



## BRYST TECHNICAL PLAN

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### INTRODUCTION

The foundations of BRYST Technical

Development Plan are the philosophies of Canada Soccer and Ontario Soccer Long Term Player Development (LTPD).

LTPD is a player centred approach meaning that the individual development of the player is first and foremost.

LTPD addresses the need to develop the core skills under a more educational and purposeful manner.

BRYST mission is to create an

inclusive, safe, responsible, and educational pathway for all BRYST participants and nurture within each participant a love of the game while developing them as people first

and player second.

The areas of player and, coach development along with parent education are intertwined and codependent on one another. The aligning of these pathways are crucial to BRYST player centred target. Without strong consideration to the coach and parent education, the player will not develop to their full potential.

This plan maps out a pathway for our players, coaches and parents to follow. The club membership will be able to see how the technical investment will enhance our communities ability to develop players, and coaches to be as strong as they can be without compromising their desire, passion, and love of the game. Sports Science and Community Outreach are also presented as important aspects for club and community development.

## **GUIDING PRINCIPLES**

### **1.Soccer for Life**

Our first and most important principle is to provide a fun environment which equips each player with a passion and the tools to play soccer for life.

### **2.Player Centered**

Development of the individual is the primary goal. Winning matches, tournaments, and other team accolades is nice but a tactical, reactive, results-based approach at the younger ages create an environment of anxiety and fear hindering personal development. Player advancement should be used as the measurable over trophies and results.

### **3.Coach Education, Development and Support**

Providing an environment where coaches have the ability to learn, develop and gain certification is crucial for them as individuals and more importantly to the development of the player.

#### **4. Referee Education, Development and Support**

Having a referee development platform which removes young people from an anxious, results-based environment into one where they are embraced and able to learn is far more positive than the current environment of fear. By taking the time to properly educate our young referees, not only will they see the opportunity for gain but just as importantly the by-product is a better game environment for BRYST players to thrive.

#### **6. Player Movement over Player Ownership**

Players are placed in a group (team) that is overseen by a steward for their development (coach). Volunteer coaches in the age group work as a team to advance each of the players in the age group. The goal of the coaching group in connection with the technical staff is only on the education, development, and advancement of players. Players are not the property of an individual coach to be used in the pursuit of trophies. The movement of players into different development groups are based on their current development. By picking teams once a year we produce roadblocks for our player development. Although the current system does not allow for completely free movement of players, we create a system of monitoring and oversight which allows the opportunity for advancement within and out of age groups.

## **7. Inclusion over Exclusion**

The focus is creating appropriate environments for each player to grow into whatever level of player they so desire.

The temptation can be to primarily focus on the perceived stronger players. This starts at very young ages and results in many players leaving the game. Players can be tiered in additional environments like an academy, where they can grow while being monitored responsibly as an age group.

## **8. Club= Community= Culture**

Our philosophies are intended to foster an environment of teamwork and cooperation among our volunteer coaches and technical staff with the focus on player development.

This group mentality creates a club or community atmosphere. This is a great by-product to our guiding principles. Also, by providing a consistent product across the age groups, the development of our players is not reliant on the expertise of the occasional parent volunteer with a background in the game. By creating a truly club mentality, a soccer culture will evolve that BRYST can be proud of for generations to come!

## **PLAYER DEVELOPMENT**

### **BRYST Realities**

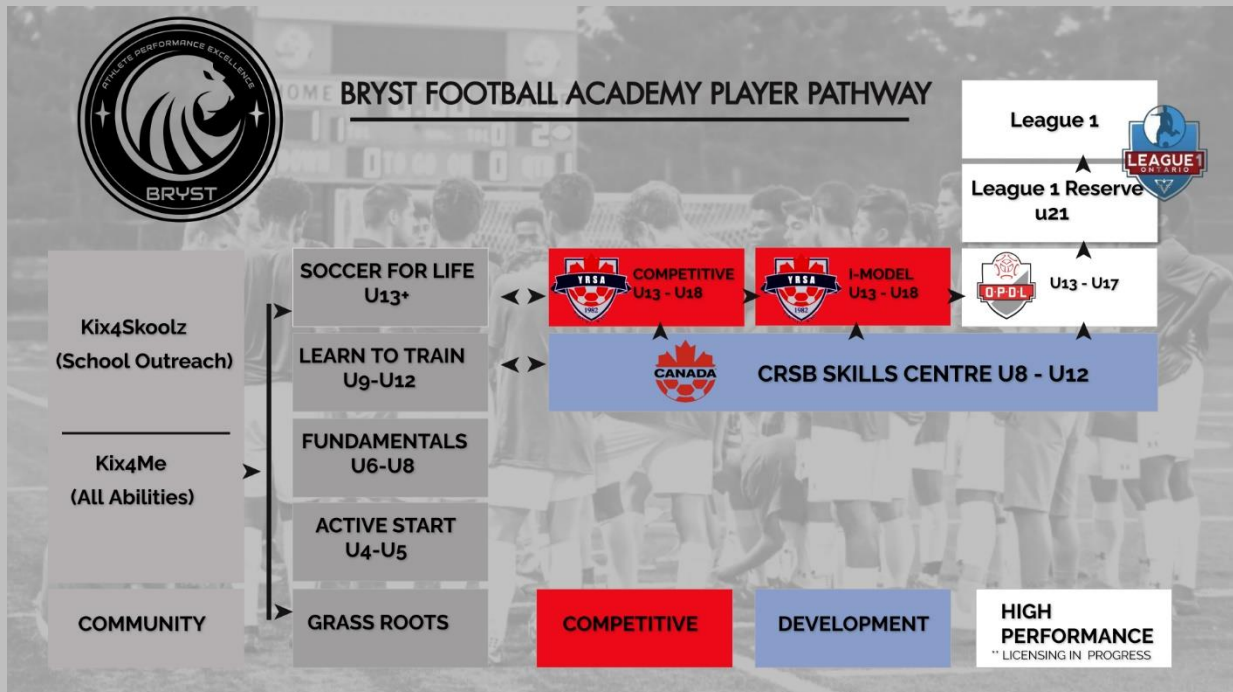
1. Approximately 350 player registrations. By 2024 the club will have 15-20 teams and appx. 400 players in the Competitive program.
  2. Facilities: 2x Indoor Turf Field, 1x Outdoor Soccer Turf Stadium, 4x Premium Grass Fields, 1x Central Training Venue, 1x Clubhouse.
- The club has the necessary facilities to provide enough

training space for a High-Performance Program, while making sure all facets of the game at the Recreational Level is responsibly taken care of. A game play environment will fundamentally change the landscape of the club and a premier destination for youth players in the area

No Adult Programming

Currently BRYST does not have cradle to the grave soccer programming. The addition of adult programming will provide a pathway for participants to reengage into the club as coaches and volunteers. Also, there are potential long term club retention streams associated with adult programs.

## BRYST Player Development Pathway



## **Player Development Pathway**

### **U4 – U5 Active Start**

BRYST Active Start provides the youngest players the opportunity to develop basic movement skills like running, jumping, landing, kicking, throwing, and catching in a fun setting built around informal play and positive reinforcement.

At this introductory level, the objective is to get children moving and to keep them active. The objective is for adults and children to play together informally. The children being active, together, with a well-known family member will give them a sense of security and safety and, as such, enhance their first group soccer experience. The physical literacy curriculum provides for learning fundamental movement skills such as running- jumping twisting- throwing- catching. The technical requirements are not about teaching the techniques of soccer — they are to encourage children to enjoy becoming friends with the ball in a social environment. Children will experience the following through fun and imaginative games: running with the ball, stopping and changing direction with the ball, dribbling, and shooting.

Volunteer Program Facilitators – BRYST recruit volunteers to act as program facilitators. Volunteers attend BRYST workshops prior to the start of the season and receive guidance and weekly updates on fun activities, Parents are expected to participate fully each week on the field with their child in support of the facilitator.

The volunteer's primary role is to ensure participants have a fun and rewarding experience while ensuring player safety.

## **U6 – U8 Fundamentals**

BRYST Fundamentals allows children to develop their movement ABCs— agility, balance, coordination and speed while they learn the basics of the game while emphasizing fun, cooperation, and maximum time on the ball. BRYST centralises all programming in the Fundamentals category to one location as this allows BRYST technical staff to have the greatest impact on all participants.

