

The Wethersfield George D Ritchie Soccer Club



Policies & Procedures

WGDRSC
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WGDRSC Board of Directors

President
 Competitive Director
 Secretary
 Treasurer
 Registrar
 Communications/Community Outreach Director
 Recreational Director
 Director of Coaching
 Equipment Director
 Field Coordinator
 Safety Coordinator

Non-Board Positions

Technology & Website Associate
 Equipment/Recreation Associate

Introduction

These policies and procedures have been established to help our club grow and maintain uniform policies. To have a fair and efficiently run organization, it is necessary to document the policies under which that organization will operate, so that there is no misunderstanding on issues that may arise. The Board of Directors has developed the following policies and procedures manual, stating how the organization will be run, decisions be made, and issues be resolved. It is not possible to document all issues and their potential resolution; therefore, the collective good judgment of your elected Board will prevail in organizational issues as they may arise. All members are expected to follow established club policies and procedures. Procedural changes should be presented to the Executive Board and then posted for comments for a minimum of 30 days prior to approval and implementation. These policies and procedures will be reviewed annually and voted on at the last board meeting in June for assurance of compliance with CJSA requirements, Wethersfield George D Ritchie Soccer Club (WGDRSC) constitution and bylaws, and other applicable issues.

About the Club

Welcome to The Wethersfield George D Ritchie Soccer Club. The club was established in 1995 but has roots that trace back to the late 1960's when the organization had two separate organizations operating in Wethersfield. Both entities merged in 1995 with the main goal of providing soccer teams and leagues to the youth of the Wethersfield area and surrounding communities. The WDRSC is organized as an established 501C3 non-profit. Our club is used as a venue to teach, learn, develop, and display life skills. Individuals must commit to make a team both cohesive and successful. How a player reacts to both positive, and especially negative situations, is the standard for the measurement of both the team and individual success. Players must realize that as a member of the WDRSC they represent not only the soccer team, but also their parents, coaches, and community. For an individual to play soccer for WDRSC is a privilege, not a right. The chance to be a part of this program is a great opportunity as well as a demanding responsibility. It is the goal of the Wethersfield George D Ritchie Soccer Club to provide a high-quality developmental experience, in a fun and safe manner, for all the players participating in the program. As a volunteer organization, we look for parental/adult participation enabling our community's success as we compete with clubs across the state. This program is affiliated and governed by CJSA, which is affiliated with the U.S. Soccer Federation (USF).

More information about these organizations can be obtained by writing or accessing the following locations:

Connecticut Junior Soccer Association (CJSA)

11 Executive Drive, Suite 203

Farmington, CT 06032.

860-676-1161

Web: www.cjsa.org

Email: office@cjsa.org

WDRSC

PO Box 290330

Wethersfield, CT 06109

Web: www.wethersfieldsoccer.com

Email: CommDirector@Wethersfieldsoccer.com

Volunteers

WDRSC is a non-profit volunteer-based organization. As such, all members may be requested to help support club activities and initiatives. Volunteer opportunities are available year-round. CJSA requires all volunteers that could encounter players to submit an Adult Registration/Informed Consent Form and complete a background check annually. This includes all coaches, team managers, parent volunteers and board members. Each Team is required to have at least one coach and is highly recommended to have one Team Manager. See coaching section for more details. All Board positions are listed for a two-year term with board positions alternating on the even and odd years. An overview of the responsibilities of the board members is listed in the Wethersfield George D Ritchie Soccer Club Bylaws.

Registration

Registration will occur at different times of the year depending on the season we are approaching. Below will list the approximate time frame that registration will open and close for each season and are subject to change depending on registration numbers and other uncontrollable situations. These are strictly estimations on when registration will open:

Travel/Competitive Soccer

Spring Season

Registration Opens: First week of November.

Registration Closes: Approximately 1 month prior to start of season or when tryouts take place (if applicable). Whichever happens first.

Season Begins: Usually 2nd week of April.

Fall Season

Registration Opens: 1st week of April.

Registration Closes: The weekend before Tryouts for Fall season begins.

Season Begins: 2nd weekend in September.

Recreation Soccer

Spring Season

Registration Opens: First week of December.

Registration Closes: Approximately 3 weeks prior to start of season.

Season Begins: Usually 1st week of May.

Fall Season

Registration Opens: First week of June.

Registration Closes: Approximately 3 weeks prior to start of the season.

Season Begins: 2nd weekend in September.

Uniforms

Uniform orders for the Fall season must be placed in mid June to be ready for players for the start of the season in the Fall. Announcements for uniform orders generally start when tryouts are commencing. Players will be allowed to try on uniforms, if they choose, before placing their order online in the Wethersfield Soccer Store. Uniform orders placed outside of this window may incur additional charges and/or run into availability complications for the start of the season.

Uniforms for the Spring Season need to be placed about 1 month prior to the start of the season, but NO LATER than 2 weeks prior to the start of the season to not incur additional costs and potential uniform availability for the start of the season.

ALL uniform orders placed are **FINAL** and no refunds will be provided once ordered.

Registration Fees

A general registration will be held for all interested youth. All players must be registered and paid in full prior to the start of tryouts (Fall Season) or before teams are made (Spring) unless other arrangements have been made and approved by the Board. The Wethersfield George D Ritchie Soccer Club wants to give any youth who wants to, the opportunity to play soccer.

The registration fees are determined when the Board approves each season's budget and, in general, are to cover most costs associated with playing competitive soccer.

The registration fees do not cover the following, which must be paid by individuals and/or teams:

- Uniforms (individual)
- Additional Tournaments (outside of the one the club includes in registration costs)
- Professional coaching sessions/Clinics not sponsored by the club (team/player - optional)
- Credit card convenience/service fees

Winter Season Registration

While the club encourages its members to participate in available conditioning or training programs throughout the winter, the club currently has partnered with an indoor facility that will allow our club to practice and play in a winter league in which all teams are encouraged to participate.

Any team that decides to participate in any winter leagues (separate from what is noted above) cannot use the Wethersfield Soccer name unless the team is made up of coaches & players rostered as part of WGDRSC and are managed by WGDRSC coaches for that age group.

Capital Improvement Fee

A fee will be added to each travel registration beginning Spring 2022 to be placed in a fund which will be used to cover the costs of future growth including contributions toward the development of additional fields, facilities and equipment.

Registration Refund Policy

WGDRSC has a policy of limited refunds. When a player decides to register to play on a WGDRSC travel team, it is the intent of the WGDRSC to do its best to place the player on an age and skill appropriate team. However, registration with the WGDRSC does **not** guarantee a player a spot on the specific team or with a specific coach, and refunds will **NOT** be given for these reasons. Refunds may be given under the following circumstances:

- 100% if withdrawn before the registration period closes.
- 80% refunded after the close of registration but before rosters are finalized.
- 0% refunded once teams are made and players are placed on a team.

****NOTE**** All refunds will be subject to credit card fees if a credit card was used to register the player.

Extenuating circumstances may arise in which a full or partial refund will be considered. The Board of Directors will review and determine if the situation qualifies. The below are the most common instances

where a refund may be given outside of the registration period but may not include **ALL** situations. In any event, all Board decisions **ARE FINAL**. Some instances where a partial or full refund may be given are:

- If the WGDRC cannot place player on a team due to lack of players, a 100% refund will be issued.
- Season ending injuries that occur will be considered on a case-by-case basis. Depending on the timing and how far into the season the team/player is will weigh on the decision the board makes. Supporting documentation from a physician would need to ensue prior to refund happening.

