



Technical Director Annual Report 2017-2018

Technical Strategic Goals

Many of the technical goals and objectives for the 2017/18 season were outlined in the RFC strategic plan, some of which were achieved this past season, others to be rolled out in the 2018/19 season, and many are ongoing. Below is an overview and status of the Technical Goals based on the RFC strategic plan:

Strategic Goal # 2 Improve Coach, Player and Referee Development	
PLAYER DEVELOPMENT	
Goal	Status
1. Clearly define club development philosophy	RFC club development philosophy falls in line with Canada Soccer and BC Soccer development guidelines as a member club, and is currently working on a document that will outline this to its members. The hope is for this document to be ready by the 2018/19 season, and is waiting for the CSA and BC Soccer to officially announce information on potential changes to the current development model that may effect this through its club licensing program.
2. Curriculum development for each age group, development stage and stream	Curriculum guidelines are provided to all technical leads and coaches prior to the season. The club is currently working on coach handbooks for the 2018/19 season as a supplementary resource to what is presented prior to the season, including example session plans appropriate for the age, development stage and stream they are working with.
3. Clear development pathway, more players progressing up the divisions within RFC, moving into elite environments, and for graduating youth players	RFC has developed a great working relationship with its BC SPL partner club Fusion FC, due to this more players that demonstrate the potential to play at the BC SPL level are being given the opportunity to do so, either through being selected or being invited as a training player. This past season there has also been a better link between the divisions within RFC, Metro, Gold, Silver & Bronze, having the age group technical lead work with all divisions within and age group and having teams train at the same time and location, there has been an increase in players being exposed to and given the opportunity to move up to higher level of play within the club. There still needs to be work on developing a clear pathway when players graduate from youth soccer, and the club is currently working on developing a work group to establish how this can be best achieved.
4. Obtain club charter standard 2 by end of 2018	With the CSA now looking at introducing the club licensing program across Canada, this strategic goal has been put on hold until the CSA officially announce its plans, at which point RFC will review what licensing opportunities are available to RFC, and set goals and timelines in which to achieve this
5. Prime focus on Coach education – better coaches improve standard of player at all levels	RFC continues to work with BC Soccer as part of renewing its Club Charter standard 1 license in working towards having all coaches within RFC complete the appropriate community course for the current stage of development they are working within. At U5 to U8 RFC continues to offer the coaching courses as part of the program by having an in house BC Soccer facilitator run the RFC programs at these age groups. RFC will continue to offer other coaching education opportunities, in August 2017 Stoke City FC coaching staff ran 2 on field clinics free to RFC coaches. RFC also ran 2 learn to train courses, 2 Soccer for Life courses, Partnered with the City of Richmond to offer a Physical Literacy Course, and ran 2 in house coaching clinics. The role of the age group technical lead was expanded to involve the club coaches more in developing/running sessions and provide more mentorship and guidance throughout the season, this area of the role will be further expanded for the 2018/19 season.

Strategic Goal # 2 Improve Coach, Player and Referee Development	
COACH DEVELOPMENT	
Goal	Status
1. Offer frequent BCSA Community Coaching Course with the aim for all coaches within the club to complete the required level of course for the development stage they are coaching	RFC ran the required amount of BC Soccer community coaching courses for the 2017/18 season, with aim of all coaches meeting the required level of course for the developmental stage of the players they were coaching. At the start of the season 50.4% of coaches were at the required level, by January 2018, 91.9% of coaches within RFC met the required standard. RFC will continue to work with BC Soccer to ensure we continue to reach these standards each season, as per the requirements for the Club Charter Standard 1 licence.
2. Monthly Coaching Clinics run by TD , ATD, TL's and guest coaches	RFC hosted 2 monthly Coaching Clinics for the 2017/18 season, due to low attendance it was decided to revisit this for the 2018/19 season.
3. Ongoing Club/Staff Coach mentorship and periodic performance reviews conducted through player surveys, self-evaluation and TD, ATD and TL evaluation (set goals and targets)	In spring of 2017 RFC piloted the player survey to provide feedback on the staff assigned as technical leads to specific age groups in the development and competitive streams. This was then continued for the 2017/18 regular season and proved to be a successful evaluation tool with an average 60%-70% player response rate from each of the age groups. This evaluation tool will continue for the 2018/19 season, along with the introduction of coach workbooks for coaches to use as a self-evaluation tool, staff on field evaluations conducted by TD and ATD, and Club Coach on field evaluation conducted by the assigned TL. The TL's role was expanded as mentioned earlier for the 2017/18 season with the aim to provide more ongoing support and mentorship throughout the season, this will continue for the 2018/19 season
4. Resources, documentation and program coaching handbooks	The Slack Coaches channel was introduced last season and has been a useful tool for coaches to interact with each other and to share ideas. Club and Staff coaches prior to the start of the season were provided with an outline of the specific program they were involved in, along with curriculum guidelines, and session plans. For the 2018/19 season RFC is developing handbooks as a supplementary resource for each of the programs that coaches can refer to during the course of the season.