There are two (2) options available within Fundamentals

1. Basic

2. Extra

The Basic option provides a Fun game day experience in line with Ontario Soccer Matrices. Participants are grouped together in roster sizes compliant with the Matrices and are lead by a volunteer facilitator/Game Leader. The role of the Game Leader is to enable children to have a fun and rewarding experience while competing in small-sided games (5v5), ensure player safety and implement simplified rules while keeping the game moving (limiting stoppages and assisting the young players with restarts). BRYST staff are in attendance to mentor volunteer facilitators/game leaders.

The Extra option provides fun station-based activities once per week in addition to the Basic program. The Extra curriculum uses Ontario Soccer LTPD Grassroots practices and the 4 corner model as a base and is facilitated by BRYST technical staff and Junior staff

## **U9 – U12 Learn To Train**

BRYST understand This is the “golden age of learning,” when children become less self-centered and are more able to reflect on their actions and learn from mistakes providing an optimal window for further development of skills. The focus is on learning by doing, building a larger repertoire of soccer movements and teaching the basic principles of play in a fun and challenging environment.

The foundation of BRYST Learn to Train programming is the Ontario Soccer Four Corner Development model understanding that each corner of the model reflects a wide aspect of a players development and places the player at the centre of the process. BRYST Learn to Train programming complies with the Ontario Soccer Matrices.

### **BRYST operates (3) streams**

- Grassroots
- Competitive
- Development/Skills Centre

### **Grassroots (U8-U12)**

Competitive programming provides a 1x Fun game day experience per week in line with Ontario Soccer Matrices (7v7 U9-U10 & 9v9 U11-U12). Participants are grouped together in squads (maximum 36 players) and utilise game day rosters. Game day rosters are organised by BRYST technical staff. BRYST provides a ratio of 3 practices to 1x game as per Ontario Soccer matrices. BRYST technical staff recruit, support, and mentor volunteer coaches (minimum 3 per age group) who lead the squad through the games and practices. BRYST provides 16x development sessions per squad facilitated by BRYST technical staff. The sessions employ GAG (Game activity Game) methodology understanding at the Learn to train age groups small, sided game play is key to development. By playing in more game situations players are forced to deal with and solve realistic game like situations and problems more than ever before. Games are more enjoyable for players and the challenge is suitable and appropriate to the abilities of the participants.

### **Competitive U13+**

As children move into adolescence, official league standings are introduced and the game becomes more competitive, with more emphasis on strategy and tactics. With a steady increase



in training time over the next three LTPD stages (4-6), a move to larger-sided games and year-round play, the most advanced players within BRYST are provided opportunities for further development within I-Model which in turn provides further opportunity to enter provincial projects and the Canada Soccer Pathway's EXCEL program. Others may decide to continue playing recreationally, moving straight to LTPD soccer for life.

### **Competitive for Life (U13 – U18)**

Is for the player who is more driven and motivated to progress in soccer that is prepared to dedicate more time to soccer through training to compete at a higher level. BRYST teams compete at a district or regional level.

BRYST competitive squads train 1-2 times per week and play games once per week. BRYST technical staff recruit, support and mentor volunteer coaches (minimum 2 per age group) who lead the squad through the games and practices.

At the U13 level squads in addition to their training participate in a 9x week SKILLS CENTRE program during the winter months. The SKILLS CENTRE syllabus covers a wide range of technical elements with focus on 1v1 moves, passing/receiving and game play. Each player will receive a report at the end of the 9-week sessions. The report gives them current scores, future targets, and general feedback for improvement. Players within the Competitive for life stream are observed and monitored by BRYST technical staff and can move between the competitive pathway (I-Model & Competitive) depending on their development and progression in the game.

### **Development/Skill Centre**

Developmental programming provides fun sessions in line with Ontario Soccer Matrices (7v7 U9-U10 & 9V9 U11-U12). Participants are grouped together in roster sizes compliant with the Matrices and are led by a volunteer facilitator/coach. Participants are encouraged to develop their existing skills and build new skills while enjoying the social and team building aspect of the game. Additional practices are optional and at the discretion of the Volunteer facilitator/Coach. All players participate in an end-of-season Festival Day in which they play, receive their medal and celebrate the season with fun games and activities provided by BRYST and corporate partners. BRYST technical staff provide additional development programs for those individuals that wish to engage further. Participants are grouped development stage specific rather than age. The sessions employ GAG (Game activity Game) methodology understanding at the Learn to train age groups small-sided game play is key to development. By playing in more game situations players are forced to deal with and solve realistic game like situations and problems more than ever before. Games are more enjoyable for players and the challenge is suitable and appropriate to the abilities of the participants. BRYST technical staff via the additional development programs and recreational gameday observations invite families to participate in competitive practice environments to gauge if there is an interest to participate within the competitive stream. BRYST provides development sessions facilitated by BRYST technical staff. The sessions employ GAG (Game activity Game) methodology understanding at the Learn to train age groups small-sided game play is key to development. By playing in more game situations players are forced to deal with and solve

realistic game like situations and problems more than ever before. Games are more enjoyable for players and the challenge is suitable and appropriate to the abilities of the participants.

### **U9 – U12 Learn To Train**

A 9x week SKILLS CENTRE program is part of the competitive curriculum during the winter months. The SKILLS CENTRE syllabus covers a wide range of technical elements with focus on 1v1 moves, passing/receiving and game play. Each player will receive a report at the end of the 9 week sessions. The report gives them current scores, future targets and general feedback for improvement.

IDPs (Individual Development Plans) are created at the start of the program for each player the coach meeting with player and parents to create. Further meetings take place mid program and end of program to review and adjust the IDP. The

IDPs are considered when formulating the squads for the following program year.

### **BRYST <sup>\*\*</sup>(Pursuant to National Youth License)**

OPDL – Train to Train

Is for the aspiring Christine Sinclair or Alphonso Davies! It is for the player who has the potential, motivation, and aspirations to play at the highest levels of the game in Ontario, Canada or overseas. OPDL is the first step on “The Talented pathway” a high-performance environment introduced in 2014. The OPDL requires players ensure soccer is their focus where they will train 3-4 times per week and play once per week for a 28-week period with the appropriate support and periodization.

Players undergo ongoing monitoring and development as they

are identified for Regional Talent Centres, Provincial Projects and CS National Programs.

Each BRYST OPDL Squad will have a maximum of 18 players and will be supported by the following paid staff members

- Head Coach
- Assistant coach 1
- Assistant coach 2
- Goalkeeper Coach

And supported by the following volunteer members

- Junior Strength and Conditioning coach
- Squad Manager

BRYST will have a full-time High-Performance program Manager who oversees the OPDL program, supports, mentors and communicates directly with OPDL squad staff.

Year-round strength and conditioning is provided by BRYST partner organisation HPWC & 180 Fitness. All OPDL players will receive individual programs. Fitness testing would be conducted 4x per season by HPWC and results communicated to parent/player and input into Ontario Soccer central database. Nutrition seminars will be provided to each squad three (3) times per season.

BRYST High performance Manager and Technical Director will work alongside OPDL squad Head Coaches to produce the periodized training program. On a weekly basis parents/players are issued with the training/game objectives for that week. At the end of the week a de-brief is conducted in a classroom environment at which time video analysis is used. BRYST OPDL use video analysis BRYST ensure a minimum of 10 games per squad per season are filmed and analyzed.

BRYST OPDL squads would receive 20 league competition games plus minimum of 4 pre-season exhibition games. Training to game

ratio is 3:1 plus the strength and conditioning session.

BRYST High performance Manager and Technical Director meet with player and parent at the start of the program and create IDP's (Individual Development plans). Mid-season and end of season meetings take place to review and modify plans. In addition twice (2) times per season players progress is measured by BRYST High performance Manager, Technical Director and squad Head Coach the results of which are communicated to player/parent and uploaded to OS central database.

BRYST will provide each OPDL player/family with access to University Search online platform and four 4x tutorials conducted by University Search staff.

In addition, OPDL squads attend showcase tournaments within Canada and USA to expose players/families to other competition, University life/opportunities.