Travel Team Creation

Travel Teams are classified as White or Blue based on overall team performance and player ability with level 6 being the lowest level, and level 1 being the most competitive level within any given age group.

Age Levels

Proof of age shall consist of a birth certificate and **must** be provided when registering the player by uploading the birth certificate on the players account. If no birth certificate is provided, the player will not be able to get a pass and thus not be allowed to be placed on a team.

Players may request to play up but not down. A player may play for another WGDRC team on a merit based basis under the following conditions:

- Both teams are registered
- A player has received approval from his/her Coach.
- The Competitive Director is provided this information when the request is made.
- Players that play up can only play up to 1 full level higher than their team placement.
- Players may not play down below the age level to which they are registered even if they would have been age-eligible to register on that team.
- Players looking to play up may be provided the opportunity, if the need is there, to fill a roster space on an older team.
- Under no circumstance can a younger player take a position on a team from a player belonging to that age group/ team.

All players will be assigned based on the birth year guidelines posted on the CJSA website: [CJSA Birth Year Guidelines](#)

Number of Players per Team

This is based off of CJSA guidelines

Age Group	Min Roster Size	Max Roster Size	Std # of Players on Field (w/Goalkeeper)	Min # of Players on Field (w/Goalkeeper)	Ball Size	CT CUP Eligible
U9	8	12	6	4	4	No
U10	8	12	6	4	4	No
U11	11	16	8	6	4	Yes

U12	11	16	8	6	4	Yes
U13	11	25	11	7	5	Yes
U14/15	11	25	11	7	5	Yes
U16-U19	11	25	11	7	5	Yes

Player Placement Committee

This committee is made up of the Coaching Director, Competitive Director, members of the Executive Board. The committee's purpose is to review all data for each player, including but not limited to tryout data, coach's evaluations, and independent evaluations to properly place the player on an age and skill level appropriate team.

Player Assignment and Team Creation

Players will be assigned to play in their age group according to factors stated above as well as CJSA standards. To meet the minimum requirement for players, age levels may need to be combined. When there are two or more teams at the same age, we will put fewer players on the Blue team and more players on the White team. This will provide the opportunity for committed White Team players to play up with the Blue team during the season.

Competitive Levels - Team Placement

CJSA provides multiple levels of competitive play with level 1 being the most competitive division and level 6 being the least competitive. Within each competitive division, there may be one or more teams. A team that does not have a competitive rating from the preceding Fall or Spring season, is considered a new team and will be placed at the lowest competitive division available unless the Competitive, Coaching Director(s), and/or placement committee determines otherwise.

- U9 through U15 teams will be determined by the Competitive Director and input from the team coach.
- Typically, teams that show a significant positive disparity in their records against teams played, numbers of goals scored, etc. will warrant a promotion of at least one level when submitting rosters to CJSA for league placement.
- CJSA does reserve the right to place teams where needed for the viability of the age group and may ignore any recommendations by the WGDRC placement committee and Competitive/Coaching Directors.

If the number of players does not warrant single-age teams at a level, the Player Placement Committee will work to accommodate the greatest number of players while taking into consideration the skill level expectations for each level of play.

To place everyone at the appropriate skill level and to determine the correct number of teams, roster size for the upcoming soccer season (Fall or Spring) will depend on tryout attendance. Tryouts will be conducted for all age groups from U9 thru U15. There may be rare instances depending on total number of registrants and new versus returning players for the Spring Season, where we conduct

tryouts in the Spring to properly place players. If tryouts are needed, players will be expected to appear at tryouts to determine where they should be placed for the Spring season.

Any new player that did not play in the previous Fall Season but registers for Spring will be placed on the **WHITE** Team by default. The only possible exception to this will be that the new player must have played with the **BLUE** team no more than 1 year prior to the Spring Season in which they are registering for & that placement on the **BLUE** Team will not mean for another player to be moved to the **WHITE** Team.

Tryout Guidelines

The tryout process will be conducted using evaluators who will evaluate players based on the Board approved curriculum for the upcoming soccer season (Fall/Spring).

There will be a separate tryout for different age groups and can go multiple nights. Some key things to remember with tryouts:

- Players should arrive 15-30 minutes before the start of their session.
- They must be registered for tryouts, have paid their deposit fee, and electronically filled out the liability waiver form.
- Once a decision is made to play with WGDRSC, the player will be registered and bound to the club at that time.
- They should bring a ball, shin pads, soccer shoes, and a water bottle.
- The tryouts will be scheduled and conducted to afford the greatest opportunity for players to attend. All players must attend the scheduled tryouts.
- Failure to attend tryouts may result in being placed on the lowest classification team.
- Provisions shall be made, when possible, to accommodate players who miss tryouts because of injury, illness, family emergencies, or other reasons acceptable to the Executive Board.

Notification of Team Assignment

All players trying out for a travel team will be notified of their team placement via email by age group and tryout number from the Board.

Playing Time Competitive

Competitive soccer is geared toward players who are looking for a more challenging soccer environment. Those players who are selected are placed on teams based on date of birth, not grade. Competitive players are selected and rostered based on their commitment, performance, and skills. At the competitive level, the WGDRSC goal is to develop players rather than strictly being obsessed with wins and losses. The results that matter the most will be developing individually and attempting to take that development from practice to performing well on the pitch. Those players who show a higher level of commitment than others to the sport will be afforded opportunities than other players. Most players who play at the competitive/travel level usually have personal goals, such as playing for the high school varsity team, playing at the college level, becoming a professional player, or playing for the National Team. Hence, the main objective of the competitive program is to help each player **develop** and reach his/her potential so they can achieve his/her goals. This should be done in a fulfilling and supportive way

that continues to nurture their love of the game. As the player's closest support network, both the coach and the parents bear a great responsibility in helping the player attain his/her goal. Whether playing club or high school, there is a lot riding on the decisions of the coaches during the selection process. Players must understand that in a competitive level their development is important to make a team/ club successful.

Players are evaluated on the five components that make up a soccer player:

- **Attendance:** The ability to be on time or proper communication in case of absenteeism.
- **Skill/Technique:** The ability to dribble, pass, shoot, receive, and head the ball under conditions of pressure.
- **Tactics:** Decision making with and without the ball. "Speed of play."
- **Fitness:** Speed, endurance, strength, power, and agility. "Athleticism."
- **Psychology:** Mental toughness and competitiveness. "Coach ability" otherwise known as "Attitude".

When a player is ready to seek feedback, we can encourage them to ask their coaches, reach out to the Director of Coaching, or the Competitive Director to give specific guidance for how the player can improve. **Parents** and **coaches** play a key role in helping a soccer player reflect on why they play the game. If the player who was placed on a different team than they have hoped, then they need to make time to not only work on the suggested ideas from assessment/evaluation, but also constantly improve all the technical aspects of the game. Practices do not end when the team is done on their respective practice times. Players and parents should understand that players should also be doing drills at home on their own time that effectively compliment what the coaches are teaching them. Our Curriculum defines, by age group, the key factors to build their confidence and abilities on the pitch. Requesting ways for the player to be introduced to more resources while on their own time is strongly encouraged. Parents and coaches can help players become students of the game by modeling such behavior, by watching high-level soccer or by asking questions that cause all of us to think and see the game differently. This includes the opportunity to simply go to the local Hartford Athletics games, as well going to the Wethersfield High School Soccer games in the Fall at Cottone Field. Parents and players can study what the top players do — especially when they do not have the ball — by watching WHS games, Hartford Athletic games, or requesting videos that are appropriate to what they need to learn.