Strategic Goal # 2 Improve Coach, Player and Referee Development	
REFEREE DEVELOPMENT	
Goal	Status
1. Offer frequent BC soccer referee courses to ensure all referees are meeting the current standards	RFC ran the following BC Soccer Referee courses; 3 refresher, 2 small sided game, and 1 entry level, for the current and new referee's working within RFC to ensure they were up to date and meeting the current standards. RFC will continue to offer the appropriate amount of courses each year to ensure all new and current refs can continue to grow and develop.
2. Development and implementation of the referee mentorship program managed by ATD	Bradley Smith was appointed as Head Referee for RFC, and provided mentorship a guidance to all refs working within RFC, by providing feedback during games, and offering free referee clinics throughout the season to go over specific topics. Older more experienced refs within RFC were also provided opportunities to provide feedback to younger inexperienced refs as part of their overall development. This will continue for the 2018/19 season
3. Offer BC Soccer grassroots referee clinics	RFC ran 1 grassroots referee clinic in the summer of 2017, which was a great success and will look to offer more again in the future.
4. Clear development pathway providing opportunities for refs to officiate at higher levels of play	The Head Referee and ATD provides feedback and recommendations to BC Soccer, BC SPL and MSL on which referees show the potential or should be given the opportunity to officiate at a higher level. Through this process we have seen some refs within Richmond being given the opportunity to be an assistant or head referee, within elite environments, and provincial cups. RFC will continue to promote the referee pathway as outlined by BC soccer and the CSA

(For a more detailed report please read the referee report)

Strategic Goal # 3 Increase enrolment (recruitment and retention)	
COMMUNITY OUTREACH	
Goal	Status
1. Elementary School programs to promote RFC programming, soccer and the benefits of being active	In June 2017 RFC piloted the elementary schools program in 2 elementary schools, in 2018 RFC ran the program in 5 elementary schools in Richmond. The program is growing as schools become more aware of the program, with the aim for 2019 to gain sponsorship for the program, and to increase the number of schools participating in the program.
2. Hosting community soccer events, throughout the year to promote RFC and the game of soccer	RFC has increased its involvement within the community this past year, having a booth at the Know Your Sport event at Lansdowne Mall, hosting a Soccer team from England, hosting Stoke City FC camp for KidSport, working with the City of Richmond, KidSport and RGSA host Try Soccer Saturday event for refugee families that have moved into the community, with its elementary school initiative, and hosting a soccer team from China. RFC will continue to work to increase its involvement within the community for 2018/19, and will be running an event at Lansdowne Mall to promote soccer during the World Cup, working on being part of the Canada Day Parade in Steveston, operating a soccer station at the Family Fun Day Event hosted by the Society of Richmond Children Centres, hosting BC Soccer Provincial A Cup, hosting Stoke FC Summer Camp for KidSport, and hosting a team from Germany to participate in the RFC Thanksgiving tournament.
3. Develop and grow partnerships with other community based soccer programs within Richmond	RFC continues to grow its partnership with the Chinese soccer community, last season 2 BCCSF teams were incorporated within the RFC Spring League, this spring we have 3 teams participating within the league, and are currently working on how to incorporate the group within our regular season house programming. Last Summer RFC worked with Home Park Soccer club in hosting a team from Beijing and is currently working with Home Park Soccer Club again this summer in hosting another team this year.
4. Providing more programming in east Richmond locations, to make programs more accessible to families that live in the East Richmond area	RFC as part of its Elementary School program, has connected with the Hamilton Community Center, and is in the process of working with the community centre and the Elementary school in offering after school soccer programs starting in September 2018. RFC is looking to further build this relationship, with the potential to offer more soccer programming in the future.

