

2010 Evaluation Policies

Dunbar Soccer Association



Kerrisdale Soccer Club



Pt. Grey Soccer Club



P O I N T G R E Y S C

As approved by the Board of Directors of Dunbar Soccer Association, Kerrisdale Soccer Club and Pt. Grey Soccer Club,
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A. General Description of U11 to U14 Evaluations

The following is a description and chronology for Dunbar, Point Grey, and Kerrisdale player evaluations and placements for age groups that stream up until U14.

After the mid way point of the current season the Technical Directors will begin to assess each age group's numbers, strength, results etc and report to each club's VP's/President what the plan will be for each age group at each club heading into tryouts (ie. approximately how many teams and what level each club will run).

This cannot be 100% decided before tryouts begin as there will be external factors such as Selects tryouts, players coming in from outside clubs, and general attrition that will impact final number of teams at each age group and level they will play. Once this rough plan is approved within each club, the Westside clubs will communicate this to each other so everyone is aware of the plans of the other clubs. This is done to avoid the diluting effect of entering too many teams at the same age group, at any given level, across the three clubs. If at any point during the tryout planning or execution process (ie Jan thru May) a club decides to not field a Gold team at a certain age group, they will commit to directing any appropriate ability players in that age group to the other clubs' Gold evaluations.

While Joint Gold Teams will not be formed at these age group (U11 to U14), clubs will be strive to co-operate in any age group where it is deemed necessary to work together to form a team that can be competitive at the gold level. Due to all the aforementioned cooperation, coaches are strongly discouraged from recruiting players from other Westside clubs to their teams' evaluations. The three clubs are open to other clubs joining in the process if they are amenable to the methodology laid out here.

Near the end of the current season, TD's (and VP's if available) will meet with coordinators and coaches of each age group to communicate the plan above for each club. TD's will also cover drills/games that will be run at tryouts so coaches can run players thru it ahead of time. Each club will carry out its own series of meetings. At this point, Clubs will post on their website and email out approximately what teams/levels they will run at each age group. This may be fluid and will be subject to change due to the aforementioned external factors.

Gold teams generally train twice per week and play once. Silver and Bronze generally train once per week and play once.

Divisional formats

U11 Boys:

The U11 boys gold teams play in 4 District. 4 District is the league that all boys from U12 to 18 play in. It consists of teams from Vancouver, the North Shore, Burnaby and Richmond. U11 boys silver and bronze teams do not play in 4 District. They play in a Vancouver only league run by VYSA (the District that oversees soccer in Vancouver). All U11 and U12 teams play 8 a side soccer.

U11 Girls:

U11 girls will be tiered into a Select/Gold League and a recreational/Silver league that consists of teams from Vancouver and Richmond. The league is administered by VYSA and RYSA (Richmond Youth Soccer Association).

U12 to U18 boys and up play in 4 District:

This is an 11 a side league with the exception of U12, which is 8 a side. Four District is divided into Gold, Silver and Bronze often with sub-divisions within each.

U12 Girls:

U12 Girls Gold girls play in a tiered eight a side BCCGSL league that extends from Vancouver to Chilliwack (which may be regionalized). U12 Silver and Bronze Girls play in a league league run by VYSA and RYSA.

U13 to U18 Girls:

Play in a 11 aside league run by BCCGSL.

For players unsure what level to try out for:

Potential Gold level players should be able to do the following consistently well, relative to other players their age:

- 1) Control the ball with all parts of their body.
- 2) Control the ball from a variety of service (ie. in the air, bouncing, on the ground).
- 3) Strike the ball with both feet and in specific ways that allow them to hit the ball the way they intend to (ie. to shoot, volley, to chip, to pass with intended velocity) accurately.
- 4) Move with the ball under control at speed.
- 5) Defend with good awareness, patience and technique.
- 6) Make good, early decisions with the ball that show emerging tactical awareness.
- 7) Involve teammates in the game rather than doing everything themselves.
- 8) Have the fitness, speed, coordination, and strength to play at the highest level.
- 9) Be committed to play and practice on a high level youth team. It is expected that all efforts will be made to attend all games and practices.