Overall

A player's success in the WGDRC competitive program is about committing to soccer and the passion to learn soccer from, in most cases, coaches who are educated through the WGDRC curriculum, as well as CISA/US Youth Soccer licensing. Competitive soccer or "committed soccer" is successful for the growth of the players because of the following reasons:

- Players get to really know your teammates, they become like family.
- Players get to train a lot under the watchful eye of a person that is passionate about the sport and who has a wealth of knowledge (you usually do not get this at the recreation level) and patience.
- The passion is contagious, and it teaches life skills.

The life skills that can be learned are:

- **Understanding teamwork** – especially important for all aspects of life as they mature.
- **Passion** – how to love something and want to do it as much as possible.
- **Discipline** – doing things that are tough to get better.
- **Dedication** – Working harder to get better at a desired activity.
- Physical fitness – Soccer is a cardio intensive sport and will provide many benefits to the player as they understand their bodies and how to get stronger and faster.
- **Friendships** – built in almost every activity at practice and on the field.
- **Responsibility** – on the pitch, at practice, arriving with all their equipment including a properly inflated soccer ball.
- **Determination** – how to be laser focused on developing a mentally sound purpose.
- **CONFIDENCE** – ability to take on difficult situations, interact with many different people, and learning how to communicate in groups.

Player Movement Policy - Playing Up

It is the goal of the WGDRC to give every child who has a desire to play soccer the opportunity to do so. To accomplish this, we have adopted a policy for players playing on teams outside of their age groups.

- For purposes of this policy, "Rostering up" refers to a player Rostering on one team and permanently playing on another. "Playing up" and "Guest Players" are not included in this policy section. Also, and as an example, if there is no U11 team, and a U11 player is rostered on a U12 team, this IS NOT considered a "Roster up".
- WGDRC will NOT guarantee to anyone that they may "Roster up" to another WGDRC team. No player shall be allowed to play up an age level based on family relationship, only openings on teams will be considered.
- If it is in the best interest of WGDRC and all teams affected, WGDRC may ask certain players if they are interested in Rostering up to another team. Each player and their parents will then have a choice; we will not force the player up.
- When considering whether a player can play up or not, WGDRC will attempt to accommodate the request providing:
 - There is an available roster spot open at that age group on the last possible player registration date. We will attempt to fill all roster spots with children from the appropriate age group and will continue to do so until the player registration deadline. (We will not turn away a 12-year-old child so that we can play an 11-year-old on the U12 team)
 - If a child is eligible for a U11 team and petitions to play on U12, their moving up cannot hurt the numbers for the U11 team. If WGDRC determines there is an adequate number of players on the U11 team, we would then consider a POSSIBLE Roster up providing that all other conditions are met.
 - The players' skill level and size must be close to that of the team they would be playing on. We do not want to increase the risk of injury by Rostering a child where they do not

belong. WGDRC reserves the right to require a tryout for the coaches affected. They will determine the players' skill level.

- Players petitioning to “play up” must be able to show that they not only exceed player objectives noted on the age specific curriculum in which they would normally be working towards but to also be able to exhibit qualities & skill levels noted for the next age group’s development requirements as defined as part of that curriculum.

The coaches being affected, along with the WGDRC Competitive Director, Coaching Director, and placement committee will make all final decisions.

Note: If a player is moved-up to the next level for any reason, that player will need to register the following year at the age-appropriate level for that year. A one – year move up does not guarantee moving up in subsequent years.

***All rosters are subject to executive board approval. ***

Player Movement Policy- Guest Players between Blue & White Teams

As noted in the previous section it is the goal of the WGDRC to give every child as much playing opportunity as we can. There will be times at the discretion of the Coaches based on specific scenarios where players will be asked to play as “guests” for the other team in their respective age groups.

- A coach’s decision to invite “guest” players from another team can be made so long the following circumstances are present.
 - First & foremost, guest players can only be invited to play on another team when the hosting team is short on roster numbers for that match up.
 - A White team player can be asked to play on a Blue team for either league or friendly play.
 - A Blue team player can be asked to play on a White team for friendly play ONLY. The purpose of this is so that we do not see outcomes to games that are influenced by stronger Blue team guest players. The overall outcomes of league games at the end of each season are reviewed & considered when registering teams for specific competitive levels for the following season.
 - The request for sharing of a player needs to be from one coach to another with both parties agreeing to it. Coaches shall not be allowed to reach out directly to the proposed “guest player” or their parents without going through the coach in which that player plays for.
 - The guest player’s schedule is such that it will not affect their availability to play a scheduled game for their respective team.
 - Coaches requesting “guest players” from another coach should not be requesting specific players but should leave it to the other coach on deciding what players will be given the opportunity based on merit.
 - A “guest player” should not have more playing time during a game over another player that is officially rostered for that team, unless the guest player has exhibited positive progress & attitude in practices.

Travel Playing Time/Player Development

The WGDRC Travel Teams are in a competitive soccer program. The goal is to enrich players' lives by increasing their soccer skills at both the individual and team levels. In the event a player or a player's parents do not agree with the coach regarding the amount of time the player is played, the parents must follow certain guidelines:

- Talk to your coach and try to resolve the issue. Coaches should also speak with the player and/or the parents so they are aware of the reasons the player is not being played.
- If the coach and parents are unable to resolve this issue, the parents communicate the issue to the Competitive or Coaching Director.
- In the event the above steps do not satisfy all parties involved, the Executive Board will review the issue and a solution will be proposed to all of those involved.

Coaches will do their best to adhere to the following guidelines for playing time. The WGDRC guidelines for playing time are as follows:

- U10 & under these players should play up to (50%) of each game. This playing time can be adjusted slightly based on the coach's assessment of the player's attitude, attendance, and performance.
- U11 & up these players should play at least one quarter of each game (25%). Again, this playing time can be adjusted accordingly based on the coach's assessment of the player's attitude, attendance, performance, and ability. At this age, players should be expected to show and be rewarded for dedication (attendance at practice and games) and performance. As the team develops, and competition increases on the pitch in the league, outcomes of those games will become more important to those players who are passionate about playing. This also prepares them for even more competitive teams (i.e., Premier, High School, and College programs).

Coaches

Coaches are crucial to the success of the soccer club. Without the dedication, time commitment and ongoing development of coaches we would not be able to develop our players. Because of this, WGDRC will reimburse head coaches 100% of the fee for their age-appropriate team formats for which they are coaching, including any pre-requisite licenses to obtain their current age level license (i.e., Grassroots F license, 7v7, 9v9, 11v11, etc), and 50% to assistant coaches. Any other licensure fees, prior approval from the Director of Coaching or President must be given. Coach must be assigned to a WGDRC team for at least **one year, complete the season**, and be in **good standing** with the Coaches Code of Conduct to receive reimbursement. This reimbursement only applies to one child, regardless as to how many teams a volunteer coaches.