Intro Active Start Program U5/U6 – No changes were implemented for the 2017/18 season, other than the U5 and U6 groups both trained on the Tuesday, Chris Vendetti continued in his role as the BC Soccer Learning Facilitator to co-ordinate the program. The program is designed to get all RFC coaches working within these age groups to complete the BC Soccer Active Start Community Coaching Course. RFC worked closely with BC Soccer to ensure the curriculum and program was in line with the objectives of the course. At the start of the season 21.1% of coaches had completed the Active Start course by January 100% of coaches had completed the course. The feedback from coaches and parents was positive, RFC will be working with BC Soccer again next season to continue to offer this programming.

Intro Fundamentals Program U7/U8 – The only changes that were implemented for the 2017/18 season were as follows; 1) the U7's moved onto a larger field for training to better accommodate the numbers. 2) The training format moved to single session run by the coach, rather than the station based approach. The reason for the changes were based around feedback received by the staff and coaches involved within this age group. The program is designed to get all RFC coaches working within these age groups to complete the BC Soccer Fundamentals Community Coaching Course. RFC worked closely with BC Soccer to ensure the curriculum and program was in line with the objectives of the course. At the start of the season 29.4% of coaches had completed the course and by January 100% of coaches had completed the course. RFC will be working with BC Soccer again next season to continue to offer this programming.

Foundation Recreation Program (Learn to Train) U9-U11 – No changes made to the program for the 2017/18 season, with the exception of the Technical Lead assigned to co-ordinate the program where in charge of the scheduling of support staff, this along with having players in the U17/18 age groups volunteer their time to provide additional support, resolved the issue from the previous season of not having enough staff coaches for the training sessions. Feedback was in general positive, however some of the teams were unevenly balanced at the start of the season, and due to this RFC staff were assigned to evaluate players in order to re-balance the teams. For the 2018/19 season RFC has appointed a co-ordinator to oversee the game days to provide more technical support and guidance to the staff and club coaches which falls in line with RFC strategic Goal #2. Due to the changes to the league structure and the formation of the BC Coastal Soccer League, the BCCSL will not be offering a Div 3 (Bronze Division) for the U12 age group starting in the 2018/19 season, therefore the districts are required to incorporate this division within their in house league structure. Due to this RFC will be looking to combine the U11/U12 age groups who will form teams to participate in the RFC house league during the regular season.

Foundation Development Program (Learn to Train) U9/U10 – The only change to the program was that the South Fraser District League took over the running of U9/U10 PDS league, and the U9's were incorporated into the league structure along with the U10's for the 2017/18 season. Initially the U10 groups found the games challenging up until the league re-aligned the teams, at which point the games provided the appropriate challenge for the selected groups. Due to the snow the previous season school gyms were booked during November through to January, which the groups took advantage of through Futsal Friday which was a drop in program that was very successful. The program will continue in its current format for the 2018/19 season, there may be some slight changes to the program for the 2019/20 season, once the CSA release more information on the club licensing program and development plans for this age group.

Foundation Development Program (Learn to Train) U11 – No changes were made to the program for the 2017/18 season. The U11 silver group that participated in the Vancouver Youth Soccer League, over the past 2 years has dominated many of the games, after discussion with the coaches it was decided for the 2018/19 season to add a 4th team to the group 2x silver, 2 x gold. With the new changes to the league structure and formation of the BCCSL at U11 there will be Div 1 (formally gold) and Div 2 (formally Silver) divisions within the league therefore RFC intends on having 2 teams within each of the divisions. For the 2018/19 season it has been decided to offer the 3rd training session for this age group as optional rather than mandatory.

