

Minutes of Wildcats committee meeting

Date: 22nd October 2008 @ Da Vinci's wine bar

Attendees: Becky Ellis, Michelle Lavergne, Emily Lewis, Raquel Tarita, Joanna Williams, Mette Kuijpers, Ann-Marie Sevcsik

Agenda:

- 1 Season so far
- 2 Communication
- 3 Recruitment
- 4 Social events
- 5 Other business

- **1. Summary: Season So Far:**

Conesus that the season has been a bit disjointed with many players having other commitments which has reduced the core attendances at training. Furthermore we have received no replacements for players on internships having left, like Michelle or Caro. The reduction in squad numbers has given rise to issues within the team that is affecting the team spirit and motivation. Issues such as A) communication B) lack of trust (visible in our game style so far) and C) Pressure on regular players

- **1.1 Why ?**

- Lack of players - the recruitment process is returning very little for a lot of effort put in. Even after several lead initiatives we still have few fixed new players
- Style of play - not focused enough on having fun and there's a lack of gelling as a team
- Style of coaching - players left feeling without a sense or purpose being moved around from position to position. Coaches need to help install more confidence among players.
- Too many egos- all strong independent women who have a view on things which leads to tension during games.
- Accountability on the pitch attitudes such as "some else will make the tackle" - each players needs to be accountable and responsible for their job
- organisation - too many emails being circulated with no clear focus on email subject or events being organised...
- organisation match days - improve preparation and organisation

- **1.2 How to Change:**

- Lack of Players: More focus from the team to make it each person's responsibility to talk and encourage people to try the sport (see recruitment for ideas and suggested ownership) - The committee to oversee that this happens!!
- Style of Play - more group events focused on spending time on and off the pitch with different activities:
Ideas being implemented:
 - Eating on bi-monthly basis at the CERN club pitch. Girls to organise - Joanna to oversee timetable and numbers with the support of Raquel. Starts ASAP
 - Going out - To implement social ideas (see Social Events for calendar) Joanna to supervise with support of Raquel and other team members
 - Monthly dinner out - squad only - TBA

- Style of play on the pitch:
To discuss with coaches a selection of exercises for small groups with activities that focus on trust and support - Becky to speak to Gianni/Stephan
 - Trust day out in the wildlife - To be organised -to discuss in next committee meeting when this can be slotted in
 - Coaches - to have Q&A session after training - Becky to speak to coaches
 - Confidence on the pitch - Becky to speak to coaches re improvement on this... NOTING - it can only happen when numbers improve
 - Too many egos - Delegation of task (trust) to non committee members that will take charge and ownership of given responsibility
 - Accountability on the pitch - improve reactions, thought process and confidence for each member - Becky to speak to coaches
 - Training - one voice - to extend Q& A to the end of session to make training more fruitful.

- **2. Communication**
 - **2.1 Organisation- non match communication**
 - Google groups email being used too much resulting in a lack of interest in emailed information which gives concerns or indications of lack of organisation. Possible solutions would be - A) A monthly PDF Newsletter which is sponsor friendly to be organised by Emily/Joanna and B) Forum on the web - to be used by the team for all other communication (non urgent etc.) - Emily to email out to the team re new communication style
 - **2.2 Organisation - on pitch /match days**
 - Licenses - To brief a supporter, injured player or sub to see referee with licences therefore freeing up captains to warm up with rest of team- Becky/Emily to delegate on match days
 - Warm up - Becky to speak to coaches re improved method
 - Clear communication of the timetable and the players - organise strapping and other responsibilities before heading out for the warm up

- **3. Recruitment.... NEED TO BE MORE EFFECTIVE**

Two new players both came via internet through their own incentive. We've no success as yet from business cards, touch rugby or posters and other adverts.

 - **3.1 How to improve recruitment?**
 - To get more of a local team set up to compensate for expats and those who travel for work
 - To get mothers on the team to promote the sport to others in their peer group
 - **3.2 Actions/ideas**

Responsible delegates to get other team members to run or support the following

 - Local sports halls - Becky to identify and take action
 - Give all team members the "marketing material" (posters etc.) - Becky to hand out packs at training days and sessions. Emily can also post them on the web for downloading.
 - Shopping Centres for coffee mornings- Raquel to get Elisa and Tina involved to run this
 - University & students - Becky put up some posters. Mette and Becky to get in contact with interns and universities.
 - International Schools - Raquel
 - Organise a "Rugby Try-out" for the 2nd half of the season - Michelle/ Gianni
 - Sports Shops - put up posters . Raquel, Emily and Ann-Marie
 - Word of Mouth - Everyone
 - Expo of women's sport - long term goal - Michelle/Ann-Marie/Gianni
 - Socialising with other minority sport - Gianni/Ann-Marie

- EX-Pat events and updating websites - Emily/Joanna
- Gyms - see if we can organise a presentation of rugby- Becky/Michelle
- Wildcat only business cards - Aimed at attracting more women - to be decided
- Liaise with Men's coach (reach players from neighbouring France etc.)- Emily/Raquel
- Discussion with Avusy girls - Emily / Joanna/ Rachel
- **3.3 Encouraging old members to return**
 - More Face to FACE communication - Everyone
 - To focus on life benefits of the club e.g. Fun and community involvement - Everyone
 - To promote attendance at socials events
- **4 Social Events:**
 - **Calendar**

DATE	EVENT
<i>Saturday 8th November</i>	14:30: Meet in Charly O'Neill's to watch Wales V. South Africa or England V. Pacific Islands 17:15: Move on to The Clubhouse or Pickwick's to watch Scotland V. NZ or Ireland V. Canada
<i>Thursday 13th November</i>	After training: Go to Da Vinci's
<i>Saturday 15th November</i>	After Yverdon match: 17:15 Go to Charly O'Neill's, Pickwick's or The Clubhouse to watch Ireland V. NZ
<i>Saturday 22nd November</i>	14:30: England versus South Africa and Ireland V. Argentina 17:15: Wales V. NZ
<i>Tuesday 25th November</i>	Touch rugby match against another team incl. the Football club and other touch teams (instead of training). Not confirmed
<i>Thursday 27th November</i>	After training: Eat at men's pitch
<i>Saturday 29th November</i>	14:30: England V. NZ: We definitely have to be together to watch this match... and recruit
<i>Saturday 13th December</i>	Rugby-a-thon - Play rugby and raise money for club and charity

Basically for each of the international rugby matches we either go to Charly's (if they will agree to play the game for us), Pickwick's or The Clubhouse We could also try and find a francophone pub where we might be able to recruit new players that will be showing the games.

We take flyers and business cards and wear our shirts.

- **5. Other business**
 - Michelle organising exclusive sponsors and new sponsor dinner /dance
 - Joanna organising a "Rugby-a-thon" as an event. Discuss details at next committee meeting