The Coaching Director must approve head coaches and assistant coaches. All coaches are required to complete a coaching application and a background check. WGDRC considers a maximum of 2 coaches (Head, Assistant), but in certain, rare circumstances can approve more than 2 coaches per team.

Coaches are required to attend, at **least 2** of the WGDRC scheduled Coaches Roundtable Meetings to stay informed of program updates and important CJSA subjects. Coaches are expected to conduct at least one parent meeting in the beginning of the season to communicate with the parents and provide parents with the WGDRC Code of Conduct, as well as team expectations.

Expectations

Coaches are expected to comply with and have read the WGDRC Bylaws, Code of Conduct, and the Policy and Procedures document. The WGDRC Board of Directors and Competitive Director have spent a tremendous amount of time in developing an age level curriculum that should guide all coaches down a path to a solid foundation for every player in their respective age group. Below are some key expectations for coaches:

- Although coaches will have a different coaching technique, the main goal is to develop the players by adhering to the curriculum goals that are set to evaluate the players (***refer to curriculum objectives on the age-appropriate dashboard of the curriculum booklet***).
- All coaches are expected to always treat the players, opponents, officials, and parents with respect and dignity.
- Coaches are expected to communicate with the players and parents in the beginning of the season and provide updated information throughout the season as needed. At any time, if a coach does not feel comfortable communicating with a parent(s), they should reach out to the Director of Coaching to assist.
- The expectation is that teams will meet at a minimum of 2 times a week for practices at set times and on set fields assigned by the Field Coordinator.
- Coaches are expected to practice with both Blue and White teams (when applicable) at the same time to continue to foster development of the age group, not just the specific teams.
- Coaches are expected to attend coaches training and meetings when scheduled by the club. Failure to attend these trainings could result in removal of coaching duties or could impact their future of coaching with WGDRC.
- Recruiting of out-of-town players (verbally or written) is strictly prohibited by the WGDRC. CISA has specific rules that govern how we operate as an organization under their umbrella. Any coach found doing this will be subject to the Disciplinary Committee and is subject to disciplinary action or dismissal from the WGDRC. Any out-of-town players being registered need to be approved by the Club President before final rosters are determined & finalized. CISA and WGDRC guidelines & requirements need to be reviewed & verified for out-of-town player eligibility.

Team Managers

Each team is strongly encouraged to have a team manager. In general, a team manager serves as the liaison between the parents and the coach, as well as setting up friendly games for the team at the beginning of the season. Managers will be responsible for making sure referees are paid after games, as well as entering in league game results into the website. All managers must submit an adult background check as well. The club will provide a manager with support over the course of the season. When a Manager isn't assigned to a team, one of the coaches will need to fill this role.

Referees

WGDRC is required to follow all rules as outlined in the CISA Policy and Rules Manual related to the assigning and contracting of referees and assistant referees. All referees must be assigned by a CISA certified referee assignor. It is the referee's responsibility to recertify annually. WGDRC shall pay all referees at the **beginning** of every game they are assigned to. Payments are made in the form of a check

and will be provided by the manager or coach of the respective team. Should payments to a referee exceed \$600.00 for the year, the club will issue a 1099.

Referee Information

Referees shall have full charge of the game, whether the ball is in play or out of play. They shall administer the CJSA policies to ensure safe, sportsmanlike, fluid play with a view towards fostering the spirit of the game. Referees **MUST** promptly report problems of unsporting behavior by coaches, players, and fans. This behavior may result in forfeiture of the game or other appropriate action as deemed necessary by the Referee Assignor, as well as CJSA. If a coach, player, or fan exhibits unsporting behavior that is negatively influencing the match, the referee may request the coach, player, or fan leave the area to their satisfaction before allowing the game to continue.

Travel Tournaments

WGDRSC will pay for one tournament per season and is approved by the Board. Prior to the start of the season, the Coach and Manager shall review options for tournaments and then inform the parents and players of suggested tournaments for the year. Consensus shall be made between the coaches and parents prior to registration in a tournament to accommodate for maximum player participation. Tournaments that exceed an allowable \$750 limit will need to be reviewed by the Executive Board of Directors to ascertain if an exception will be made to finance the additional amount. If the decision is made that the Club will not pay the additional amount, the team will either choose a different tournament or make up the difference between all families on the team. Some requirements for tournaments are as follows:

- All rosters **MUST** be approved before registering for the tournament by the Competitive Director.
- Once the roster is approved, you can register the team.
- Pass along login information to the Club Treasurer at treasurer@wethersfieldsoccer.com and they will login and pay for the tournament with the Club account.

Teams can play in more than one tournament per season if they so choose. But any additional tournaments outside of the one the club pays for will need to be financed by the team and must not interfere with completion of the league games that are assigned to the team.

Tournaments outside of Connecticut

Coaches must obtain approval for travel as required by the WGDRSC and CJSA. This involves obtaining a travel permit from CJSA by navigating to CJSA's website and complete the [Permission to Travel](#) form. Any costs associated with the permission requirements will be paid for by the team. This application shall be submitted to CJSA at least 30 days prior to the start of the tournament. The permit is required to cover the team for insurance purposes. Rosters for the team to play, **MUST** be approved by the Competitive Director prior to registering for the tournament of choice. CJSA will also need to approve the roster before the permission is provided by CJSA.

Games in General

CJSA will set the game schedules regarding dates as well as locations for both home and away LEAGUE games. Depending on the number of teams registered with surrounding towns, the CJSA schedule

generally consists of an equal share of home and away games. The opponents are determined once the official CJSA schedules are released, which is generally 4 weeks prior to the first game. Until the schedules are generated, the club does not know where or when the away games will be. Once the schedule has been finalized by CJSA, it will be sent to the Club President to be distributed to the coaches. The coach is expected to review the competitive level and their contact information. Any discrepancy should be reported to the Competitive Director as soon as possible as the window to submit a request to change is exceedingly small. All teams in your competitive level will be listed for you to contact to set up additional friendly matches if you so choose. Game dates are set by CJSA and can only be changed with consent of coaches from both teams. Transportation to away games is the responsibility of the parents or guardians. The WGDRC website, as well as the mobile app, **GameChanger**, will provide GPS directions to both home and away games. Additional information may be provided by the opposing team regarding parks that have more than one field.

The WGDRC will pay for 8 total home games over the course of a season. This includes both League and Friendly matches. CJSA will generally schedule 3-4 League home matches per season. Coaches are encouraged to schedule friendly matches within their own competitive level or one level higher to provide data on where their team sits respectively on development. Any team can schedule as many away games as they want but need to adhere to a total of 8 home games over the course of the season or will be required to pay out of pocket for any home games above & beyond the (8) in which the Club will pay for.

This rule does **NOT** apply to teams that are in CUP games. All CUP home games will be paid for by the Club.