Foundation Recreation Program (Learn to Train) U12 – Program format was similar to previous season, with an additional session added to provide additional training during an important stage of the players development, and to fall in line with the LTPD. This proved to be successful, as the attendance for both training sessions was positive and will continue for the 2018/19 season. There were some initial challenges at the start of the season with the club coaches not fully understanding the program, these were addressed at a meeting early on in the season with the Technical Lead. Due to the changes to the league structure and the formation of the BC Coastal Soccer League, the BCCSL will not be offering a Div 3 (Bronze Division) for the U12 age group starting in the 2018/19 season, therefore the districts are required to incorporate this division within their in house league structure. Due to this RFC will be looking to combine the U11/U12 age groups who will form teams to participate in the RFC house league during the regular season.

Foundation Development Program (Learn to train) U12 – No major changes to the program for the 2017/18 season. 4 players were selected from the group to the Fusion FC 2005 intake group which is 1 more than the previous season, we do expect a 1 or 2 more players to be added as training players in September. Feedback was overall positive from coaches and parents. The new changes to the league structure will not have too much effect on the program structure for the 2018/19 season, RFC will have 2 X Div 1 Teams (formally gold) and 2 X Div 2 Teams (formally silver). . For the 2018/19 season it has been decided to offer the 3rd training session for this age group as optional rather than mandatory.

U13-U18 Recreation Program – Technical support was provided for Bronze teams within this division through an optional development session each week with a technical staff member. 4 teams took advantage of these development opportunities, and the feedback from the club coaches involved was very positive. Additional support was also provided by the assigned age group technical lead at U13/U14/U15/U16, who would provide support to the team's coaches, through session plans, running 1-2 sessions with the group per month, and inviting players from the group to train with the silver team throughout the season. This created a much greater link between all divisions within the age group, and allowed for more interactions with the coaches and players at all levels, creating a club based atmosphere. Having this connection between the

divisions also created more opportunities for players to progress to the next level. This format will continue for the 2018/19 season, and will be added to all age groups from U13 to U18.

U13-U18 Select Program (Metro/Gold/Silver) – The program continued in the same format as previous season, with the age group technical lead overseeing the Metro, Gold and silver divisions at the U13, U14, U15 and U16 age groups, at U17/U18 an age group technical lead was assigned to the Gold Silver teams, and a Technical Lead assigned to the U17/U18 Metro Team.

There were some changes to divisional placements of teams prior to the season within the U14 and U18 age groups. At U14 Metro due to 4 players being selected for Fusion BC SPL, and another 3 players not returning for the 2017/18 season, after meeting with the coaches it was decided with the players remaining to initially place the group within the Gold division for the 2017/18 season. At U18 it was decided have a combined U17/U18 Metro team consisting of mostly U17 players due to the registration numbers within this age group, as some players preferred to play at the gold, which required less commitment as they moved into their final year of high school. Due to this RFC had Metro teams at U18, U15 and U13, Gold teams U13 through to U18 and the same at silver.

Due to the snow the previous season, gyms were pre booked for the months of November through to January, the Gold and Silver teams at the U13 and U14 age groups took advantage of this and ran a Friday skills session in the gym. Due to its popularity, and the changes in the league structure RFC decided to review its select programs, as this showed that some players within the gold and silver divisions would like to opportunity to train 3 x per week. In addition to this at the older age groups we found that due to works and higher school commitments, some of the Metro players would prefer to train 2x per week rather than the current 3 session format. After doing the review it was decided that at the U13-U15 age groups the 3rd session per week would be mandatory for the Metro division, and optional for the Div 1 (formally Gold) Div 2 (formally Silver), and optional for U16 and above for all divisions.

Goalkeeping Development Program – Mick Salmon, continued in his role as head of Goalkeeping Development providing oversight and curriculum for the U9-U18 Goalkeepers within RFC. Parker Ingham provided technical training for the U9-U12 Gks, and assisted Mick with the U13-U18 Gks. In February Parker decided to travel to Europe and Lucas Menz was brought in as a replacement. The program was a great success, and feedback was positive. Mick Salmon unfortunately will not be returning for next season, as his role at BC Soccer has been expanded into a full time role, RFC would like to thank Mick for all his work over the past 3 years and wish him all the best in his new role. Lucas Menz was in line to take on Micks role at the RFC for the 2018/19 season, however his schedule in his current role as GK coach with the Whitecaps residency and Academy programs does not align with the RFC schedule at this time. RFC has been working with Fusion FC to find a solution for the 2018/19 season by utilizing the GK coaches within Fusion FC for the GK program.