## **Coach Development Pathway**

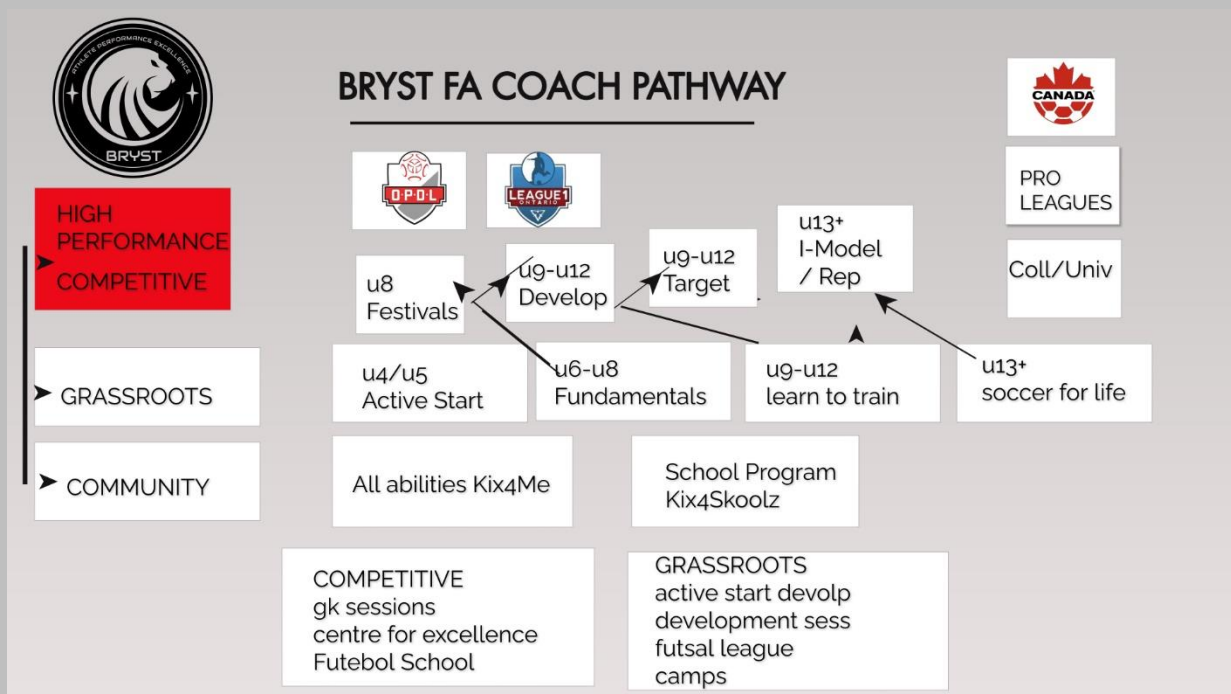
With player development and education at the heart of our guiding principles, it is of the utmost importance for BRYST to create a family of coaching support to guide our players through their youth soccer experience. BRYST recognise it is very important to create a fun filled environment in order to engage participants further down the road. Concerning the coach however, it is critical to create a pathway of support, education, and certification.

BRYST created a 5-year Coach Development strategic plan (2023 – 2028) here are the objectives

- 100% of Competitive Coaches to come through the existing BRYST System

- Continue to identify and develop Junior Staff coaches from within our club membership
- Maintain minimum of 75% of competitive coaches to have completed the C Licence
- 75% of Active Start volunteer Game Leaders to have taken Active Start course prior to sessions
- All Fundamentals volunteers to have taken the Game Leader course prior to sessions
- LTPD 4x station format adopted for all Active Start & Fundamentals programming
- CR SOCCER BRYST employed and trained convenors located at the 4 grassroots Active Start venues

## Coach Development Pathway



### U4-U5

MAY & OCTOBER prior to each of the summer and winter programs

BRYST Technical Director and Grassroots Head coach host

Orientation meeting (classroom) and 3x workshops (classroom &

field)

During the program on a weekly basis email blasts are sent to all game leaders with program format reminders and suggested activities.

BRYST Grassroots Head Coach is present at all on field sessions to assist & guide game leaders

2019 onward – BRYST have selected and will train 6 – 8 volunteer game leaders who have experienced and graduated from the U5 – U6 programs to act as convenors to improve the quality of the program.

### **U6 – U8**

MAY & OCTOBER prior to each of the summer and winter programs

BRYST Technical Director and Grassroots Head coach host

- Orientation meeting (classroom)
- 3x workshops (classroom & field)

During the program on a weekly basis email blasts are sent to all game leaders with program format reminders and suggested activities. BRYST will implement a U7 pilot program (1 game + 1 practice)

delivered by BRYST Grassroots Head Coach and BRYST junior staff coaches. BRYST will invite 4 – 6 volunteers game leaders who have

experienced and graduated from the U4 – U5 programs to assist with this U7 pilot program. The program will be extended to the U6 & U8 age groups (1 game + 1 practice).

BRYST Technical Director, Grassroots Head Coach & Technical Staff take the lead with this competitive entry level program during MAY, JUNE & JULY which provides approximately 45 – 50 participants attending 4 practices and 4 festivals.

Selected potential competitive stream coaches (between 8 – 10 male/female) are invited to shadow BRYST technical staff during practices and festivals. In addition, the potential competitive

stream coaches take the lead and conduct 4 further practices as part of their development.

### **U9 - U12 Competitive**

U8 Festival shadow coaches form the basis of BRYST U9 – U12 competitive coaching staff (head coach/assistants)

Identified coaches are provided with all the necessary information to complete the required coaching certifications

BRYST Technical Director provides mentorship in the form of program structured development sessions (8 winter & 8 summer) conducted by BRYST technical staff assisted by program coaches.

Provided with 6 classroom/field workshops per year conducted by BRYST Technical Director and/or grassroots Head Coach

Open door policy to meet with Technical Director to discuss any personal development that the coaches wishes to pursue.

### **U13 - U21 Competitive**

U9 – 12 grassroots competitive coaches form the basis of BRYST U13 – U21 competitive coaching staff (head coach/assistants)

Identified coaches are provided with all the necessary information to complete the required DISTRICT & REGIONAL coaching certifications

BRYST Technical Director provides mentorship to the U13 – U15 coaches. Invited to attend all development sessions conducted by technical Director and technical staff

Invited to Observe OPDL practice sessions

Provided with 3 – 4 classroom workshops per year conducted BRYST Technical Director and/or grassroots Head

Open door policy to meet with Technical Director to discuss any personal development that the coaches wishes to pursue.

### **OPDL (PURSUING)**

Provided with all the necessary information to complete the



required coaching certifications

BRYST Technical Director provides mentorship preparation prior to taking required license

Workshops conducted by technical Director (Individual & small group)

### **Competitive Coach End of season Reviews**

All BRYST competitive coaches are required to attend an end of season review with the Technical Director and at least one member of the Technical Committee Competitive Director, Grassroots Club Head Coach).

During this review the Technical Director will assess the past season and whether the coach achieved personal goals and goals set by the club.

### **Competitive Coaching Application process**

Beginning on August 1st each season, all competitive coaches who wish to coach the following season must apply to the club.

Coaches have until September 1st to submit their application, as interviews are held during the week period following Labour Day.

All interviews are set up by the Technical Director and are facilitated by the Technical Director and members of the BRYST Technical Committee (Director, Grassroots Club Head Coach)

All coaches who coached the previous season and wish to return can be acclaimed for the following season without a coach interview, provided they successfully complete the end of season debriefing with the Technical Director.

## **Coach Access To Appropriate System Support**

### **Competitive Coaches**

All coaches in the BRYST Rep program are given technical access by the Club Head Coach and Technical Director.

Additionally, the club pays for licences for all BRYST Staff using Sports Session Planner. All BRYST coaches can share session plans amongst each other and the Technical Staff of the club can follow their session planning in real time.

Each competitive team from u9-u16 has 14 development sessions during the season that are facilitated by a BRYST Club Head Coach. The role of the team coaches in these sessions is not only to actively participate, but also to observe how the Club Head Coach conducts the session. It is hoped that our Competitive Coaches can take what they have observed and implement them in the team training/gameplay environments.

All Competitive coaches receive two training shirts from the club. A long sleeve training shirt in the fall and a short sleeve training shirt in the spring. All additional items must be purchased. Many teams use sponsorship dollars to outfit their coaches. The club's policy is that all BRYST coaching staff must buy apparel from the official club supplier that has been approved by the club.