Home Team Responsibility

WGDRC is responsible for scheduling referees through a CJSA certified referee assignor, marking fields and putting up and anchoring goals. It is suggested that in advance of a game, fields should be checked to ensure playability. Team representatives must address and remedy all safety concerns made by the referee prior to and during a match. Coaches should contact each other to be sure time and directions are clear. The home team must provide a Game Ball that is acceptable for play and place the corner flags. Good practice for older players is to have a game ball by each net so goalies do not have to chase wide shots. Coach(es) should arrive before players to ensure proper supervision. Players should **NOT** be taking shots on goal prior to coach instruction, as this can lead to injuries. Supervise players and parents to ensure our club members display sportsmanlike conduct. Remain at field until last player is picked up. Coaches are responsible to have all CJSA approved player passes for every game. They will be asked for and must be provided at the start of every game. This will also include any guest players that will be attending any of the games. Coaches should also make sure they have proper first aid kits on the sidelines as well as an inventory of ice packs before each game. Med Kits & Ice packs can be obtained from the WGDRC equipment director by emailing them at equipdirector@wethersfieldsoccer.com. In the case that the color of uniforms conflicts (as determined by the referee), the home team must change to an alternate color, so coaches are encouraged to remind their team to always bring both jerseys to games.

Fields, Goals and Nets

All Competitive practices and games must be played on the assigned practice or game field location. If a coach wishes to add additional games or practices, a request must be sent to the Field Coordinator to assure field availability and the assignment of referees for the game. Failure to do so may lead to game forfeiture or reschedule.

Teams should not practice or play at a location other than those officially assigned to and maintained by WGDRSC. Goals and nets will stay fixed at each field. The Town of Wethersfield Physical Services dept will coordinate field lining and mowing with the field coordinator. Any unsafe field should be reported to the Field Coordinator as soon as possible so it can be reported to the Town of Wethersfield to be assessed. The Field Coordinator can be reached at fieldcoordinator@wethersfieldsoccer.com.

Players Equipment

The referee shall not permit a player to wear or use any equipment or clothing which, in the opinion of the referee, would likely risk injury to the player or others. The referee has the final decision on the safety of player's equipment and clothing. Visible under garments such as cycling shorts are authorized. They must, however, be the predominant color of the shorts of the player's team and not extend farther than the top of the knee. In the case of extremely cold weather, the use of sweatpants or shirts underneath the uniform shall be acceptable. They must, however, be black or the predominant color of the jersey uniform.

Equipment

The WGDRSC will provide the following equipment kit for each team: ·

- Two #4 or #5 Match Balls ·
- One scrimmage vest for every rostered player
- A supply of cones and discs
- A first aid kit
- Ball Pump
- Four (4) Corner flags

Additional equipment needs should be requested through the Equipment Director. The Equipment Director will confirm with the Competitive Director that the request will complement the approved curriculum. If deemed appropriate, the club will purchase the said equipment and provide to the coach. Equipment will be assigned to each coach before the start of the soccer season. All equipment assigned to the team via the Equipment Director is **property of the WGDRSC** and will need to be handed over to the Equipment Director at the end of the season, regardless as to if the coach will be coaching the next season.

Player Uniforms

Parents are responsible for purchasing a WGDRSC Competitive Uniform Kit for their players. Uniform purchases are to be made directly through the WGDRSC website via the [Wethersfield Soccer Club Store](#).

A uniform kit will consist of:

- One (1) home jersey
- One (1) away jersey

- One (1) pair of shorts
- One (1) pair of socks (two are recommended)

Additional pairs of socks can be purchased separately from the uniform kit. Socks matching the uniform kit are required to be worn during all games. All players must wear the WDRSC uniform to all games. Players wearing previous uniforms that do not match the current kit build, may be subject to sitting out until the proper kit is obtained.

Additional items may be made available as well for parents to purchase which may include backpacks, sweatshirts, quarter zips, t-shirts and other WDRSC items. If available, they will be listed in the store for purchase.

Cleats, shin guards, and a water bottle are the responsibility of the player and are required to be worn/brought to every game. Mouth guards are optional and are the responsibility of the player.

Parent Expectations

The below are expectations of any parent of a soccer player. The WDRSC is accountable to provide as positive and experience to the children as possible. Parents are expected to do the following:

- Bring players to field at time requested by coaches for proper warm-up activities.
- Learn skills, rules, and strategies of soccer.
- Cheer positively for both teams, support players, teams, coaches, referees and WDRSC.
- Ensure players uphold the Player Code of Conduct expectations.
- Let the players' play, the coaches' coach, and the referees' referee. Remember it is a **GAME for the kids, not the parents**.
- Although our spectators are strongly urged to cheer on & provide positive reinforcement from the side-line, remember that coaching and direction to players on the field **MUST** come from the coaches **ONLY** (see Parents Code of Conduct for more information on this expectation).
- Encourage players to play alone or in small groups outside of practice.
- Register players and pay fees in a timely manner.
- Travel soccer requires a much higher level of commitment, so Parents must ensure players attend practices, games and clinics and assist with travel, as necessary.
- Parents are expected to encourage their sons or daughters to perform to the best of their abilities. They should be a source of support for the athlete and the program in which they are participating.
- Parents are role models for athletes and representatives of The Wethersfield George D Ritchie Soccer Club. As such, they are expected to exemplify good attitudes by treating all players, coaches, fans, officials, and other parents with respect and dignity.
- Parents must insist that players abide by rules established by the coach, the Club, and the Connecticut Junior Soccer Association.
- Parents should be positive in support of their own team and recognize the achievements of the opposing team.
- Vulgar, racial, derogatory, or disparaging remarks are never appropriate and will not be tolerated by officials or the WDRSC.

- Parents should allow their athletes to enjoy the benefits of competition, remembering that not everyone can be the star, be on the first team, or have equal playing time.
- Our focus is to develop the children at their age levels, so please keep winning and losing in proper perspective. Athletic programs are primarily designed for students to learn and have fun.
- Players who do their best are to be commended even if their best may not be good enough to win.
- Follow chain of command if there is a question or dispute. Allow a 24-hour cool-down period before questioning the coach about game-day playing or position decisions, or formally submitting a complaint to the WDRSC Board of Directors.

Additional explanations of expectations can be found in the WDRSC Code of Conduct published on the WDRSC website. Failure to comply with the above, or the Code of Conducts could lead to disciplinary action for players and parents.

Practice Drop Off and Pick Up

We do not advise parents to drop off their children at practice and leave. If for any reason practice gets cancelled (weather, not enough players, etc), we cannot be responsible for your child. Coaches cannot be responsible for your unattended child if you are not there to pick your child up. If you are going to leave, you will be expected to provide the coach with a contact number so the family can be alerted of the practice cancellation.

Transportation

Parents are responsible for providing transportation to and from games and practices for their child. Any child that is transported by anyone other than their own family is at the family's own risk. The club will not be held responsible for transportation of the kids.

Problem/Conflict Resolution

As part of the leadership team for Wethersfield George D Ritchie Soccer Club, the coaches, managers, and board members always want to do what is best for each individual player whenever possible. We care a great deal about your son or daughter and want to contribute to his/her individual development in a positive way. When a problem or conflict arises, we cannot promise that all your concerns can be resolved to your liking, but we promise that we will listen to your concerns and respond to the best of our ability. For our programs to be successful, we must all work together -parent, board, coach, and participant. To allow for an appropriate exchange of opinions when the need arises, a procedure has been developed to create an open line of communication between the club, parent/guardian, player, and coach. The following procedure will allow for an exchange of opinion in a respectful manner. Most conflicts are better resolved with an appropriate cooling down period. No conflict between a parent, player, official, or coach should be addressed during or immediately after an event. The event site, practice field, sidelines or parking lots are not appropriate places to handle conflict. If you have a concern, please call, or arrange a meeting the following day after the incident, practice or game. Your meeting needs to be in a non-public setting, a private email or via the phone. If your concern has not been addressed to your satisfaction, then refer to the escalation process below.