Silver players:

Silver level players may demonstrate some or most of the characteristics above, but may not meet the Gold level requirements as they may still be developing one or more of the above components or may not be able to do them consistently or on demand. For example, a Silver player may demonstrate very good ball control and tactical game awareness but has not yet developed the fitness, speed or strength to compete at the Gold level, or vice versa. They may also be able to demonstrate a strong ability in a particular aspect of the game in a drill that has no opposition but then not be able to do the same thing under pressure in a game-like environment. Also, the time commitment required to play on a Silver team is generally slightly less than that of a Gold team.

Bronze players

Bronze level players may not meet the Silver level requirements as they may still be developing most of the components outlined above. The time commitment required is what can be expected from most recreational team sports activities.

Pre-registration for Evaluations

Evaluations for these age groups, U11 to U14, will all use paid evaluators who are independent in that they are not coaches or parents at this age group at their club. To recoup costs, there will be a Tryout fee in the range of \$15 to \$20. This fee covers all tryout sessions at any one club. However, if you choose to tryout out for more than one club/team, you must register and pay on that clubs' online registration system as well. This fee ensures our ability to implement evaluations that are objective, consistent and informed. It also partially covers artificial turf field costs.

All players wanting to play Gold or Silver level soccer next season must pre-register for Evaluations online. You can find an Evaluation Registration link on your current club website. Each club will have an online registration system for their own tryouts only. Age group coordinators will also distribute the registration link via email through team coaches/managers once the link is open. If you wish to play Bronze level soccer next season you do not need to pre-register for or attend evaluations.

Players trying out for Gold will be required to adhere to the Gold Player Commitment letter that will be on the online registration form. It is important that players realize that this is a serious commitment and coaches will expect players to be motivated to develop and attendance at games and training will be considered a given and may be monitored. Failure to adhere to the Gold Player Commitment could result in substantially reduced playing time. Players choosing to accept a spot on a Gold team should not do so lightly as it has a serious ripple effect if the decision is reversed at a later date and can affect the viability of some teams. Please give it careful thought before committing.

Players who specify they want to be evaluated as a goalkeeper must similarly agree that, if selected, they agree to play at least half of each game in goal. Goalies, at U12 and under must also be able to demonstrate some ability to play out at the level they are trying out for or close to it. This will be taken into consideration but will not necessarily be the deciding factor when teams are formed.

These procedures have been designed and refined over several years in response to membership requests for more transparent Evaluations run by neutral, experienced soccer personnel.

B. Detailed Chronology - U11 to U14 Evaluations

December:

1. Coordinators will forward via email the mid season Coach Evaluation Form that all coaches must fill out for each of their players. Coaches will solicit from each of their players what level they want to aim play at for next season (Gold, Silver, or Bronze) and indicate it in the appropriate column on the form. This decision by the players/parents is not binding at this time. Online registration for evaluations takes place later and players may change their target level. Coaches will then fill out the rest of the info on form and submit to TD by December 15th.

2. Parents who have questions relating to the strengths and/or weaknesses of their child should be consulting with their coach around this time. This is the appropriate person and time to ask as this is when coaches are working with their players twice a week and can therefore give constructive feedback. The Evaluation process is not designed to provide individual feedback. It provides a ranking of players to assist in team formation. Therefore, asking for such feedback from TD's or coaches during or after the Evaluation process is counter-productive.

January:

1. Intent to Coach Forms distributed by coordinators to their coaches and posted online by each club.

2. Intent to Coach Forms should be submitted as directed by your club. Coaching applicants should contact their age group coordinator for information or look on club websites to apply online.

3. Coaching selection is open to anyone to apply each season.

4. As much as possible, each club tries to encourage co-coaching/collaborative coaching efforts due to the community nature of the organizations. This may take the form of fostering a co-coach situation for teams where competition to coach exists or by endorsing a coach/assistant coaches scenario.

5. When deciding which team/level (Gold, Silver, Bronze/Silver B) you intend to coach, try to estimate which level your son/daughter is most suited for playing (see section A for guidance on playing levels). All coaching appointments are subject to confirmation by the independent evaluators and Technical Director during evaluations. Therefore, if you choose the incorrect level, we are able to make adjustments then. For example, if you are scheduled to coach a Silver team and the evaluations reveal that your son/daughter is more suited for the Gold level, they will be offered a spot on the Gold team and we will find another coach for the Silver team. All of this is assuming that you only intend to coach a team with your child on it.