Team Selection Process – This season RFC further developed the team selection process, by moving to an in season evaluation model, rather than running open evaluations for all age groups. At U13- U18 there issues having gone through the process the previous season. Players wishing to be evaluated to be placed in the U9-U12 development stream, players were initially evaluated by staff during the house games, and mid-week training sessions, once evaluated players that demonstrated the potential to move into the development stream were then invited to train with the current development groups to see if that environment was best suited for their soccer development. There were some challenges due to the weather and cancellations, however the process worked well for and will be incorporated again for the 2018/19 season, with some changes based on the feedback received by the staff and coaches involved in the process

Coaching Development – As part of the RFC's club Charter Standard 1, RFC had to demonstrate that the club is working towards 100% of coaches complete the required BC soccer community course based on the development stage of the players they are coaching:

To achieve this RFC had to run a certain number of courses to ensure this target was met.

At the U5-U8 age groups RFC continued to work with BC Soccer to develop programming that enabled coaches to complete the required courses through the club program offered at that age group, and then offer classroom sessions to cover specific areas that could not be covered on the field. For the courses Learn to Train and Soccer for Life RFC had to run these courses separate

from regular programming. Based on the number of coaches that required to complete the courses the club had to host a set number of courses to achieve its goal, table below outlines the results:

Coaching Course	% Coaches Before	#Courses	% Coaches After
Active Start (U5/U8)	21.1%	2	100%
Fundamentals (U7-U9)	29.4%	2	100%
Learn To Train (U9-U12)	62.8%	1	81.4%
Soccer For Life (U13+)	77.8%	1	92.6%
TOTAL	50.4%	6	91.9%

CSA Club Licensing Program – This past season the CSA announced its plans to develop its club licensing program, to clearly define, set standards and highlight expectations to its member organizations, with the aim to improve and raise the level of soccer clubs and organizations across Canada. Due to this announcement the BC Soccer Club Charter program has been put on hold, as the CSA Club Licensing Program will replace this program. BC Soccer will continue to accept Club Charter 1 applications, as the Standard 1 Clubs will be incorporated within the CSA club licensing program at the appropriate level. The CSA plan to officially announce the program within the next few months, once the official announcement has been made, RFC will be able to review where the club best fits within the CSA Club Licensing Program, and look to work toward submitting its application. This new initiative by the CSA may have a slight effect on the programs we offer at RFC, and RFC is continually working with BC Soccer to keep up to date on any latest developments in this area. Any changes to programming will take most likely take effect for the 2019/20 season.

BCSPL and Fusion FC – RFC has continued to build the relationship with Fusion FC during the course of the season, and the communication has been very positive between the clubs at a technical level. Many players have moved up into the BCSPL environment and into the Fusion FC programming this season, and some players that have shown the potential to play at the BCSPL level have been given opportunities to train or play up on a permit to see how they perform in that environment. The table below shows the number of players in each age group that are currently playing at the BCSPL Level:

Birth Year	# RFC Players Selected BCSPL	# Player Training BCSPL
2006	4	0
2005	3	5
2004	6*	0
2003	3*	1
2002	2*	0
2001	7	0
2000	2*	0
Total	27	6

(*1 player Selected to Coastal FC BCSPL) (*1 player Selected to Mountain FC BCSPL)

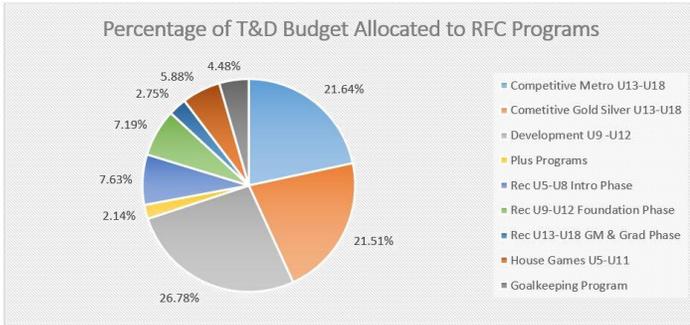
Summer Camp Program – RFC partnered with Kamloops Youth Soccer in hosting Stoke City FC who ran a soccer camp in August prior to the 2017/18 season with the aim to raise money for KidSport Richmond. Participants registered for the Camp by donation, and was a huge success, with RFC raising over \$5000.00 for KidSport Richmond. In addition to this the Stoke City Coaches ran 2 mid-week coaching clinics for the RFC coaches, with a social event at the end.