The club actively promotes opportunities to coaches to further their development by completing courses that are sanctioned by Ontario Soccer/ Canada Soccer/NCCP/Sport For Life.

The club has budgeted \$12,000 per year for coach development.

Club Head Coach, Competitive Team Coaches are all under contract to the club and perform sessions for our competitive teams.

(i.e., Futsal and Development).

All U13+ competitive coaches must have a minimum of a C Licence

### **Channels of Communication**

During the season BRYST Technical Staff contact squad coaching staff (e-mail/phone) with the intention of inviting communication and dialogue on various topics. During the course of communication coaches may be required to meet with the technical Director to discuss/assist in the program. There is an open door policy for any BRYST coach to seek direction/assistance on any theme. Coaches are aware that they can contact the technical staff at any time to discuss any subject that they wish. Technical staff attend practices/games (announced and unannounced to observe/critique/review and offer feedback)

### **Formal Communication**

- Competitive Squad/Team Head Coaches End of season Meetings August/September
- Competitive Squad/Team Head Coaches Interviews - September
- Competitive Team Parent meetings with Squad/Team Head Coaches (September/October)
- Competitive Squad/Team Head Coaches Meetings January – Expectations
- Competitive Squad/Team Head Assistant Coach only Meetings January
- Competitive Coaches workshop – Further Education (Ontario Soccer C Licence information – February
- Player/Parent/Coach Workshop March
- Competitive Squad/Team Head Coaches and Mangers Meetings April – Squad rosters/rotations

### **BRYST Yearly Coach Development Objectives**

- Put 1x in house coaches through Ontario Soccer C licence
- Put 1x in house coach through Ontario Soccer B Licence Part 1
- Put 1x in house coach through Ontario Soccer B Licence Part 2

- Mentorship program provided by BRYST Tech Director to Ontario Soccer B License candidates
- 4x Guest Clinicians Workshops
- Tech Director to complete coach assessment for all Competitive stream coaches
- Tech Director to conduct assessment feedback meetings with all competitive stream directors

## **Referee Development Pathway**

BRYST strives to maintain quality officials. We are committed to assisting in the development of young officials.

- Partner with other clubs in the district to develop a series of instructional sessions open to all young officials in the district
- Partner with other clubs in the district to ensure that recreational and grassroots rep games are covered, as we continue to experience a shortage of officials as youth soccer officials continue to be drawn to the higher paying adult soccer leagues
- Referees will continue to be mentored by older, experienced officials throughout the course of the indoor and outdoor season. Those officials that exceed the standard will be assigned more challenging games.

## **Technical Structure**

A club's Technical Plan may be carefully crafted on paper, but a dedicated team of knowledgeable staff are required to execute it. Below are the Technical Staff employed by BRYST:

### **Technical Director**

The Technical Director is a senior leadership position. The Technical Director reports directly to the board. It is not primarily

an on-field coaching role, although there is a coaching component to provide coaching leadership to all volunteer coaches and technical staff within both the Recreational and Competitive environments. The role of the Technical Director is to implement and provide coaches/staff all Technical program administered by the club.

### **Grassroots Club Head Coach**

The Grassroots Club Head Coach reports to the General Manager. This position is responsible for overseeing all program interaction with the community at large. Programs directly overseen include Active Start Spring and Fall Sessions, Elementary School partnerships, special needs program

As the liaison within the GTA and other community groups, takes an active role in promoting the organization and the benefits of physical activity to the community.

From a coaching perspective sets the club curriculum for Active Start, Fundamentals and Learn to Train Recreational programs and is heavily involved with the Technical Director in all Grassroots competitive team selection and program development.

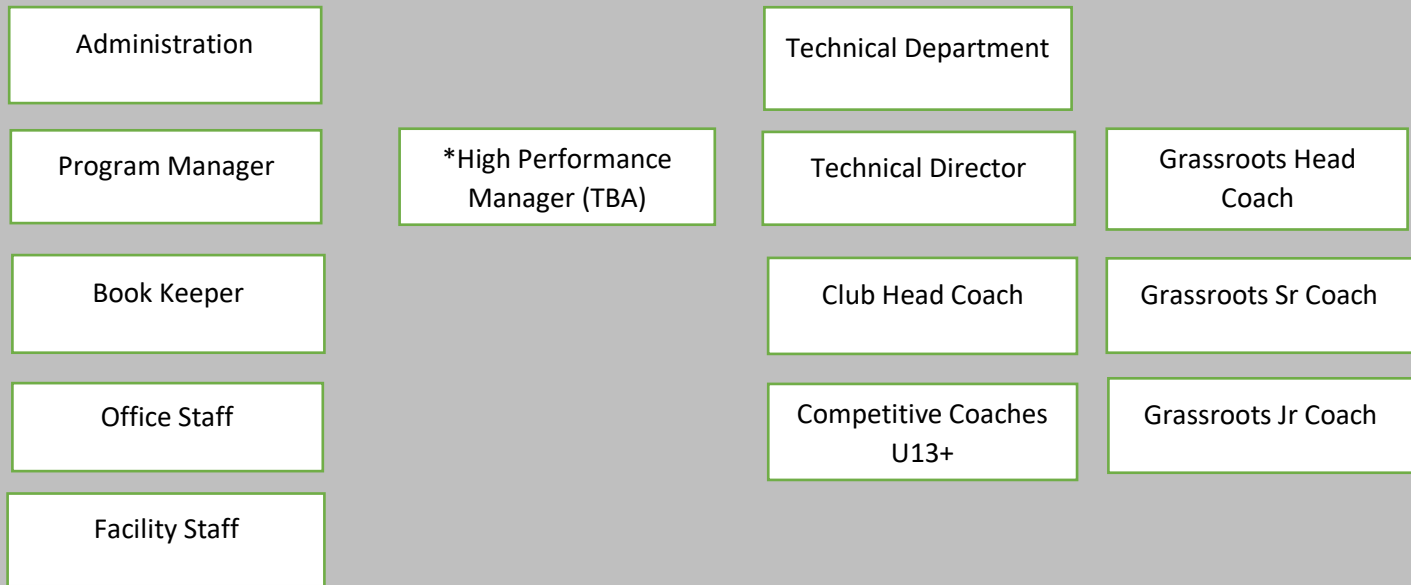
### **High Performance Manager\*\* (Pursuant to Licensing in-progress)**

The High-Performance Manager will be entrusted with overseeing all technical aspects of the OPDL programs within the club. This position requires both on and off field responsibilities.

The High-Performance Manager in collaboration with the Technical Director must organize, plan and execute all facets of the OPDL program and make sure that OPDL staff are following proper protocol

as expected from Ontario Soccer. The High Performance Manager is also the key contact for parents within the OPDL program. A key element of the position is marketing the program outside of the club to attract talented players and coaches to BRYST.

Managing Director



## SPORTS SCIENCE

BRYST is proud to partner with 180 Degree Fitness as part of our Sport Science program. The team of highly educated and motivated staff at 180, led by

Ahjton Roberts, carry out their goal of inspiring and empowering teams and organization with the tools to pursue their next level of performance, health, and fitness.

Our athletes participate in the following activities provided by 180.

### **Strength and Agility Training**

All athletes participate in weekly fitness training sessions from January through until May. Sessions then go biweekly for the remainder of the season. 180 staff are highly qualified in working with soccer athletes and have developed a program regimen in which players and parents thoroughly enjoy.

U12 Grassroots players will be attending biweekly sessions with 180 from January through August. This program will be expanded to the U11 age group as well.

### **Fitness Testing**

Fitness testing occurs with athletes four times per season. Several strength and agility measures are attained based on program requirements from Ontario Soccer.

### **Injury Prevention and Rehabilitation**

All injured players within the program are assessed by 180 staff and training programs are modified based on the severity of injury/recovery level. All 180 staff are required to disclose information to the coaching staff regarding injuries (with parent approval via signed waiver

### **Nutrition seminars**

Nutrition seminars are facilitated three times per season to all program athletes and their parents. It is imperative that athletes learn how to properly fuel and hydrate their bodies for peak performance in a performance environment.

A licensed professional in the field delivers all sessions in a creative way that our athletes and their parents can easily understand.

### **Sport Psychology sessions**

Applying mental strategies to sport is sometimes forgotten

but is becoming more important for elite athletes looking to gain an edge on the competition. Dr. Cassidy Preston, a Sport Psychologist delivers three sessions per season to our program athletes and their parents in pre, mid and post season intervals.