6. Keeping in mind point #4 above, where there is competition for coaching positions for any Dunbar, Point Grey, or Kerrisdale Team a Coach Selection Committee may be necessary and formed consisting of the Club's Technical Director(s) as well as one or more other club representative(s), nominated by the Club in consultation with the Technical Director(s), to interview and choose the coach(es). Instead of, or in conjunction with, the interview process, there may be an on-field coaching assessment carried out. In the event that there is no consensus amongst the Coach Selection Committee, the final decision will rest with the Technical Directors. Ideally all coaching positions should be filled as early as possible. When possible, coaches of Gold teams will be selected before the evaluations, on a conditional basis (based on confirmation at Evaluations that their son/daughter is of the level required to compete on the team their parent is coaching). Coaches of Silver teams will be identified before evaluations and confirmed during the Gold/Silver Evaluations when it becomes apparent which level their child, if applicable, is most likely to end up playing. Where there is competition for

coaching positions for Silver teams each Club will place coaches as per the process outlined above for Gold coaches.

7. TD's (and VP's if available) will meet with coordinators and coaches of each age group within their own club to roughly lay out what the plan will be, based on season-long assessment and monitoring of the age groups by the TD's heading into tryouts (ie how many teams and what level they play). Also at this meeting, all duties for the tryout will be assigned and described (see Roles and Responsibilities page) and examples of the types of activities the players will be put through will be discussed. Coaches will then be encouraged to run through this info with their teams at their training sessions to familiarize the players with what will be expected from them at the Evaluations.

8. All players wanting to play Gold or Silver level soccer next season will be required to pre-register online for Evaluations. The site will be up and running by the end of January. You can find an Evaluation Registration link on your current club website. Age group coordinators will also distribute the registration link via email through team coaches/managers once the link is open. See *Pre-registration for Evaluations* under Section A above for more details.

Players will be informed by their coaches of their choices for trying out for Gold and Silver teams or being placed on Bronze. If you wish to play Bronze level soccer next season you do not need to pre-register for or attend evaluations. As well, players and parents will be informed of what each level entails in terms of playing ability and commitment (see above).

February:

1. All Evaluation dates will be finalized and published on club websites and via email. These will, however, be subject to change, as some circumstances are beyond the clubs' control (such as dates for Metro Evaluations at U14). All attempts will be made to set tryout dates and locations as early as possible. These will be communicated via coordinators who will receive the information from the Technical Directors.

However, tryout dates and locations are affected by Metro team tryout dates, field allocations from the Vancouver Park Board and/or School Board and field closures due to weather and field maintenance. **Please be patient and flexible and accept that last minute changes are a possibility.**

2. Evaluation dates: to be determined by Technical Directors based on total number of Evaluations being run, access to fields and estimated number of players per evaluation. Check your club website as the primary source for this information. Check often in the event that we may have to change dates, times or fields.

3. Coordinators will forward via email the end of season Coach Evaluation Form that all coaches must fill out for each of their players. Coaches will then submit to TD by Feb 28th.

4. At the end of February, each club will post which players are to attend Phase A, Phase B, or Phase C of the evaluations for each age group. These postings will be based on in season assessments.

January – May

1. Phase A Gold / Silver Evaluations (for players directed to Phase A) will be held first for U11 U12 and U13 (Note U11 Boys/Girls Phase A occurs during their playing season, in accordance with BCSA recommendations relating to ongoing player evaluations, and there is no actual evaluation date for U11 Phase A). Following these, players will be asked to go to either Phase B Gold Evaluations or Phase C Silver Evaluations or will be placed on Bronze teams (which require no further Evaluations) as per the included *Tryout Flow Chart (see section F)* included in this package.

In Evaluations for age groups that have been tiered from the season before (ie U11 moving into U12 and up) players who have played Gold that season will proceed directly to Phase B Gold Evaluations. Stronger silver players may also be directed to Phase B based on in-season evaluations.

This does not mean that they are ensured placement on a Gold team at the current Evaluations as all players entering Phase B Gold Evaluations will be objectively looked at for placement into next season's Gold teams.

