



MEETING MINUTES

BC SOCCER BOARD OF DIRECTORS MEETING

Saturday February 26, 2022, 9:00 am

VIDEO/CONFERENCE CALL

1. Call to Order/Roll Call 9:02 am

Present: Gayle Statton (Chair), Carlos Grosso, Chris Appleby, Don Dancey, Don Moslin, Deb Pudek, Ralph Luongo, Tamara Van den Brink, Landon Ling, Peter Lonergan, Fraser Sim, Francisco Rubio, John Charlton, John O'Flynn, and Jason Elligott (Executive Director).

Regrets: N/A

Guests: Staff Members, Stephen Wurz, Director of Finance (departed 10 am) and Gabriel Assis, Director of operations (departed at 11am)

Note: these minutes reflect the order of the agenda, however, not necessarily the order that each topic was discussed at the meeting.

2. Consent Agenda

Approved including previous Board meeting minutes and committee meeting minutes.

**MOTION: To approve the minutes of the December 11, 2021, Board meeting and committee meeting minutes (by consent)
1/2022***

CARRIED

*These numbers document the motion number during the calendar year for ease of referencing.

3. Business Arising from Minutes

None

4. Email votes conducted in-between meetings

The below motion formally documents the e-mail votes facilitated on January 19, 2022.

MOTION: To approve the 2022 BC Soccer Premier League Rules and Regulations in accordance with BC Soccer Rule 21. 2/2022

CARRIED

ACTION #1: Executive Director (or designate) to ensure communication confirming approval is sent accordingly.

5. President's Report/Update and Executive Director Report/Update

The President provided a verbal update which included:

- Advising that 1st VP will be chair the April 9, 2022 board meeting
- The Canada Soccer President's forum met which has 13 members, two being female and the following items were touched on:
 - o Acting General Secretary is Earl Cochrane
 - o Activity on the National Player Registry
 - o Potential Covid relief funding.
 - o Suggestion from Ontario Soccer to reduce the player fees into Canada Soccer from the member associations.
 - o Holding off on updating the Strategic Plan to see outcomes of national team qualification and there will be impacts.
 - o Discussion regarding the roles and overlap between the forum, the Administrative (ED) Committee and the Technical (TD) Committee.
 - o Concerns of the National Youth Club License handling and the fees associated with the coaching courses.
 - o Annual Meeting of the Members will be May 7, 2022, in Winnipeg with the President, 1st VP and VP Finance attending on behalf of BC Soccer.
- Operational Efficiency Review Project and the Executive Advisory Group meeting schedule for the end of March to review outcome of third-party review/report.
- Whitecaps FC and pushing for more tangible support for the soccer community in BC by way of tickets, opportunities, etc.

The Executive Director presented a summary of the February 2022 Executive Director Report (circulated prior to meeting) comprised of a high-level overview across association activities, including:

- High Level Strategic Plan Update:
 - o Third Party Operational Efficiency Review Project Status update (Strategic Plan link – 3.1), targeted completion within the next month.
 - o Equity Voting Structure Expectations Update (Strategic Plan link – 2.1 & 2.4), next step is Focus Group Meetings, Bylaw amendment drafting, and Special General Meeting.

- Facility Development (Strategic Plan link – 3.4), working with City of Port Coquitlam to help close the funding gap.
- Board and Staff ongoing education and training (Strategic Plan link – 1.1 & 3.1), primary focus of current training is safe sport, diversity, and inclusion.
- Diversity, Equity & Inclusion Plan (Strategic Plan link – 1.2), multi-year plan presented at the meeting by the Director of Operations.
- Judicial (Strategic Plan link – 3.8), cost benefit analysis provided prior to the meeting along with the plan to move further independence by engaging with third party expert company in this field to triage complaints in the first instance and better support the overall judicial process. Main change is replacing independent Judicial Case Manager with the company.
- Information Technology (Strategic Plan link – 4.2), in process to develop a new corporate website to better support the association, its members and the public facing information via the website – target completion is May – July 2022. Currently exploring options to replace the CRM to better mee the needs of the association.
- Technical Development Related (Strategic Plan link – 5.6), BC SPL rules updated, and overview document shared publicly, Provincial Program overview updated and shared publicly, and the newly developed Technical Service Plan in final stages which includes curriculum and technical resources supported by delivery of workshops and educational sessions.
- Policy Review & Rules and Regulations (Strategi Plan link – 3.2), reviewing, classifying, updating content, planning in new formatting of 88 different documents is occurring in alignment with the board approved Policy Framework. Work being done in alignment with the Rules and Regulations Review, that will come to the June 2022 Board Meeting for any necessary reviews and approvals.
- Return to Play activity and status.
- Legal and Investigative Updates (outside of judicial)
 - None