## **COMMUNITY**

BRYST 's main objective is to promote within its community the values inherent in sport particularly its role as an educational tool capable of contributing to the comprehensive development of the personality of those who participate.

In addition, BRYST understands the value of offering social integration to those who find themselves suffering from any form of marginalisation.

BRYST endeavours to promote and disseminate all the cultural aspects linked to sport.

## **INITIATIVES**

### **BRYST Kix4Me (All Abilities Celebrated Soccer)**

Since 2020 CR SOCCER BRYST has been running an All-Abilities soccer program three (3) times per year each program lasting 8 weeks one (1) time per week. BRYST currently has 5 registered local children. All abilities Celebrated Soccer is a program designed for participants between the ages of 5 - 15 with intellectual and/or physical disabilities who are interested in learning more about the FUNdamentals of physical literacy and soccer.

BRYST certified coaches along with devoted volunteers create developmentally appropriate programming. BRYST Grassroots competitive players are invited to volunteer and interact with



Kix4Me participants making it a true All Abilities program.

This program offers willing learners an opportunity to enjoy & learn more about the sport of soccer in a positive & inclusive environment.

### **School Outreach programming**

There are numerous elementary schools within the District. BRYST provides no cost in school programming as part of an effort to increase physical literacy within local youth who may not have the opportunity to join local sports clubs. The in-school visits are designed specifically for children in Grade 2, 3 & 4.

BRYST offers the schools 4 – week & 8 – week in school programming for grades 5 – 8 for a low cost.

BRYST also organises and facilitates school field trips to our indoor facility for large groups of 60 – 80 children per visit.

### **Festivals and Events**

BRYST attends several local events to promote the game. BRYST staff and Grassroots players volunteer their time to attend the events to support local schools, charities and organisations.



## **SWOT ANALYSIS**

### **STRENGTHS**

- >In-house coach development (male/female)
- >Alignment to LTPD
- >Full-service Club
- >Alignment to YRSA, OS, CS

### **WEAKNESSES**

- >Lower female program numbers
- >Access to field permits/fields (lit)
- >No authorized “house league” permission

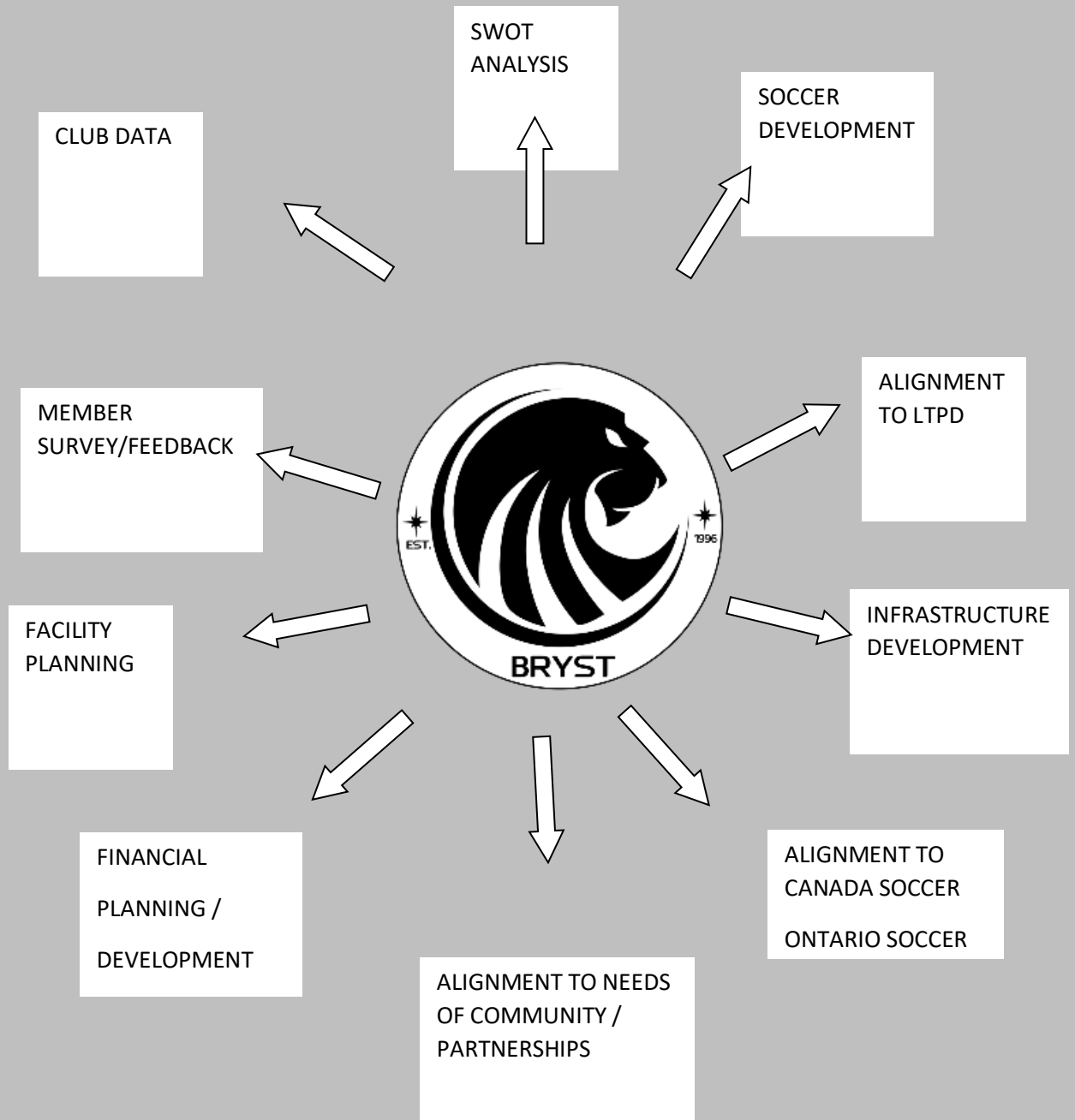
### **OPPORTUNITIES**

- >Strategic “Partnerships”
- >Canada Soccer Club Licensing
- >Growth (female/male)

### **THREATS**

- >Fluid landscapes
- >Non-sanctioned entities
- >Cost/fees/operating expenses

# STRATEGIC PLANNING



## **STRATEGIC PLAN ALIGNMENT**

Once the Strategic Plan was complete the Technical team was able to complete this plan which aims to exceed all expectation for the next five years. Within the Technical Development Plan, we can create a strategy to help us create alignment and cohesion.

Specifically within the Strategic Plan you will find

- Continued connection between our Club, Members, Community and Partners
- Adapt our programming to ensure everyone within our community can play soccer at our club regardless of age, sex, ability or interest level
- Transition Current Bryst players and Alumni into Coaches and Officials (emphasis on female coaches)
- Continue to use our LTPD alignment to transition players into Provincial and National teams as well as professional academies, CPL and Post-Secondary playing opportunities

## **HOW / WHY / WHO-STRATEGIC PLANNING**

### **Who Helped Build the Strategic Plan**

- Executive Director/ Board of Directors
- Technical Staff
- Admin Staff

### **How was the Strategic Plan Developed**

- Feedback provided from our membership
- SWOT Analysis

### **Why was the Strategic Plan Developed**

- To ensure BRYST is set up for success moving forward
- To ensure we are aligned with the vision of Ontario Soccer and Canada Soccer
- Set achievable, obtainable and object goals for the club
- Continue to provide high quality soccer service to our Community

## **OPERATIONAL PLAN ALIGNMENT**

Club Board of Directors completed the operational Plan which we will utilize for next five year. This could only happen once we completed our strategic plan. To ensure our Strategic, Technical and Operational Plan, are all interconnected and aligned with one another these common themes will be evident in all of our documentation

### **Our Community**

### **Our People**

### **Long-Term viability**

#### **OUR COMMUNITY**

Club continues to provide our community with soccer programming to players of all ages, abilities and interest level. As a “Full-service Club” we offer programming that allows anyone and everyone in our community to be involved in the beautiful game.

#### **OUR PEOPLE**

Coaches have always been and will be the will be the foundation in which BRYST is built upon. The value they bring to our Club and Community is immense and they will be mentioned time and time again in our Strategic and Operational Plans.