All players not selected for a Gold team during this phase may be directed to Phase C Silver Evaluations, or be selected for the Silver level directly. Depending on the age group, total number of players, anticipated number of Silver teams in the age group and assessments gathered in previous Phases, Phase C Evaluations may or may not be necessary. U14 (and U13 Boys in years where Vancouver FC is running a U14B Selects team) Gold/Silver Evaluations will occur after Metro Evaluations.

2. Once a tryout phase is completed, players will be directed on where to proceed. Results will be posted online. Players will be notified by email after Phase A once the results have been posted online. Players will be told at the final Phase B and C evaluations when the results will be available online as these are dependent upon a Team Formation Meeting after the final session.

3. Once a Gold or Silver tryout is finished, it will be followed by a Team Formation Meeting to go over evaluation observations and other secondary sources, such as previous coach evaluation forms and/or in season assessments, that will help the coaches and Technical Director(s) decide on final team composition. As needed, coaches from the previous season will be invited to contribute at these meetings (for both Gold and Silver teams) either in person or by phone to help guide the process, particularly on 'bubble' players. This meeting will finalize team rosters for the next season. All team rosters, in the end, must be endorsed by the Technical Directors.

Notification will occur as described above in section 2 (above). At the end of the last Evaluation session parents should check online to see which team their child has been placed on. Players are expected to confirm/accept their spot on the team within 48 hours of the information being posted. Information on confirming your child's spot, generally by phoning/emailing the team coach, will be provided online. Parents are not to contact the Technical Director, Evaluators or age group coordinators regarding results of evaluations. These are rankings not individualized assessments. There are no notes on specific players compiled. All questions regarding the process must be submitted by email to your club Technical Director *after you are sure your question or concern is not addressed already in this Evaluation Package. **The Technical Director will only answer questions or concerns about the processes used at evaluations and not inquiries related to player placement.***

7. Each year there are always players, for very good reasons, who are unable to attend the Evaluations. Sometimes this is due to injury and sometimes because a player has moved to the area in the off-season. These will be handled on a case by case basis by the Technical Directors. Such players should be directed to the Technical Directors to be dealt with. Coaches should not have these players come out to their training sessions or games unless directed to do so. Placement on teams, for players who missed the Evaluations, will be at the discretion of the Technical Directors and the club's interests will dictate placement to a large degree.

C. Roles and Responsibilities

Technical Director:

1. Collect coach application forms. Carry out coach selection process for teams and/or levels with multiple applicants. Work with coordinator to place coaches with various team/levels as we move thru the tryout process.
2. Collect Coach Evaluation Forms and assess players and teams during the season.
3. Overall responsibility for arranging format, times, locations, equipment, evaluators, stations.
4. Act as an evaluator.
5. Collect all/any evaluator observations and ensure they are compiled for Team Formation Meeting reference.
6. Lead Team Formation Meeting at the conclusion of evaluations and endorse all final team rosters.

Age group coordinators:

1. Handle online pre-registration and on-site registrations.
2. Ensure each player has a numbered bib and record that bib number on supplied sheet.
3. Bring Master Player Registration form to tryout; add late registrants to it, including contact information.
4. Relay all tryout info including time/locations and policies/format etc to their coaches with instructions to pass on to their players and parents.
- 5. After Evaluations, Coordinators are to contact each other at each group to ensure that all players at their age group have a place to play. This is mainly applicable to all Bronze players, players new to the club (or soccer in general) or players who have chosen not to attend the Evaluations. Club Coordinators are also encouraged at this point to contact other neighbouring clubs' coordinators, who aren't part of this agreement, to ensure team viability.**

Evaluators:

1. Evaluate players according to standards provided.
2. Ensure correct input of player bib numbers on Evaluation sheet.
3. Hand in completed, signed evaluation sheets to Technical Director at end of each evaluation.
4. Respect players' privacy by refraining from communicating any information or opinions relating to evaluation format and/or player performances to any parents or other bystanders.

