 1. Defense
 - 2. Offense
 - 3. Rushing and blocking
 - c. Replace the route running fishbowl with new players running complimentary routes 2 at a time, 2 quarterbacks throwing to pairs of receivers simultaneously.
 - i. Replace 3 station rotations with 2
 - 1. 1 covers offensive play calling and route-running
 - 2. 1 covers defensive play calling, rushing, and blocking.
 - d. Dissuade the practice of captains in street clothes assessing players from a distance
 - i. Insist that they arrive ready to play and instruct

New Player Workshop Agenda

- The board agreed to (1) inform new players ahead of time of the agenda for the day and (2) open workshops to returning players who would like to receive direct instruction and get more reps with the ball, interaction with other captains.

Part 1: Warm-up with 1-on-1 Route Running

• Slants	• 5-and-in • 5-and-out	• Posts and comebacks	• Flyes • Catching over a shoulder
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- Hofberg
- Lindsey
- Alonzo
- James Santos
- Mecha Santos

Part 2: 2-on-2 route-running

Offense • 2-on-2 route-running • Playcalling • Position • Adam teaching "Rooms" • DMitch	Defense • Rushing and blocking • Playcalling • Position • Mecha • Will
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Part 3

• Pick-up game
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Quarterback Assessment

- Inform aspiring quarterbacks ahead of time that they will be expected to demonstrate their ability to:
 - Throw routes to receivers
 - Call plays
3. The board voted to group one team from each division into four team social pods;
- 4.

[Season XVI Retreat Meeting Minutes](#)

Colors for the fall season

- Bring back Burnt Orange
- Bring back black

- Crimson/Cardinal, Poinsettia.
- Eggnog/off-white?
- Candy cane?
- Yams/pumpkin?
- Neon Green/Lime
- No Brown
- No Olive