We continue and will always have coaches provide guidance to our membership at varying levels.

#### **LONG-TERM VIABILITY**

BRYST has been present in the community for decades. To ensure we continue to, there are a few things that the club has and will continue to focus upon

- Fiscal Responsibility/Financial Planning
- Flexibility to deal with the ever-changing landscape in Canadian Soccer
- Improved and More Facilities
- Continually promoting existing BRYST players and Alumni into coaching and Club official positions

## **TECHNICAL DEVELOPMENT PLAN OVERVIEW**

BRYST Technical Development Plan has been created to provide a detail overview, understanding and vision of the club.

Understanding where the club currently stands will help us make improvements, to ensure we are constantly raising the level of our club to provide the best opportunities for our players, coaches and officials.

## **PROGRAM DEVELOPMENT & ALIGNMENT**

BRYST continues to adapt our programming to ensure it is not only LTPD Compliant but also aligned with the vision Ontario Soccer and Canada Soccer for our sport moving forward

**Active Start**- Recreational Programming (indoor and outdoor)

**FUNDamentals**- Recreational Programming/Open Development Programming (Indoor and Outdoor)

**Learn to Train**- Recreational Programming/Open Development Programming (Indoor and Outdoor)

**Soccer For Life**- Recreational Programming/ Competitive (Indoor and outdoor)

**\*Train to Train**- Ontario Player Development League (Year-Round)

**\*Train to Compete** – League1 Ontario (Year-Round)

**Active For Life**- Adult Programming (Men, Women, Co-ed) Indoor and Outdoor

We also offer an all-abilities program (this is co-ed and open to all)

For more information in our programming please go to [www.brystsoccer.com](http://www.brystsoccer.com)

\*Pursuant to National Youth Club Licensing

## **YEARLY TRAINING PLAN**

Ensuring that all our Yearly Training Plans are up to date and LTPD compliant create a very organized and cohesive training schedule. This ensures that player development and the improvement of teams is done by design, and not by chance.

Yearly Training Plans help in the following manner

- Ensuring that the appropriate amount time is dedicated to Age and Stage specific topics
- Creates a clear vision for each player/coach/team at the Club
- Ensures the appropriate amount of planning and organization have gone into the design of the Curriculum



individual needs (Open Development, Players Movement) Grassroots, Competitive Education – All players must have the same access to our highly qualified coaches. Engaging and educating parents is key to this Innovation – Creating solutions out of potentials issues, and ensuring our club is always player-centered, progressive, open-minded, and evolving as opposed to just reacting

BRYST provides an environment where the holistic approach to developing players is at the forefront of everything that we do. We have partnered with HP WELLNESS AND 180 FITNESS to provide our athletes with the following opportunities - Individual Fitness training - Small Group Training - Athletic and Massage Therapy - Nutritional Education and Support - Injury Prevention and Rehabilitation - Sport science

## **BRYST PATHWAY APPROACH**

BRYST website ([www.brystsoccer.com](http://www.brystsoccer.com)) allows all members and potential members the opportunity to view and compare available programming -BRYST is a “Full Service” Club allowing players regardless of age, gender, ability or desire level a place to play -BRYST offers both indoor and outdoor programming allowing our members to play year round -The technical staff and coaches at the club are constantly assessing players and will happily discuss with parents what program is best suited for their child - Goalkeeper tOALraining of offered to member who are willing and have a desire to attend

## **COMMUNITY DEVELOPMENT**

**VISION-** Develop a greater connection with our school system

**GOAL-**Delivering programming in our local school system in an effort to continue building a relationship between our club and the community and local schools

**VISION-**Create an environment where more teachers from our local schools are coaching at our club  
Goal Target local teachers by creating financial/ community involvement incentives for them

**GOAL-**Target local teachers by creating financial/ community involvement incentives for them

## **SOCCER DEVELOPMENT**

**Vision** Increase the number of grassroots participants

**Goal** begin a targeted campaign within our local schools and community to better promote our club and boost enrollment

**Vision** Adapt and promote our programming to ensure every person within our community regardless of sex, ability or age has a place to play



**Goal** Continue to have open development/ competitive teams that represent our club on the district, regional and provincial level

**Goal** Begin in-depth research into the demographics within our community to ensure we have a 5% growth within our club membership

**Vision** Enhance programming that is age & stage appropriate as well as fully LTPD compliant

**Goal** Capture between 5%-10% more players at the FUNdamental stage of development (Increasing the number of players at this stage of development ensures we have a viable player pool for years to come)

**Vision** Enhance the quality and quantity of BRYST players and alumni who become officials

**Goal** Create a more detailed communication in accordance with LTPD an target players who are in our senior program

## **TRAINING PROGRAM PHILOSOPHY**

### **GAG TRAINING SESSION**

Our training program philosophy is a tried and tested program that we utilized at the club for the last three years. The Global (Initial Game) – Analytical (Activity) – Game (Final Game) (also known as GAG) training program allows the coach to maximize the amount of time that the players are training. It allows the game to be the teacher, and the focus of everything we do. Please note all training session will begin with a “warm up” and end with a “cool down”

## **TRAINING PROGRAM PHILOSOPHY**

### **GAG TRAINING SESSION “WARM UP”**

The first 10-12 minutes of the training session will consist of a warm that is related to the major themes and techniques you want to focus upon for tonight.

All players from the session will be active within the warmup. They get the opportunity to get touches on the soccer ball and prepare themselves both mentally and physically for the training session to come

#### **Warm up (10-12 Minutes)**

**Organization:** Players placed into two groups of four with two players on the outside of a 20-yard X 20 yard grid. 4 ball will be utilized for this activity. Passing/Receiving movement warm up. 2 teams of players, half of the players will have a ball. Have players on the outside, but also goalkeepers can be used. Players are encouraged to pass the ball with various parts of there foot as well as receiving the ball

with various aspects of the foot. Encourage quick passes, movement of the ball, quality and accuracy of pass. If GK's are used encourage them to have hands as well as feet.

**Psychological:** Confidence, Being Safe

**Technical:** Passing, Receiving

**Physical:** A, B, C's Change of Direction

**Social:** Communication, Peer Interaction, Fun

**Emphasis:** Changing Direction, Passing + Receiving, A, B, C's, Speed Fun

## **GAG BRYST TRAINING SESSION**

### **GAME (INITIAL GAME)**

Global (Initial Game): After the warmup, the first phase of play (Initial Game) will begin with a Simple game related to the major theme or topics you want to discuss and introduce.

This game format can vary 2v2, 6vs6, 4 goals, target players, or to end zones

Players are placed in an environment to where they encouraged to try new things and experiment.

The role of the coach is to set the parameters of the training session while using the initial game to unveil the remainder of the training session

Game (Initial Game) (12-15 Minutes) Organization: 6 vs 6 +2 in a small sided game in a 60 yard X 40 Yard grid. 2 players from each team are placed on the outside of the grid in the attacking half of the field as support players. Support players are limited to 2 touches.

Encourage players to keep possession of the ball and make passes that advance the ball and break lines of pressure.

**Psychological:** Confidence, Being Safe, Decision Making

**Technical:** Passing, Receiving, Possession

**Physical:** A, B, C's Change of Direction

**Social:** Communication, Peer Interaction, Fun

**Emphasis** Changing Direction, Passing + Receiving, A, B, C's, Speed, Fun

## **GAG BRYST TRAINING SESSION**

### **ANALYTICAL (ACTIVITY)**

During this part of the training session more emphasis will be placed upon is placed on the activity and developing certain aspects of the game.

During this portion of the training session role of the coach to correct the technique of players. If possible do not stop the activity. Coach “over” to correct the behavior.

Analytical (Activity) (12-15 Minutes)

Organization: Players placed into groups of 4 with 2 players on the outside of a 20 yard X 20 yard grid. Please use 2 soccer balls for this activity. 2 groups of 4 players are numbered 1 through 4. Number 1 always shows and collects the ball from the player on the outside. Number 1 collects the ball from the outside 1 passes to 2, 2 passes to 3 and then 3 passes to 4. Keep repeating the sequence. Encourage players to continue to move and take up new positions within the grid. Continue to focus on quick passes, movement off the ball and accuracy of passes.