MOTION: To go into camera. 3/2022

CARRIED

MOTION: To come out of camera. 4/2022

CARRIED

- Human Resources:
 - Secured the following new employees:
 - Soleil Heaney, Manager of Member Services (maternity leave coverage)
 - Secured the following new contractors:
 - Sian Bagshawe, League 1 BC General Manager
 - Alan Ruch, Referee Program Provincial Lead
 - Tiberio de Frias, Referee & Assessor Assigner

- Ryan Clark, Player Provincial Program University/College Transition Lead
 - Contractor term ending:
 - Melissa Mobilio, Female Development Lead
 - Current positions offered out and awaiting response:
 - Referee Development Officer (fulltime employee)
 - Onboarding of new BC Soccer personnel is currently ongoing.
- Return to Play: All areas of the province continue to be in step 3 of the government restart plan.
- Coaching Development
 - [January 31, 2022](#) provided direct information to members and clubs, and posted publicly, that registration was open for the following educational offerings:
 - 2022 Cohort of Female Mentees, under the Female Coach Mentorship Program
 - Technical Director Diploma, C License, and all community coaching courses
- Referee Development
 - [December 23, 2021](#) provided detail update regarding the restructuring of BC Soccer Referee Programs, including:
 - Referee Grading Protocol and Pathway, Referee Provincial Program, Referee Upgrade Program, Referee Clinic Information/Update, Referee Instructor & Assessors Programming & Referee Mentor Program
- Membership Webinar series as communicated in the [bulletin circulated on December 1](#) has been completed.
- National Youth Club License
 - Re-licensing process:
 - Three Clubs endorsed with no comments.
 - One Club comments made - failing to abide by NYCL Standards for board independency.
 - Two Clubs comments made - currently NOT members of their respective Districts.
 - The three club's received notice from Canada Soccer to have their situation rectified by April 30th, 2022, as part of the update to their action plan.
 - New License applications:
 - Canada Soccer has informed us that there are eight clubs currently being reviewed as new applicants for the NYCL designation.
- Competitions Committee Chair and Staff Liaison Update was circulated prior to the meeting, which included information on Provincial Cup hosts, Rules and Regulations and berth updates, along with updated on roster size limits.

6. Finance Report and Update

The Director of Finance provided an in-depth presentation on the finance department activity, including specific discussion annual budgeting cycles, players registration, along with answering questions related to the newly updated and Finance Committee Approved Finance Policy.

7. Diversity, Equity, and Inclusion Plan

The Director of Operations provided an in-depth presentation of the multi-year Diversity, Equity, and Inclusion Plan in alignment with the objectives set forth in the 2024 Strategic Plan.

The members discussed the plan at length.

MOTION: To approve the multi-year Diversity, Equity, and Inclusion Plan (with discussed minor amendments around the timelines and communications) as circulated prior to the meeting and presented on the day by the Director of Operations. **5/2022**

CARRIED

ACTION #2: Executive Director (or designate) to action accordingly as outlined in the plan.

8. Rules and Regulations Dispensation Requests

None

Standing Committee Updates and Discussion Items

9. Finance & Audit Committee

The VP Finance spoke to the committee chair/staff liaison report, finance dashboard which provides a Financial Statement Summary for the year-to date, along with the registration dashboard which provides a player registration update (circulated prior to the meeting). Overall, it was noted that the association continues to be in a good financial position, even under the challenging circumstances.

The Director of Finance and VP Finance spoke to the updated Finance Policy that was circulate prior to the meeting and approved by the Finance Committee.

MOTION: To approve the updated Finance Policy as presented. **6/2022**

CARRIED

ACTION #3: Executive Director (or designate) to circulate to the BC Soccer Board and Staff Members as required.

With the current situation on the facility project, the Executive Director reminded the board, primarily for the benefit of the new board members, of \$1,000,000 building/facility restriction, that was originally motioned at the March 30, 2016, board meeting and re-restricted at the March 6, 2021, board meeting. This restriction assists with the association's Gaming Application and noted it must be used within 5 years to not negatively impact the association's gaming application moving forward. It was noted that the motions from the 2020 AGM support the discussions with the Gaming Branch on the work done to

date to push the facility development initiative forward.