Escalation

Every organization has and needs an orderly process to use when problems/issues arise. The Escalation process for WGDRSC is:

- Parent (U12 and under) contact Coach
- Player (U13 or older) contacts Coach
- Parents contact Coach.
- Parents contacts the Coaching Director.
- Parents contact Board President.

Parents/players are strongly encouraged to follow this chain of command whenever an issue arises concerning a coach. If a concern is not resolved to your satisfaction at one level, you are encouraged to go to the next level in the escalation process. However, all concerns should begin with the coach and then advance up the chain of command.

Formal Grievance Policy

- A grievance may be lodged by any person for any violation of the Wethersfield George D Ritchie Soccer Club's bylaws and policies.
- No grievance will be accepted from any person who:
 - (i) fails to observe the Club's mandatory 24 hour cooling off period prior to speaking to the Coaching Director about a grievance,
 - (ii) is acting in violation of the Wethersfield George D Ritchie Soccer Club's Code of Conduct
 - (iii) has engaged in any threatening, abusive, or harassing conduct, including verbal or written abuse
 - (v) fails to file the written grievance within two weeks of the incident in question.
- No grievance will be accepted that seeks to challenge coaching decisions, except in the areas of player safety or where it conflicts with the approved written Policies & Procedures.
- A valid grievance must be in writing, explain the nature of the grievance, the circumstances and indicate the specific provision of the bylaws and/or policies that was violated using the Wethersfield George D Ritchie Soccer Club's submitting via the Club "Contact Us" section of the website.
- For a grievance to be credible, details of the grievance are not to be discussed with anyone other than the party(ies) directly involved with resolving the grievance.
- A valid grievance must be signed and submitted to the Director of Coaching.
- The Coaching Director will attempt to resolve the grievance with the parties amicably and in the best interests of the Club.
- If the matter is not resolved, the Director of Coaching may, in their sole discretion, refer the matter to the Executive Board.
- If the matter is referred to the Executive Board, the Director of Coaching shall present their recommendation for resolving the matter to the Executive Board.

- The Executive Board may accept the recommendation of the Coaching Director or may decide that it is in the best interests of the Club to resolve the matter in any manner approved by a majority vote of the Executive Board.
- Decisions of the Executive Board are final and will be communicated in writing to the grieving party(ies).

Mandatory 24 hour cooling off period: A grievance may be presented to the WGDRC only after 24 hours have expired after the incident in question. The objective of this cooling off period is to deter any person from acting in haste and enables the person or persons filing the grievance the opportunity to rethink and review the circumstances and details of the grievance before final submission to the WGDRC.

Rescheduled Games

CJSA provides a window at the beginning of the season to reschedule any games that teams have conflict with. WGDRC will honor all game requests within the time frame allotted by CJSA. No games will be rescheduled after that time-period unless it is due to a weather issue AND is approved by CJSA. Reschedule requests must be reviewed by the Field Assigner and Referee Coordinator. Rescheduling may be subject to referee fees if the game is cancelled/postponed less than 24 hours before the scheduled game time.

Forfeit game (League only)

Forfeits are RARELY accepted by CJSA. Ample time is provided to both teams to reschedule games. League games are a priority over friendly games or tournaments. All efforts should be made to make up a League game before the end of the season. In those rare circumstances that a game cannot be made up, the team that initially caused the reschedule, will potentially be charged a forfeit. CJSA charges WGDRC for each home forfeit. If the opposing team is responsible for the forfeit, the Club will pursue paying the fee from the other club. If the forfeit is caused by our team, the club will pay the fee. However, if this is a consistent situation with a particular team/coach, the fee may be assessed back to the team at the end of the season.

Games cancelled due to weather

All games will be played rain or shine, and players are expected to play in these adverse weather conditions. There are cases where games may be cancelled due to field conditions beyond the team's control as ordered by the opposing/our club's Field Coordinator's or the corresponding towns including Wethersfield. In these cases, the teams must attempt to reschedule if it the game is a League game (Friendlies do not need to be made up). Other than that, the referee is the only one that may cancel a game due to weather. However, the home coach is expected to review the weather information and communicate with the field coordinator should it appear that severe weather storm may warrant game cancellation shortly before the scheduled game time. The field coordinator may cancel the referees and cancel the game due to weather only if it is considered unsafe to the players.

- Unsafe conditions include:
 - Severe threatening weather
 - Tornado watches/warnings
 - Thunderstorms

- Darkness

Generally, if a game is terminated because of weather or darkness and 50% of the 2nd half has been played, the game will be considered complete. If less than 50% of the 2nd half has been played the game must be rescheduled. This is a CJSA rule and should be verified with CJSA after each game that has been terminated prematurely. Failure to reschedule could result in a forfeit as outlined in the previous sections.

Hot Weather

Heat is a problem when it prevents the body from cooling itself. The hotter the body gets, the more likely it is to increase fatigue levels, develop cramps and increase the possibility of heat exhaustion and heat stroke. The hotter and more humid the weather, the faster these problems can develop.

Temperatures as low as 65 degrees, with a relative humidity of 100%, can be serious.

- A heat index chart should be given to every coach and referee ([Heat Index Chart](#))
- Games need to be adjusted as the heat index rises:
 - Mandatory water breaks.
 - Go to quarters.
 - Shorten the games.
- Provide training to coaches to teach the signs of heat exhaustion and heat stroke (provided by the WDRSC Athletic Trainer).

Club administrators and tournament officials are responsible for monitoring the heat index (by weather radio, online or the Weather Channel) and keeping the participating teams and game officials informed of the heat index. Coaches are encouraged to also monitor the conditions.

The following are recommended when there is a possibility of dangerous high heat index:

Heat Index	Guidelines
Up to 89°	Normal Play
90°- 99°	Mandatory two-minute water breaks per half with running time. Each half shortened by five minutes.
100° - 105°	Mandatory two-minute water breaks per half with running time. Each half shortened by ten minutes.
105°+	Suspend Play

For further information, please check the NOAA website for additional information in regards to how temperature and humidity combine to make it feel hotter.

Cold Weather

For fall play, cold can become a factor. Players should be allowed to dress in appropriate clothing. Field conditions will be affected by freezing rain, sleet and snow. The ground may become frozen and be unsafe for play. Temperature means either ambient (still air) or wind chill index. Check weather radio frequently for temperature and weather conditions.