Always look to get support around the person who is in possession of the ball Switch the people on the outside after every 2-3 minutes. As a progression look to creates passing that split the opposition (look to break lines)

**Psychological:** Confidence, Being Safe, Positive Reinforcement

**Technical:** Passing, Receiving

**Physical:** A, B, C's Change of Direction

**Social:** Communication, Peer Interaction, Fun

**Emphasis:** Changing Direction, Passing + Receiving, A, B, C's, Speed

## **GAG BRYST TRAINING SESSION**

### **GLOBAL (FINAL GAME)**

The Final Game allows everything that the player learned in the training session to be put on display in the final game.

The role of the coach is to allow the players to play while ensuring that they adhere to the objectives of the session. Limited coaching stoppages should take place in the final game.

**Station D – Global (Final Game) (12-15 Minutes)**

**Organization:** Play 7 vs 7 in a 60 Yard X 40 Yard Field. No conditions. Encourage players to be positive, play forward and penetrate with passes. Look for good movement to find support and create space. Look to break lines of pressure with forward balls.

**Psychological:** Confidence, Being Safe, Decision Making

**Technical:** Passing, Receiving, Possession, Individual Ability

**Physical:** A, B, C's Change of Direction

**Social:** Communication, Peer Interaction, Communication, Fun

**Emphasis:** Changing Direction, Passing + Receiving, A, B, C's, Speed, Fun

## ALIGNMENT TO LONG TERM PLAYER DEVELOPMENT

### (LTPD)

Ontario Soccer Continues to be a great resource for all Soccer Clubs within the Province

Readily available material such as training sessions, webinars and other information is available to for all to see

To ensure we are fully LTPD compliant, and that our membership understands the benefits of LTPD we make this information available to all of our members

## ALIGNMENT TO CANADA SOCCER PATHWAYS

Provide age and stage appropriate programming within Active Start, FUNdamentals, Learn to Train, Train to Train, Training to Compete/Training to Win and Active for Life areas ([www.brystsoccer.com](http://www.brystsoccer.com))

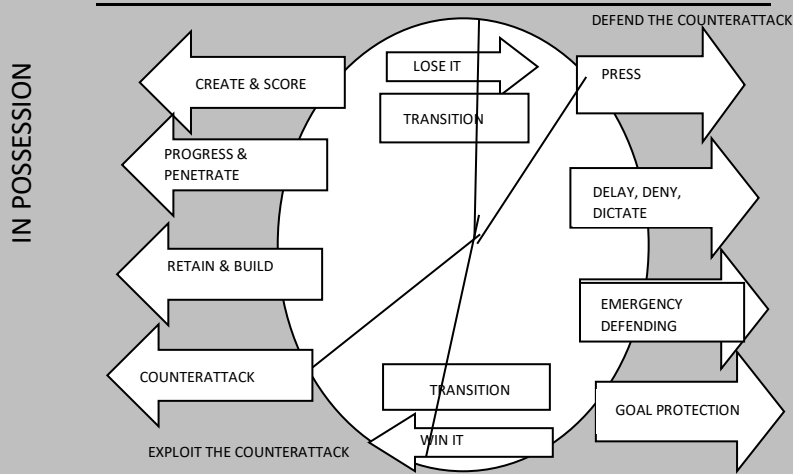
Participate in standard based programming National Youth Club Licensing

Continue to work with the School, board, and City to ensure we have the necessary facilities required to provide high quality soccer programming to our community

Support coaches as they participate in Canada Soccer licenses and certifications - Develop players in a manner that allows them to go on and play for Provincial and National teams

## BRYST

### PLAYING & TRAINING METHODOLOGY



OUR PLAYING STYLE WILL PROVIDE A CLEAR IDENTITY TO OUR COACHES AND PLAYERS ON HOW BRYST TEAMS PLAY.

**IN POSSESSION**- AN ATTACK MINDED POSSESSION BASED ON STYLE WHICH FOCUSES ON CREATING GOAL SCORING OPPORTUNITIES.

**OUT OF POSSESSION**- AN AGGRESSIVE, HIGH PRESSING STYLE WHICH FOCUSES ON FORCING TURNS FROM OUR OPPOSITION AND QUICKLY RETAINING POSSESSION.

## PLAYING MODEL GAME DAY OBJECTIVES

These are the elements that we expect our BRYST Coaches to implement to ensure we are meeting the objectives of our playing model

Appropriate arrival time before training sessions and games

Age and Stage appropriate warm-up

Appropriate Tactical discussion which focus on the individual, unit, and team –

Management within the game that reinforces the tactics which were previously discussed –

Ensuring the process is more important than the result –

A focus on development which ensures that the training sessions and training load does get altered due to a negative result or a string of negative results

## BRYST PLAYER MODEL

ATTACKING ↓	DEFENDING ↓	+TRANSITION ↓	-TRANSITION ↓	SET PIECES ↓
POSSESSION ↓	PRESSURE ↓	SECURE THE BALL ↓	RE PRESS THE BALL ↓	ATTACKING ↓
CREATIVITY ↓	COVER/SUPPORT ↓	CAN WE PENETRATE ↓	DELAY/DENY ↓	DEFENDING ↓
PENETRATION ↓	COMPACTNESS ↓	RETAIN THE BALL ↓	COMPACTNESS ↓	ORGANIZATION ↓
COUNTERATTACK	WIN THE BALL	SUPPORT THE BALL	BALANCE	COMMUNICATION

## BRYST GAME DAY PHILOSOPHY

Play from the back (Goalkeeper-Defender-Midfielder-Attacker) on the ground when possible (use possession to advance the ball) –

Encourage creative, attack minded individual play in the Zone 4 (Change the Game) –

Defend as a unit (press high up the field) to win the ball back and start the attack again –

Do not alter our Game Day philosophy because of how the game result is going –

Continue to put the process ahead of the result –

Understand Soccer is always change but we need to put faith in our game day philosophy

## **BRYST PLAYING MODEL**

### **U8 (5 VS 5)**

#### **1-1-2-1 System of Play**

The 1-1-2-1 system of play (Diamond Formation) allows players to gain the individual tactical awareness required to play in a defined system as they transition into a 1-2-3-1 system of play. Playing in a diamond formation allows the team to create both width and depth naturally while attacking. The individual units are broken up into a defensive, midfield and attacking unit. The units work with one another to ensure the team tactics are fulfilled.

### **U9-10 (7 VS 7)**

#### **1-2-3-1 System of Play**

The 1-2-3-1 system of play is an ideal formation to coach positions and give your players a good idea of what is expected of them. It also allows the players to gain the tactical awareness required as they transition into a 9-a-side 1-3-4-1 system of play. The responsibilities of each player are similar to the ones they will utilize in the next formation that they will play (1-3-4-1). The 1-2-3-1 system allows us to begin working with 3 separate units (defense, midfield, and forward units) and how they interact and depend on each other.

### **U11 (9 VS 9)**

#### **1-3-4-1 System of Play**

The 1-3-4-1 is an ideal formation to coach positions and give your players a good idea of what is expected when they move into a 1-3-2-3 system of play. The 1-3-4-1 system provides width while attacking however it is balanced enough to ensure that in most cases the team can defend with 7 players. The wide players within this system are key as they must join the attack when in possession however, they need to be disciplined enough to connect with the midfield unit and defend while we do not have possession of the ball.