10. Governance & Membership Committee

The Committee Chair spoke to the Committee/Staff Liaison Report circulated prior to the meeting, which included:

- Advising that the following Youth Inter-District Leagues have received their renewal by the membership committee chair:
 - o Cascadia Spring League
- Advising that the following associate membership renewal applications, including short term events, have been received and approved by the membership committee chair:
 - o Ridge Meadows Soccer Club (Formerly West Coast Auto Group FC)

A reminder was provided that the board previously delegated the authority to approval Associate Membership renewals to the Membership Committee Chair, therefore a motion is not required for the renewals. However, the board will be updated on all renewals at each board meeting.

- Advising that the Governance & Membership Committee received a withdrawn request from the Thompson Okanagan Youth Soccer League (TOYSL) pursuant to the Inter-District Application approved by BC Soccer in December 2021. The Central Okanagan Youth Soccer Association and the Thompson Okanagan Youth District Association were unable to agree on the league rules for 2022. TOYSL will not operate in 2022.

11. Risk Management Committee

The Committee Chair spoke to the Committee/Staff Liaison Report circulated prior to the meeting, which included:

- Advising that proposed Risk Management Policy was reviewed by the Risk Management Committee and supported by the Risk Management Committee Chair to be submitted to the Board for approval and the proposed Risk Management Procedures was reviewed by the Risk Management Committee and supported by the Risk Management Committee Chair to be submitted to the Executive Director for approval.

MOTION: To approve the updated Risk Management Policy as presented.

7/2022

CARRIED

ACTION #4: Executive Director (or designate) to circulate to the BC Soccer Board and Staff Members as required.

12. Nominations Committee

The Nominations Committee Chair and Staff Liaison Report was circulated prior to the meeting and provided an update to the board, specifically noting the following:

- Bryna Kopelow and Leanna Napolitano have accepted invitation to join the committee and will join the returning members Rob Lennox, Roger Barnes, and Chair Kjeld Brodsgaard.
- The 2022 Committee key objectives are:
 - o Review of regional and gender representation at the Board
 - o Review of Board Size
 - o Review implementation of Term Limitations and skill-based Board
 - o Board Appointments and Electoral process

Independent

13. Judicial

The Judicial Chair Report was circulated prior to the meeting which included updates on the number of complaints received, discipline/appeal/protest activity and where they are current at from a process perspective.

MOTION: To go into camera. 8/2022

CARRIED

MOTION: To come out of camera. 9/2022

CARRIED

Other

14. Board Regional Liaison Updates

The board members provided various updates on the activity and discussions within the different member organizations, including:

- VP Youth advised of the various discussion had with members across BC, including:
 - o Northern Interior YSA, hosting their AGM in May and the positive work being done there by the new Chair, Leah Germain
 - o Thompson Okanagan and the positive discussion around the potential of merging COYSA and the newly formed TOYSA.
 - o Cariboo and Kootenay discussion around how we can support.
- All liaison noted that introduction communications have been sent to the various members, in some cases there has been very limited responses to date.
- Attendance at various meetings was discussed including the North Shore YSA meeting where Altitude FC, the new League 1 BC franchise presented.
- Upper Island YSA in discussions with North Island on potential merging together.
- Adult Leagues are in good conversation with each other and working well together.
- Long time Pacific Coast Soccer League President, Dave Collard, has stepped down as President. The board acknowledged he long service to the game and specifically the PCSL.

15. New Business / Any Other Business

Canada Soccer Competitions

It was noted that Don Dancey was reappointed to the Canada Soccer Competition's Committee for another 2-year term. He then reported that the 2022 Nationals would be taking place between October 5-10, 2022, at the following locations:

- Under 15 - Prince Edward Island
- U17 - Surrey, BC
- Adults - Vaughn, Ontario
- Masters - TBA

BC Summer Games

The members were informed that the call for coaches and some zone representatives has been released from the BC Soccer offices.

Recognition

The President advised that herself and the VP Youth would be taking out Leanna Napolitano and Melissa Tancredi for dinner to recognize and thank them for their service to the association as the two board members that had chosen not to run for election again from the board at the last AGM.

It was also stated that in the coming months there was membership visits planned for the North and Vancouver Island.

Awards & Scholarship Panels

The Executive Director requested board members to advise of their interest to step on the BC Soccer Awards and Scholarship Panels.

16. Next Meetings (subject to change)

- April 9, 2022 (virtual)
- June 25, 2022 (in person)
- September 10, 2022 (in person)
- October 5, 2022 (virtual) Date subject to change based on complete of annual audit
- November 5, 2022 - AGM

17. Adjournment

- 12:17 pm