Cold Index	Guidelines
46° and higher	No change

45° and lower	<p>Allowable Additional Clothing:</p> <ul style="list-style-type: none"> ○ Layered beneath uniform (for example): <ul style="list-style-type: none"> ○ Long sleeves ○ Long Pants ○ Additional socks ○ Gloves or mittens ○ Stocking caps without straps ○ Sweatpants or shirts <ul style="list-style-type: none"> ○ In the case of extremely cold weather, may be worn underneath the uniform, provided the entire team uses the same color sweats. ○ Jackets may be worn under the uniform so that referees can see the player's number in the event of a card being issued. <p>Clothing NOT Allowed:</p> <ul style="list-style-type: none"> ○ Hooded sweatshirts <ul style="list-style-type: none"> ○ Hoods and strings present possibility of being grabbed. ○ Earmuffs (headbands OK) <ul style="list-style-type: none"> ○ Plastic or metal part crossing top of head presents potential hazard. ○ Scarves
40° and lower	<ul style="list-style-type: none"> ○ Shorten games. ○ 5 min/half
35° and lower	<ul style="list-style-type: none"> ○ Suspend Games

- Players on sidelines should remain dressed (if in warm-ups) until they enter the game.
- Players coming off should towel off (if sweaty) and get dressed quickly.
- No one should sit or lie directly on ground. The heat is lost faster to ground than to air. Blankets and chairs are recommended.
- Keep hydrated-avoid caffeine and pop.
- Keep an eye on field conditions (wet, icy, etc.). Cold wet conditions can quickly change field from safe footing to slippery.
- Keep an eye on the goalie—usually the player who gets coldest first, as not running or moving like a field player.
- Referees and coaches should discuss weather and fields pre-game.
- Safety and health of the players come first.

Reschedule Procedure

- The Coach/Team Manager to pick a few alternate dates.
- Email the Field Assigner with the Game information and the alternate dates.
- The Field Assigner will email the Coach/Team Manager the date, time and field of the rescheduled game.
- The Field Assigner will contact the Referee Coordinator with the reschedule information.
- The Coach/Team manager will coordinate with the other team.

Social Media Policy

WGDRSC uses its website, email contacts, and social media, such as Facebook, solely to communicate information about WGDRSC soccer teams and events sponsored or approved by the club. It is not to be used for individual promotion.

If you choose to share personal information with us, by sending an email message or filling out an electronic form with personal information, this information will be used only for the purposes that the information was deemed for. WGDRSC may collect personal information, such as your email address or phone numbers to facilitate communication. However, you can remove yourself from these services at any time by contacting registrar@wethersfieldsoccer.com or the Communications Director at commdirector@wethersfieldsoccer.com.

WGDRSC does not sell, rent, lease, or otherwise disclose your personal information to others without your authorization. However, information may be disclosed by WGDRSC, when we believe, in good faith, that such disclosure is necessary to comply with any law or protect the rights, property, or safety of another person.

WGDRSC requires that every player submit a current picture and a copy of birth certificates for official records. The Connecticut Junior Soccer Association (CJSA) requires this documentation as well for player passes. Copies of birth certificate are a matter of public record and therefore require no special documentation handling. In addition, WGDRSC requires the submission of insurance information to ensure immediate medical attention should your player require it and you are absent from the game. If you do not have insurance or do not wish to provide information, please contact registrar@wethersfieldsoccer.com.

WGDRSC monitors the site for specific usage and tracking by collecting information about the date, time, and pages accessed by visitors to improve our content. The information collected does not result in the identification of your personal e-mail address or other personal information.

WGDRSC website and social media may link to other sites or contain advertisements that are not regulated by us. These other sites and advertisements are not necessarily endorsed by WGDRSC. When you link to another site or advertisement, you are leaving the WGDRSC site and are bound by the terms and conditions of the new site.

WGDRSC reserves the right to delete any comments made on Facebook posts or our website that we deem inappropriate. Repeat offenders will be blocked from making comments.

WGDRSC website may also contain documents for download. While we make every effort to ensure the documents are safe, we cannot make guarantee that the documents that you download are secure and virus-free. Download at your own risk.

WGDRSC website includes pictures of teams and individuals. You have the right to refuse to allow your picture or a picture of your child to be published by indicating your preference on the right to publish disclaimer that is distributed at the beginning of every season. If you did not receive a copy of this disclaimer or wish to change your decision, contact registrar@wethersfieldsoccer.com. In addition, if you object to a specific picture or comment that is posted, please contact the Communications Director and it will be removed in a timely manner.

Although every effort has been made to keep the information presented on the website or included in emails and social media current and correct, errors may occur. If you have any questions, comments, or corrections, please contact the Registrar or the Communications Director.

Development Plans

These development plans are required by CJSA. These plans may be amended as needed. Any changes must be WDRSC board approved and submitted to CJSA for recording purposes.

Risk Management Plan

To provide for a positive youth soccer environment, the WDRSC will take the following steps to minimize player and coach injuries and adverse experiences:

- First Aid kits will be available at all fields through coaches being provided with supplied kits for use at all practices and games.
- All players are required to wear shin guards; no jewelry or sharp hair accessories are allowed.
- Players will be requested to provide their own full water bottles for use at practices and games. Whenever possible, player safety will be included in coach and referee training, including discussion lead by qualified medical personnel to include such topic as player conditioning, stretching, and stopping overly aggressive play.
- Travel teams with mixed age groups and/or genders that may have possible safety concerns will be carefully explained to the parents/guardians of the players involved and will proceed only with their full consent.
- Games and practices will not be played under unsafe conditions such as heavy rain or snow, during lightning or other extreme weather conditions.
- All coaches and any volunteers working with the players must sign and have notarized a consent form authorizing background searches as often as required by MYSA (at least once per year).
- Program field monitors, directors, and board members will actively monitor coach and other volunteer or parent behavior for any inappropriate or abusive behavior.
- Completion and submission of written medical information forms for all players are required. Coaches are required to keep these and use them in case of injury at practices or games.
- Coaches will be informed of the need for alternate clothing in case of bodily fluid release requiring an immediate change into uncontaminated apparel.
- Drugs, alcohol, or any illegal substance will be prohibited from being used at the fields.

Player Development Plan

To provide for a positive youth soccer environment, WDRSC will take the following steps to insure age-appropriate player development:

- Players will be placed on teams, according to try out results, age, ability level and team availability.
- Provide a high caliber age-appropriate curriculum to coaches to teach the children and help develop the player skills.

- Players will be provided the information required to purchase a uniform consisting of two different colored jerseys, one pair of shorts and two pair of socks. They are the property of each player.
- Players will be encouraged and given the opportunity to play different positions during the season.
- Players will be required to bring and wear appropriate equipment and uniforms to all practices and games.
- Players will be encouraged to learn soccer as a team sport in which team play and development is superior to individual achievement.
- Club will advertise registration deadlines through the club email system, social media, and website.

Coach Development Plan

To provide for a positive youth soccer environment, WGDRSC will take the following steps to encourage participation by the community member as coaches and improve team coaching:

- Provide coaches with access to the Coaching Director & Competitive Director; task shall include implementing this plan.
- Recruit new coaches for teams that have open positions.
- Evaluate the Coaches at the end of every season and provide feedback where improvement is needed.
- Foster an environment that retains coaches from year to year. Provide a minimum of three (3) WGDRSC roundtable coaches' meetings during the year.
- Advertise coaching clinics and club coaches meeting through club email, website, and Social Media to all coaches.
- Facilitate additional training for coaches, such as timely information to coaches on clinics and other soccer related events offered through CJSA.
- Assist coaches in implementing the approved WGDRSC curriculum during the season and aid with practice plans throughout the season where necessary.
- Provide an accurate means of communication to each coach whereby they may become familiar with club policies, procedures, demands and needs.
- Board and Committee members shall monitor coach performance by observing practices and games and talking with players and parents, assistance will be offered to coaches where appropriate.
- Provide parents, players and coaches an evaluation form to attain feedback on coach's needs, development and overall experience had by all at the end of each season.
- When applicable, provide coaches with WGDRSC shirt/sweatshirt, first aid kit, corner flags, practice cones, ball pump, two (2) game balls and practice pennies to encourage coaches to be involved and active while developing the skills of the players.