### **U12 (9 VS 9)**

#### **1-3-2-3 System of Play**

The 1-3-2-3 is an attack minded formation which allows players the ability to gain the required experienced necessary to be successful as they transition into a 1-4-3-3 system of play. The 1-3-2-3 system of play focuses on the interchange play of the front 3 creating fluidity and creativity in the attacking 3rd. This system mimics the roles and responsibilities of each individual player as they transition into a 1-4-3-3 system of play

### **U13 and up (11 VS 11)**

#### **1-4-3-3 System of Play**

The 1-4-3-3 is an ideal system to learn because of its tactical flexibility. It is also the preferred playing model of Canadian National Teams. Minor adjustments in positioning and mentality easily allow the system to become a more defensive 1-4-5-1, these adjustments are easier to make in the 1-4-3-3,

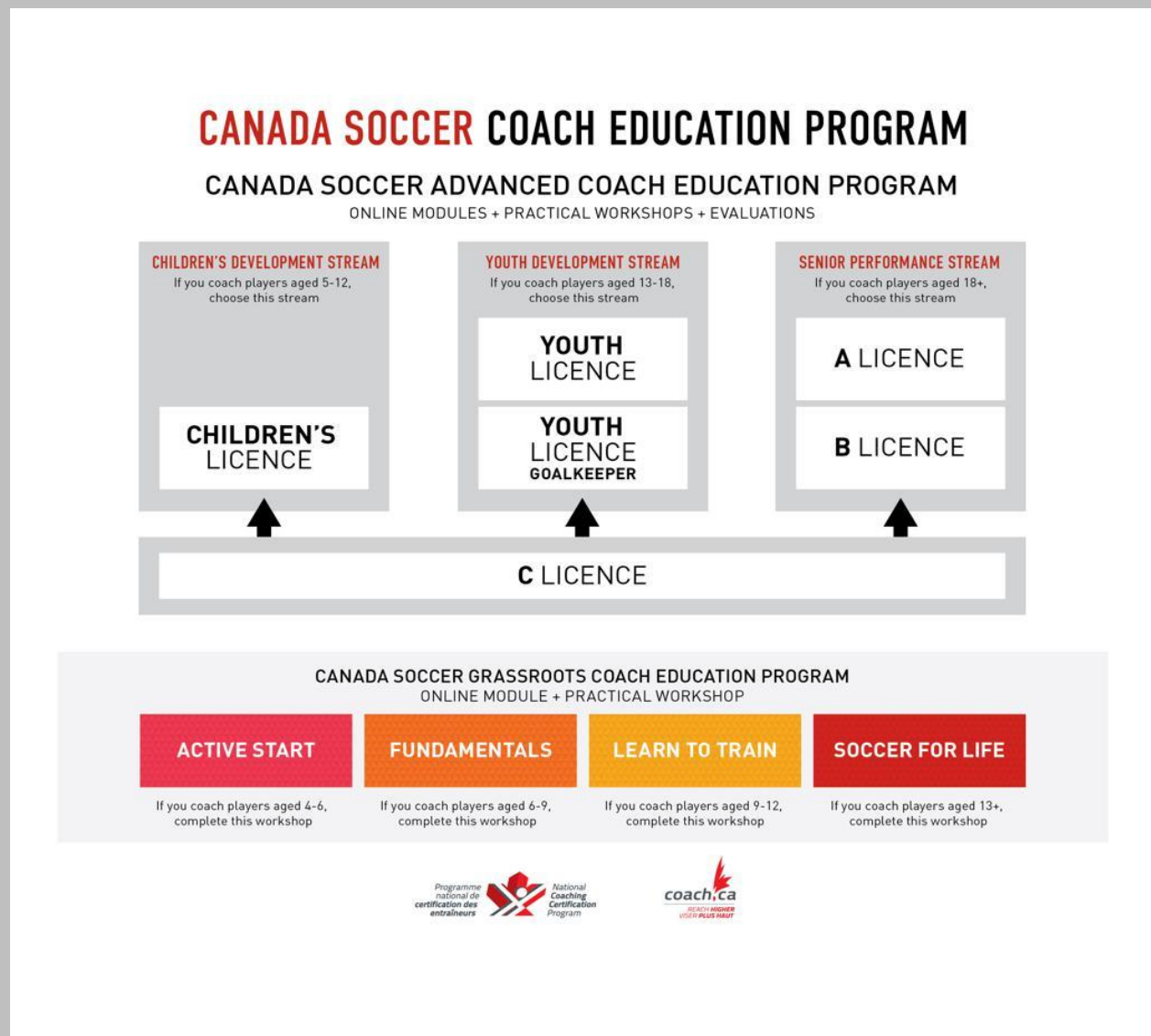
especially for younger players, than in most other systems. It is important to note that our interpretation of the 1-4-3-3 will include one holding midfielder and two attacking midfielders.

## **MOMENTS WITHIN THE GAME**

The five moments within the game that we focus upon are the following

- 1) **Attacking** (when we are in possession of the ball)
- 2) **Defending** (when we are not in possession of the ball)
- 3) **Positive Transition** (we won the ball back, and are starting the attack)
- 4) **Negative Transition** (we had the ball, we lost it and now we must defend)
- 5) **Set Pieces** (defending and attacking set pieces)

## **COACH DEVELOPMENT A NEW ERA**



## **BRYST COACHES ARE KEY**

### **Five Pillars**

**Coach Recruitment**

**Coach Education**

**Coach Mentorship**

**Coach Retention**

**Coach Advancement/Recognition**

## **BRYST COACHES**

### **RECRUITMENT-EDUCATION-MENTORSHIP-**

### **RETENTION-ADVANCEMENT/RECOGNITION**

#### **Coach Recruitment** –

Utilize our U21 and League1 teams to help transition BRYST players into BRYST coaches (BRYST Players = BRYST Coaches in the future) –

Create an environment where the club is invested in each coaches' individual development –

Make each young coach feel supported, valued, and appreciated –

Match these coaches with older, more experienced coaches (mentor and mentee relationship through our Junior Mentorship Program) –

If needed acquire coaches on the open market (last resort)

#### **Coach Education** –

Support coaches as they acquire age and stage appropriate licensing (financially as well preparing them on the field) –

Host in house coaching education clinics delivered by senior technical staff (once per month) –

Align all coach education opportunities with LTPD as well as the vision of OS and CSA –

Focus on the coach as an individual, and the goals he or she has for themselves (individualized coaching plan) –

Pay for coaches to attend conferences such as the Ontario Soccer Summit, and the NSCAA Conference

BRYST COACHES Provide expert guidance on player management, technical/tactical approach, session planning, yearly periodization plan as well as parent meetings/ management

Accessibility to the Club Head Coach and Technical Director as well as Senior Technical staff



Create a positive environment where young coaches feel as though they can learn and grow

Make sure each coach knows that they are important

Track our Coach Retention rates yearly –

Ensure that after investing in our coaches that they remain at our club for numerous years –

Create Individualized Coaching Plans for each coach which indicates timelines and clear objectives –

Have some flexibility with young coaches so that they do not feel overwhelmed and decided to quit when they have a set back –

Create an environment where they feel appreciated, supported, and valued –

Pay coaches fairly and on time –

Ensure that our coach retention rates are above 80% year after year

The process in place to assess and evaluate Coaches at the club includes the following –

Ongoing session evaluation and interaction review –

Monthly division meetings –

Semi Annual update group meetings –

One yearly planning and review session –

Parent/Player Coach Survey –

Player questionnaire on leadership style evaluation –

Discuss with each coach what their short, medium, and long-terms goals are

### **Women in Coaching**

Promoting and creating opportunities for young women to coach at BRYST is something that we have really promoted. Our goal is to increase number of our Girl's teams being coached by women head coaches. teams to transition our players into coaching roles

Individualized Coaching Plan (ICP) We understand that some coaches may want to progress through the coaching ranks at varying rates (not a cookie cutter program)

BRYST will continue to support the Female Mentorship Program offered through Ontario Soccer

Continuing to investigate and integrate the information that the Canadian Association for the Advancement of Women and Physical Activity (CAAWS) is creating and providing will be implemented into our programming.

Like CAAWS the BRYST is dedicated to creating an equitable and inclusive system that empowers girls and women as active participants and leaders in sport.

For more information on CAAWS please go to the following website <https://www.caaws.ca/>

### **Coach Recognition**

Recognizing coaches for the job they do is an ongoing process. Year end banquets and Coach appreciation nights are done on a yearly basis. We also recognize our coaches by treating them with respect and as they continue to do a good job help prepare them for an upcoming license that they may want to take

### **Coach Advancement**

As a “Full Service” Club BRYST offers its coaches many opportunities. Should coaches choose, they may pursue employment in soccer in a full-time capacity as opposed to part-time.

## **BRYST**

### **THE FUTURE**

In the years to come the BRYST will focus on improving the following aspects of our club.

- Continue to create a safe and inclusive environment for all players within our community
- Continue to offer our “Soccer for Life” pathway where players regardless of ability, age, or sex can continue playing at our club for as long as they want
- Continue to develop players who can move on and play at the professional, postsecondary, provincial and national team level
- Continue to develop “home grown” coaches who are heavily invested in the long-term development of our club
- Ensure infrastructures are in place to support the continued growth and success of our players, coaches, and match officials