Current season's coaches:

1. Complete mid season and end of season Player Assessment forms and return to TD.
2. Attend Evaluation info meeting in January/February.
3. Notify players of evaluation dates/locations.
4. Be prepared to bring equipment to evaluations including balls and cones.
6. May be asked to contribute, in person or by phone, to Team Formation Meeting at the end of Evaluations to give additional insights.

Coach of team that the evaluations are for:

1. Attend Evaluation info meeting in January/February.
2. Come to all evaluations and ensure he/she sees all players over the course of the evaluations. Take notes on players that she/he feels should make the team.
3. Bring list of desired players to Team Formation Meeting along with notes/opinions on other players. These will be compared with Evaluator observations and completed mid season and end of season Player Assessment forms from last season's coaches in consultation with the Technical Directors.

Parents:

Parents should familiarize themselves with all the material in this package and discuss it with any of their children who will be attending Evaluations. Together, a decision should be made as to whether the child wants

to participate in the Evaluations and, if so, if they wish to tryout for Gold or Silver. Players who opt not to attend will be placed on a Bronze team once they have registered for the following season.

At the Evaluations, it is the parents job to ensure the players arrive on time and with the equipment (boots, shin pads, jacket, water, etc) they will need. It would also be a good idea to refresh their memory as to what the Evaluations will look like.

Parents must also respect the work of the volunteers and evaluators and allow them to do their work without unnecessary intrusion. Parents will be asked to keep to the perimeter of the field(s) being used to allow evaluators and coaches to talk candidly and to keep the evaluation area as clear as possible for players and evaluation staff.

Parents should regularly check for updated Evaluation info including dates, times, locations and results throughout the entire Evaluation process. At the end of the last Evaluation session parents should check online to see which team their child has been placed on. Players are expected to confirm/accept their spot on the team within 48 hours of the information being posted. Information on confirming your child's spot, generally by phoning the team coach, will be provided online.

Parents are not to contact the Technical Director, Evaluators or age group coordinators regarding results of evaluations. These are rankings not individualized assessments. There are no notes on specific players compiled. All questions regarding the process must be submitted by email to your club Technical Director *after you are sure your question or concern is not addressed already in this Evaluation Package. **The Technical Director will only answer questions or concerns about the processes used at evaluations and not inquiries related to player placement.***

Players:

Players are expected to come to the evaluations ready to listen to instructions and aware that it is not a regular training session. Occasionally, there may be more time than usual waiting for their turn to play and they may be asked to play several different positions in small sided games. Players should know that the goal of the evaluations is to find the ideal playing level for them so that they can enjoy the game and develop as much as possible. Players should also remember that Evaluations are different from their regular training sessions. They will not be 'coached'. The drills and/or small-sided games won't be stopped so coaching points can be made. The purpose is to evaluate them at this point.

D. Evaluation Criteria

Scores from 5 (high) to 1 (low)

Half marks can be given and should be encouraged for players who fall between two Categories Evaluators will be encouraged to use the full spectrum of marks available to them.

5 - Absolutely superior, ***relative to others***, in terms of first touch, striking the ball, vision, decisions. Physically dominant in terms of speed, strength and work rate. Show great understanding of basic tactical elements of the game (shape, attacking principles, defending principles) Reserved for top 1 or 2 players overall. Can control ball with all parts of body, can strike the ball in a variety of ways. Can make an early decision that is appropriate for the circumstance and quickly employ the correct skill in an effective, constructive manner.

4 - Technically excellent and physically capable, ***relative to others***, of handling expected speed and work rate. Easily good enough for team trying out for. Skills are sufficient to ensure they will consistently control and strike the ball in a way that will help team maintain possession, create scoring chances or deny scoring chances. Strength and speed are commensurate with this level of play and player is committed to accepting coaching and becoming a better player.

3 - Strong basic skills but perhaps deficient in one or two areas ***relative to others***. Can control ball, make an early decision and act on it consistently. Mobile and aware of what is happening around them. Will likely be a bubble player with players having a 3.0 average being more likely to be placed on Silver teams rather than Gold.

2 - Does not have skill set necessary for this level ***relative to others***. Cannot control most passes directed to them. Does not strike the ball properly. Has difficulty with balls delivered in the air and cannot provide service in the air. Consistently relinquishes possession of the ball and has little ability to regain possession. Lacks pace, strength and has limited work rate. Tends to only become active in proximity to the ball.

