



## DOWNTOWN SOCCER TORONTO DRAFT POLICY 2009

The goal of DST's Draft is to achieve balanced teams. Individual members are assigned to teams through the process of a random draft ('the Draft'), with consideration given to team and league leadership, as well as players' skill assessment rankings and gender. *Once the Draft has been conducted and voted on by the Executive, it is final and no trading of players is allowed.*

The Draft will be conducted live and in person at Woody's on Friday, May 22, 2009 starting at 7pm. The 2009 Season will start on Sunday, May 24, 2009 at Withrow Park. The Draft is based on a **random draw** that matches player's skill ranking and gender to a set of predetermined team configurations that distribute skills evenly across the teams in the League. The Draft will be conducted as follows (a more detailed explanation can be found in Appendix A):

1. Prior to Draft night, the Executive will make sure that each player has a skill ranking and will be aware of the gender distribution of the league. Team configurations will be created that ensure that skill levels are distributed evenly across the ten teams (i.e. approximately the same number of higher or lower ranked players).
2. In order to achieve balanced teams, players will be drafted in the following order by random draw in each category:
  - a. Seat three individuals (and their player bond, if applicable) to separate teams to meet League sponsorship obligations.
  - b. Seat one Co-Captain to each team (and their player bond, if applicable);
  - c. Seat one Executive member to each team (and their player bond, if applicable). Given that there are only eight Executive members and ten teams, two teams will not have an Executive member;
  - d. Seat bi-directional player bonds that include only women;
  - e. Seat bi-directional player bonds that are mixed gender;
  - f. Seat individual women;
  - g. Seat Executive-approved Occasional Players and Non-Playing Members (and their player bond, if applicable). Occasional Players and Non-Playing Members are not included in the skill or gender distribution of the team and efforts will be made to place no more than one occasional player per team;
  - h. Seat all remaining bi-directional player bonds;
  - i. Seat all remaining individual players.
3. If the individual or player bonded pair cannot be placed on the initial team configuration (due to either skill or gender requirements), the next team configuration will be consulted. This will continue until a team configuration is found that accommodates the individual or bond.
4. The Co-Captains will participate in a random, open draw for team sponsor affiliations. *Note that in the interest of maintaining sponsor relations, three teams will be automatically assigned a team sponsor based on its team membership (see 2a above).*

## Appendix A

1. Prior to the Draft, the Operations Coordinator will run skill assessment clinics (mandatory for new members and returning members who joined mid-way through the previous season, optional for all other returning members). The skill ratings will be recorded and kept confidential for use only during the Draft. Individuals are entitled to request their overall skill rating. In the rare instance that a skill rating can not be obtained, the Operations Coordinator will use the self-evaluation provided at registration and any additional knowledge the League may have about the individual to calculate a skill rating. If this information is not available, the player will be assigned a score that reflects the average skill level of the league.
2. Once the assessment clinics are complete, the Operations Coordinator will meet with no fewer than two League members who have been selected for their unbiased opinion and their intermediate or advanced skill level in order to re-assess all returning members who have not attended a current skill assessment clinic. Special attention will be paid to modifying the rating for those individuals earning MVP awards or recognitions in the previous season. Notwithstanding the former, all ratings are subject to review and change.
3. The Operations Coordinator will work with the Membership Coordinator in order to evenly distribute skill points to the teams (configuration). The number of skill points assigned to each team configuration will be the total of all skill points of all members, divided by the number of teams. In the event of a fraction, some teams may have 1 point more or less than all others. This is the optimal acceptable difference in number points between configurations. In the 2009 season, there will be 75 or 76 points per team configuration. Using the number of points per team configuration, individual skill slots will be allocated to each team configuration with the goal of even distribution of skill levels between all teams. (e.g. if there are eighteen players with a skill level of 3 to be divided amongst ten teams, then eight teams will have two level 3 players, while the remaining two teams will have one level 3 players). *Occasional players and non-playing members are not included in this calculation.*
4. The Membership Coordinator, in consultation with the Women's Representative, will ensure that each team will have approximately the same number of men and women thereby providing gender balance across the teams (e.g. if there are 36 women in the league to be divided roughly equally amongst the teams, then there will be six teams with 4 women and four teams with 3 women). In the 2009 season, there will be four or five women per team. *Occasional players and non-playing members are not included in this calculation.*
5. No DST member will be assigned to a team configuration prior to the Draft.
6. At the Draft, sheets will be prepared for each team configuration showing the available slots. Tickets will be prepared for each player bond as well as each individual player indicating their first name, last name, gender and skill rating.
7. The Membership Coordinator will be assisted by the Operations Coordinator in conducting the Draft. The League Ombudsperson will provide additional support as necessary to ensure the Draft is conducted fairly and in accordance with the Draft Policy.
8. League members will be drafted in the following order:
  - a. Seat three individuals (and their player bond, if applicable) to separate teams based on League sponsorship obligations.
  - b. Seat one co-captain per team (and their player bond, if applicable);
  - c. Seat one Executive member per team (and their player bond, if applicable). Given that there are only eight (8) Executive members and ten (10) teams, two teams will not have an Executive member;
  - d. Seat bi-directional player bonds that include only women;
  - e. Seat bi-directional player bonds that are mixed gender;

- f. Seat individual women;
  - g. Seat Executive-approved Occasional Players and Non-Playing Members (and their player bond, if applicable); Occasional Players and Non-Playing Members are not included in the skill or gender distribution of the team and efforts will be made to place no more than one occasional player per team;
  - h. Seat all remaining bi-directional player bonds;
  - i. Seat all remaining individual players.
9. The Draft will proceed as follows:
- a. Starting with the first team configuration, a ticket will be randomly drawn from the appropriate category (see order outlined above).
  - b. The team configuration will be consulted to ensure gender balance and that there are the appropriate skill slot(s) available.
  - c. In the case of a player bond, if one of the skill slots is not available, it is deemed that neither player can be placed on that team configuration.
  - d. If the individual or player bonded pair cannot be placed in the initial team configuration (due to either skill or gender requirements), the next team configuration will be consulted. This will continue until a team configuration is found that can accommodate the skill rating and gender requirements for the individual or bond.
  - e. In the *rare event* that none of the team configurations can accommodate the player, the individual or player bonded pair will be placed on the next closest available team configuration, modifying the skill slots to maintain the pre-determined number of skill points for that team configuration.
  - f. Once the individual or player bonded pair has been assigned to a team configuration, the names of the players will be posted for viewing by the League. Individuals' skill levels will not be revealed.
  - g. This process will continue until all teams are fully drafted.
  - h. Once all members have been drafted, a final review of the skill and gender balance of each team will be made by the Operations Coordinator and the Membership Coordinator. In the unlikely event that changes are necessary, they will be carried out immediately.
10. Once the Draft is complete and all of the team configurations have been filled, the Co-Captains will participate in a random, open draw to determine their team sponsor and jersey colour. *Note that in the interest of maintaining sponsor relations, three teams will be automatically assigned a team sponsor based on its team membership* (see 8a in this Appendix).
11. Immediately following the Draft, the Executive will ratify the Draft through a vote. The Draft is considered ratified if it achieves the majority of Executive support (fifty percent plus one). At this point, the Draft is considered final and no further changes can be made to the teams except through attrition and replacements from the Waiting List. The Executive will review any appeals with respect to DST Constitution Item 2 and By-Law item 1.1.
12. The Communications Officer will set-up the team listservs, post the rosters to the members-only area of the website, and make the game schedule available via the website, as well as contacting team members via the team listserv to provide details of the first game. Email and contact lists will be provided to the team co-captains as soon as possible.