Stoke City FC will be returning again this Summer

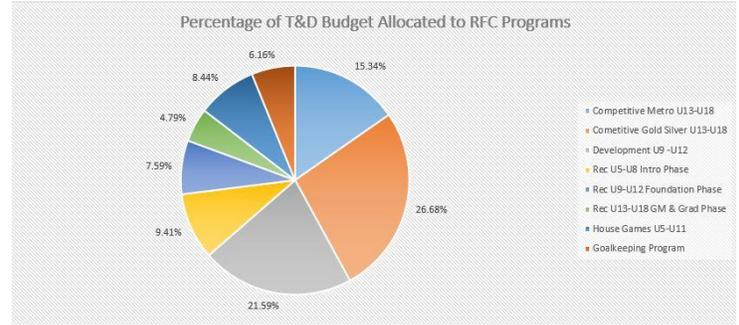
T&D Budget – The T&D Budget was under the allocated budget for the 2017/18 season.

Based on the T&D budget for this past season I have done a breakdown of the % allocated to each program and compared this to the 2016/17 season, see charts below:

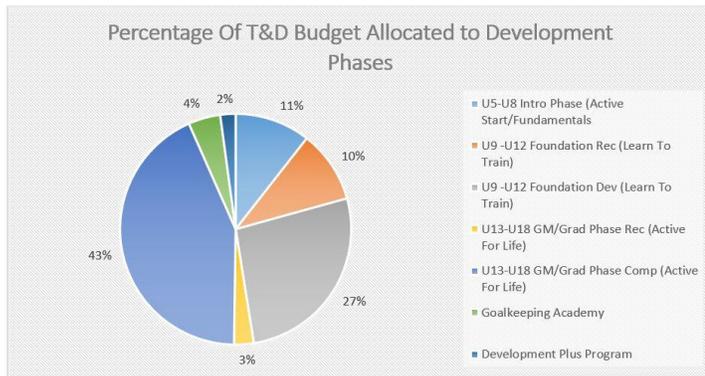
2016/17 Season



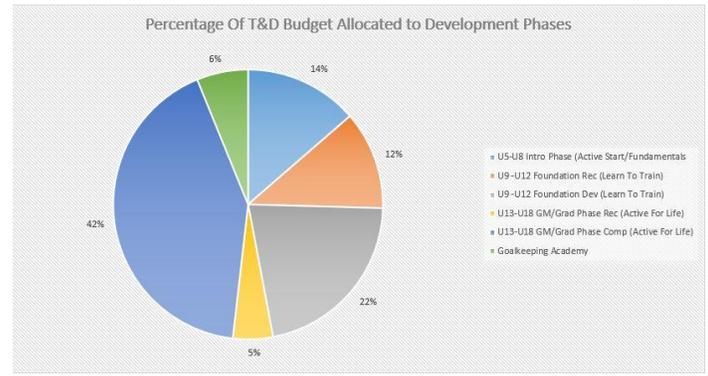
2017/18 Season



2016/17 Season



2017/18 Season



Due to programming changes over the past few season within the development stream, the plus program was not offered in the 2017/18 season and therefore is not indicated in the charts

Conclusion – It has been a great season overall, and the club has achieved many great things over the course of the year, and look forward to the 2018/19 season. I would like to thank all the volunteers, coaches, players, parents and staff for their commitment to the club over the past season, it is very much appreciated. In preparation for next season I will be presenting in the technical goals and objectives for the 2017/18 season at the June Board meeting.

Respectfully submitted,

Steve Hood

Technical Director, Richmond FC

May 23, 2017