1 - Should be directed to Bronze.

Note: different scoring systems may be used depending on the number of players attending an evaluation. For example, while the descriptive categories may be used, evaluators may simply score players as Gold, Silver or Bronze in some cases.

Station Description

Stations will be determined by the Technical Directors who will base their decision on the age group and level of the evaluations and the total number of players expected to attend the evaluation. Stations will largely be different types of small-sided games. There will be some opportunity for the coach(es) of the teams the players are being evaluated for to request a particular station.

E. Playing Up Policy

Divisional Playing Up Policy

A player wishing to play up must try out for the highest level team in the older age group, and be in the top 1/3 of the skill/playing level for that team. A request to play up must be made in writing, by email to that age group co-ordinator, at least two weeks prior to the published Evaluation dates for the age group the player wishes to join. The request will be evaluated by a committee that could consist of some or all of the following people: the affected age group coordinators, the Divisional Coordinator and the Technical Director who will make a recommendation to the Board.

No underage player can register for a team until approval to do so is given by the Board. This will be strictly adhered to. Here are some exceptions and other factors that the committee may consider in reaching a decision:

- In the situation where a player who is playing in a non-tiered environment is seeking to play up a year that is tiered, refer to the house league playing up policy (below). In this circumstance only, the playing up policy will be less restrictive.
- There are no teams available for the player in his/her age level.
- A team in the older age group requires additional players to be viable and there are not enough players in that age group.
- The player's social maturity, motivation, commitment, physical maturity and abilities must be equivalent to the other players on the team to which he/she is seeking placement.
- The parents must be fully informed of the player's options and the pros and cons of each option.
- The evaluation committee may consult with the coordinator and the coaches for the player's own age category.

Coaches should not recruit underage players. Underage players should not be invited to annual evaluations. However, if under-age players wish to attend evaluation sessions, we will not deny access.

House League Playing Up Policy

Pt. Grey, Dunbar, and Kerrisdale strongly encourages all its players to play in their natural age group. Any players wishing to play up an age group should make a request to their Club Technical Director and Executive via their age group coordinator.

Factors that will be considered in granting or denying a request:

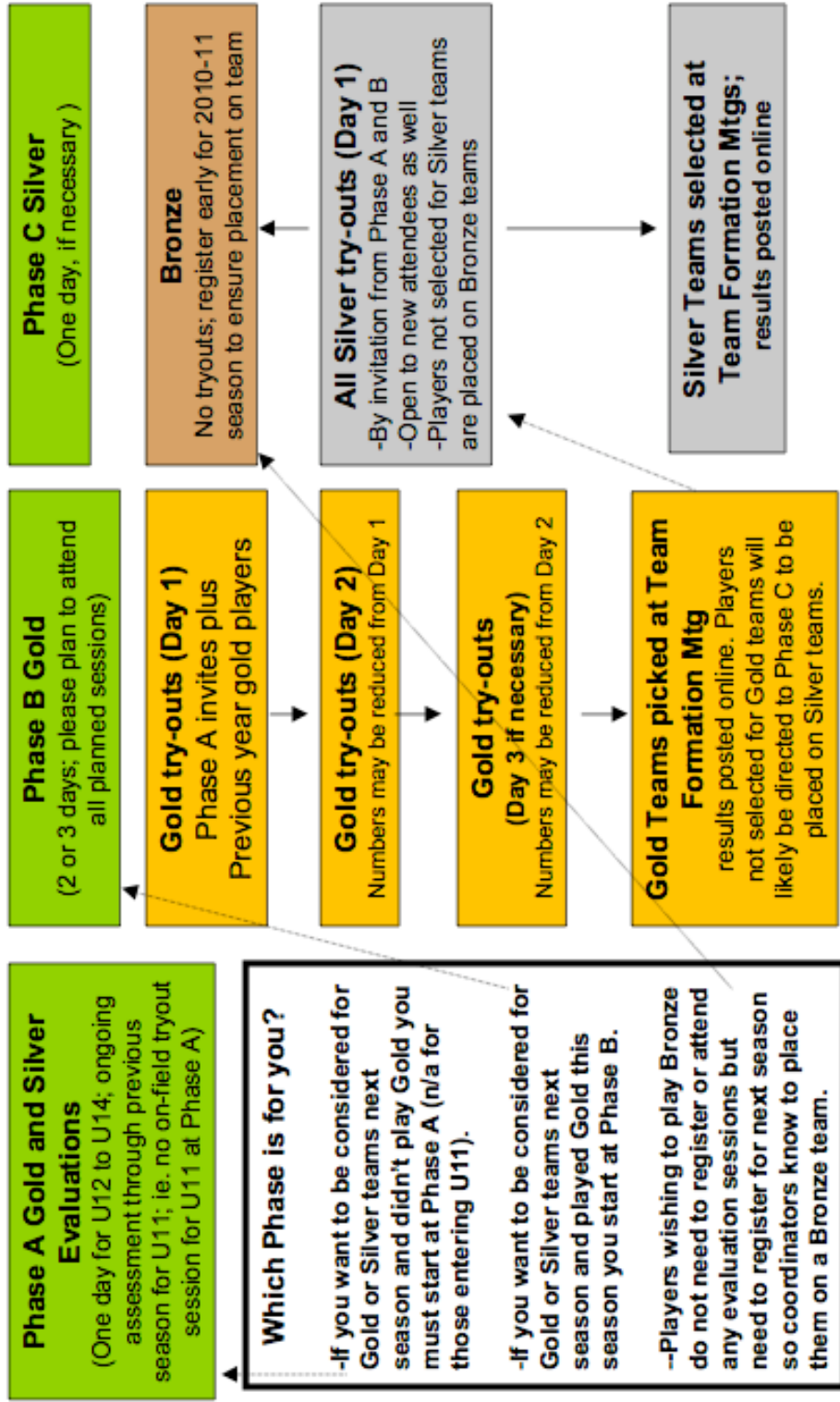
- Will the player requesting the move have his/her development stunted if he/she plays in his/her natural age group?
- Does the player give the team he/she is playing on an unfair or disproportional advantage? Being the "best player in the age group does not automatically satisfy this consideration.
- Has to have the ability to compete physically with the players in the older age group.
- Ramifications on team/age group that player is leaving and that the player is requesting to join. Mid-season requests, which are generally disruptive, will be held to a higher level of scrutiny. It is strongly recommended that all requests to play up a year should be completed by February 1. Missing this deadline does not automatically preclude players from being able to play up a year but it does not enhance their chances.

Other cases with compelling reasons will be looked at on a case by case basis. Any player who is playing in an un-tiered environment and is seeking to play up a year that is tiered, the playing up policy will be less restrictive but players must still apply in writing at least two weeks before evaluations, if applicable, for the age group they wish to play in. In this circumstance, the underage player must be in the top quarter of all players in their natural age group as defined by the player's coach and the Clubs Technical Director. If this requirement is

met then the player will be permitted to register for evaluations for the older age group but the player must still make one of the teams based on their evaluation scores relative to the other players.

In the end, players in this circumstance will be placed on a team/level that best suits their development which may be in the older age group or at their natural age group as determined by the Technical Director and other evaluators.

E. Evaluation Flow Chart Path – U11 to U14
Gold and Silver Evaluations



G. U15 and up Evaluation Process:

Evaluations will be coach driven. Team coaches will be encouraged to bring in some form of independent evaluators if their team requires Evaluations.

Coaches should wait for Metro coaches to complete their Evaluations first. Leading up to their Evaluations, Gold coaches (regardless of club) should converse with coaches of lower level teams within Dunbar, Point Grey, and Kerrisdale to identify players that could potentially move up a level to facilitate fair and proper player movement between levels. These players should be invited to the higher level team's evaluations. Silver coaches should do the same.

If it is deemed necessary, to form a viable team, coaches/coordinators at this age group should consider holding co-operative Evaluations at any U15 to U18 level with Dunbar, Kerrisdale or Point Grey teams first, and outside if possible where the teams involved each will be contributing a similar number of players to the new team. (eg. One club has nine players and the other has seven). Teams that are clearly not viable for the following season should work with other clubs to find teams at the appropriate level for each of their remaining players (ie. If you have fewer than six players returning).