Referee Development Plan

To provide for a positive youth soccer environment WGDRSC will take the following steps to encourage participation by community members as referees and improve refereeing at all games:

- Designate a referee coordinator and assigner; task shall include implementing this plan.

- Develop a recreation referee program that emphasizes player education and safety in any setting.
- Provide referees for as many U9 and older travel games as possible.
- Sponsor orientation meetings to new and returning referees before the start of the season each year and again after the season is over with to answer questions and clarify expectations.
- Assign referees carefully to games, making every attempt to place them according to their experience, level, ability, comfort level and age.
- Monitor referee performance through observation and discussion with involved coaches, referee coordinator, mentor and/or qualified and tenured officials.
- Provide clear communication regarding schedules, updates of information, meetings, program options and needs and club policies.
- Recruit referees from existing soccer players, interested soccer parents and coaches to accommodate growing program.
- Maintain competitive compensation to retain existing referees and attract new ones.
- Recommend, whenever possible, potential referees to CJSA sponsored and sanctioned tournaments.

Restrictions and Safety Issues

Wethersfield George D Ritchie Soccer Club follows all policies and procedures regarding safety and conduct that are held by the Connecticut Junior Soccer Association. The following topics are expected by both CJSA and the WGDRSC. All who participate in the Wethersfield Soccer Club activities including players, coaches, referees, administrators, and spectators are expected to comply with these policies.

- CJSA is committed to promoting an environment that is free from: harassment and violence in any form; verbal or physical intimidation; vandalism; drug, alcohol, or tobacco use; gambling and inappropriate language.
- These policies apply to all players, coaches, referees, club officials or administrators registered with CJSA; CJSA officials and administrators; and spectators.
- These policies shall be enforced at all CJSA and US Youth Soccer sponsored or sanctioned activities, including, but not limited to, league games, State Cup games, invitational tournaments, district, and state tournaments. These policies shall also apply to activities outside Connecticut.
- CJSA will not discriminate based on disability. CJSA will provide persons with disabilities the opportunity to participate in CJSA sponsored or a sanctioned activity, provided such participation does not threaten the health or safety of others.
- CJSA reserves the right to exclude an individual's participation in an CJSA sponsored or sanctioned activity to comply with applicable law.

Discipline Procedure Player Behavior

Players are expected to come to all games and practices with a positive attitude. Players that are disruptive to the team can be removed from a team upon the request of the coach. The Disciplinary Committee will review all requests. The player will be given one warning that their position on the team is in jeopardy. The warning is via a letter to the parents of the player. A Disciplinary Committee member will attend practices and games to witness the player conduct. If the player does not improve his/her behavior, the result will be a second letter from the Executive Board indicating the player has been

removed from the team. No refunds will be issued because of this removal and a player release will not be granted for the current season.

Policy on Dangerous Conditions

The following guidelines apply to CJSA league games. Tournaments set their own policies - see the individual tournament rules and policies. CJSA rules allow the referee, and only the referee, to decide whether a match is played, postponed for few minutes, or cancelled because of playing conditions if it has not been decided on before the referees are at the pitch. The safety of all is the most important, independent of any cost, inconvenience, or advantage due to the replay (or lack thereof) of the match. State and local referee associations instruct referees regarding suspension of play due to dangerous weather (lightning, severe weather, tornado warnings, etc.) and other playing conditions. The referee's decision stands.

If the referee suspends play, WGDRC recommends getting all to safety and waiting a brief amount of time (up to 30 minutes) to see if conditions improve enough to allow continued play. If play cannot be resumed, the match is ended. CJSA policy on league games is: A league game is considered complete if play is ended MORE THAN halfway through the second half of the match - according to the REFEREE'S watch. The score at that time is considered the ending game score. If play is ended prior to this point in the game, the match is considered "not played" and must be replayed from its start at a subsequent time/day/place as agreed upon by the teams' coaches within 48 hours.

If, in the opinion of the coach(s), dangerous conditions (weather or field condition) exist at the game site prior to the start of the match, coaches of the 2 teams are encouraged to come to an agreement whether to play the match or reschedule. The coaches must confer with the referee on this decision. A coach can choose to forfeit or play under protest (inform the referee) if he/she feels that conditions are unsafe. If safety is truly the concern, forfeiting should not be an issue. A legitimate refusal to play is rarely classified as a forfeit. Practices are generally held as scheduled during rainy conditions. (This can be valuable since a team is likely to play a game or two in the rain during the season.) However, practice will be canceled or cut short if dangerous conditions occur (lightning, dangerous winds, extreme temperature drop, etc.). Parents will be expected to monitor the weather and return to the practice field immediately if dangerous conditions occur.

Insured Practice Areas

See the CJSA section of the website for [Insurance Information](#).

Anchoring of Soccer Goals

Unanchored soccer goals are extremely dangerous to anyone on the field at any time. Each team should appoint a responsible individual to check both goals on any field of play before each game or practice. Make this an automatic start to any game or practice, even if the referees are supposed to check the goals before game times. Do not play or practice on any field where the goals are not anchored. Report any unanchored goals to the referee in a game situation (home or away) and report any unanchored practice field goals to the Field Coordinator immediately.

Protective Head Gear, Jewelry, Eyeglasses

There has been much written about the dangers of heading balls by young soccer players. USSF has yet to come to a consensus on this issue. They have taken the following position regarding protective headgear in game situations: Headgear will be viewed as player equipment and the decision to allow or

disallow is left to the discretion of the referee at each individual game. In other words, if the referee says "no" - the headgear will not be allowed. We advise any player or parent with concerns to wear protective headgear during practices, as this is where most players do most of their heading. The USSF rules on uniforms and equipment will be enforced. The current version of the law book says that no jewelry may be worn. Even if earrings are taped, they constitute jewelry and still are not safe. It does not matter if the player's ears were just pierced or if the last referee allowed them. Metal eyeglass frames are allowed if they are safe in the opinion of the referee. All eyeglasses must be held on by strap or tape.

Substance Abuse Policy

ALCOHOL - A Parent, player, or coach shall not use, possess, or obtain a beverage containing alcohol at any time during the soccer season (Fall, Winter Sessions, and Spring) regardless of the quantity. Players who violate this rule shall be suspended from participation in all team/club sponsored activities for the time specified below.

TOBACCO - A Parent, player, or coach shall not use, possess, or obtain tobacco anytime during the year (Fall, Winter Sessions, and Spring). Players who violate this rule shall be suspended from participation in team/club activities for the time specified below. Penalties: Same as alcohol. (See below)

DRUGS – A Parent, player, or coach shall not use or consume, have possession, buy, sell, or give away marijuana or any substance defined by law as a drug, unless specifically prescribed by his or her doctor for the player's own use, anytime during the year (Fall, Winter Sessions, and Spring). In addition, a player or coach shall not use, possess, buy, sell, or give away drug paraphernalia. Penalties: Same as Alcohol and Tobacco. Medications such as Tylenol or Advil (or their generic equivalents) are allowed with parental consent. (See below)

- **WGDRSC has a zero-tolerance policy on any of the above items.**