

Commence Board Meeting at 5:40

1. **Motion** to accept Agenda. (Dustie/Marcie). **Motion passed unanimously**
2. **Motion** to accept the February, 2011 minutes (Dustie/Lorrelle) **Motion passed unanimously**
3. **Business arising from the minutes: Action Items carried forward from previous board meetings reviewed.**
4. **Permission to Travel:**
 - * U12 Boys Indoor Kodiaks to Kelowna Icebreaker, April 22-24
 - * U18 Boys PG Kodiaks to Burnaby, South Burnaby Metro Club, March 25-27
 - * U18 Boys PG Kodiaks to Kelowna Icebreaker, April 22-24
 - * U18 Boys PG Kodiaks to Kamloops KYSA Cup, May 21-23
 - * U18 Boys PG Kodiaks to Penticton, BC Provincials, July 7-10
 - * U18 Girls PG Kodiaks to Kamloops, KYSA Cup, May 21-23
 - * U18 Girls PG Kodiaks to Penticton, BC Provincials, July 7-10
 - * U15 Girls PG Kodiaks to Quesnel, QYSA Youth Indoor Soccer Tournament Apr 15-17
 - * U15 Girls PG Kodiaks to Kamloops, KYSA Slurpee Cup, May 21-23
 - * U14A Girls PG Kodiaks to Kelowna, Lake Country Icebreaker Tournament Apr 22-24
 - * U13 Boys PG Kodiaks to Penticton Pinacles Spring Cup, April 1-3
 - * U13 Boys PG Kodiaks to Kamloops Slurpee Cup, May 21-23

Permissions approved pending receipt of all team lists and confirmation all players are registered

5. STAFF REPORTS

a. Joel's Report

Discussion	Report as submitted
Conclusion	
Action Items	
Person Responsible	

b. Linda's Report

<p>Discussion</p>	<p>Report as submitted</p> <ul style="list-style-type: none"> -Thank you to those who came and helped out at Rec Mart, it was very busy and successful, bringing in over \$39,000.00 - I've been told weekly for the past month that yoursportsplace.com will be up by the end of the week, but it still isn't. One registration managed to get through on a waitlist, which is very disconcerting, so I've told Bob Sass to take us completely off his site. As a result of no online registration the office staff has to field 25% more registrations in the office, or approximately 700 in addition to the approximately 2,000 we normally handle. To get an idea of what that looks like, at Rec Mart with 3-4 Directors and staff on hand over the 2 days we did only 330 registrations -Thank you to Dean for his sponsorship efforts, PGYSA greatly appreciates the support! -Pepsi Refresh Grant was accepted and voting is ongoing. The media has been supportive, I've been on the 94X morning show, 101.3 is playing the community promo, Shaw Cable is running the whole video. I've heard from many people in the community that they have seen and heard about it so whether we receive the funds or not, it is a successful endeavour in raising our public profile, which is attractive to sponsors, as well as attracting new members Paula: Are the schools supporting the Pepsi Refresh since it's for them? Linda: I have been copied on several e-mails from principals at schools going out to their PACs and it has been put in the newsletters. I also e-mailed Brian Pepper directly to tell him about our project -We are partnering with the International Film Festival to present Kicks Like a Girl at the Public Library downtown on the 21st at 12:05 pm. We will also be set up to take registrations. Come out and support the film, it is only 25 minutes long and looks really good -The office has been very successful in obtaining coaches and volunteers Paula: Do you think that the online registration being down has anything to do with that? Linda: That is interesting, there is likely something to that, it is easy to go past the screen asking for coaches and much harder to say no in person
<p>Conclusion</p>	
<p>Action Items</p>	
<p>Person Responsible</p>	

6. NEW BUSINESS

a. Sales on Fields (Linda)

<p>Discussion</p>	<ul style="list-style-type: none"> -No food vendors can be allowed because the concession contract prohibits that -No competitors, i.e. minor hockey, figure skating club will be allowed -Special Events only -Specific rules such as not setting up on the fields themselves, maximum # allowed in designated areas, maximum size, i.e. 10 x 10 tent -Reserve the right to negotiate outside the policy with our existing suppliers
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Conclusion	
Action Items	Contact Soccer Express to see if available June 1st for event, what amount they would donate to PGYSA and if they could also bring ref gear and goalie equipment
Person Responsible	Linda

b. Coach Recruitment (Marcie)

Discussion	<p>-I've worked closely with Linda and staff to recruit volunteers and to get ready for Rec Mart</p> <p>-Once registration closes the list of remaining coaches needs to go to the Directors to make some calls and try to get coaches. If they are unsuccessful it will be "all hands on deck" to find necessary coaches. All Directors, staff, age coordinators, everyone can be trying to fill the gap.</p> <p>Richard: The accountability for recruitment was taken away from the age coordinators and given to paid staff but that does not mean Directors don't still have responsibility to get coaches, they do. Once we know the number of teams and number of coaches we will know the gap and it will be a team effort. The TD is also accountable for coaches</p> <p>Also the feedback from last year was we need to have an adult responsible if there is a teen coach</p> <p>Paula: The office forms teams to ease the coordinators responsibilities and to keep the process transparent</p> <p>Grant: Evaluations help with placement too</p> <p>Tony: I will help recruit coaches</p> <p>Richard: The Executive Committee will meet before the end of March to see exactly where we are. Everyone should be working together</p> <p>Paula: If no coach is available for the team by the time the season starts in the past the Director has gone to the field, coached the first game and told the parents if no one steps up then the team will be folding</p>
Conclusion	
Action Items	
Person Responsible	

c) Contingency Planning (Richard)

Discussion	<p>-We need to see what the numbers are at the hard cap. We budgeted on 2400 and need to see where we're at on Friday</p> <p>Dustie: We have a hard deadline but can we do an extension due to technical difficulties?</p> <p>-Consensus is that we extend the date by one week because of the difficulty in registering caused by the inability to register online</p> <p>Grant: Do we let people know tomorrow or wait until Friday?</p> <p>Richard: Let them know tomorrow</p> <p>-We are planning to be on the fields May 7th but if we don't and it's the 14th then do we go into July or later in September?</p> <p>Linda: The vast majority of people registering have indicated they do not want soccer in July and would prefer an extra week in September</p> <p>Paula: Historically 18-20 games have been offered and we didn't start until the second week in May</p> <p>Richard: We will likely add on a week in September if we start mid May. We will review this next month when we have a better idea of how much snow has melted</p>
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Conclusion	
Action Items	
Person Responsible	

d) Director/Staff Relations (Richard)

	<p>-Directors do not individually direct staff on a daily basis</p> <p>-Directors must be careful how they handle the relationships with staff, especially when registration is ongoing</p> <p>-There has been some tension, directors cannot go to staff and say “you must do this for me”, that is a recipe for anarchy</p> <p>-An operations meeting has been formed, comprised of Richard, Steve, Joel and Linda. It is a forum for ad hoc items to be addressed and priorities can be set</p> <p>-Directors who wish to raise something bring it to Richard and/or Steve and they will raise it at the operations meeting if they deem it appropriate</p> <p>Deb: Does that mean everything goes through Richard now?</p> <p>Linda: Just things outside the scope of your day to day portfolios</p> <p>Richard: Directors need to talk to each other if they have an idea before going to me or the staff</p>
Conclusion	
Action Items	
Person Responsible	

e) Overtime Policy for TD (Richard)

	<p>Motion to adopt overtime policy for TD (Dustie/Guy). Motion defeated.</p> <p>Richard: New TD, after several weeks, identified he feels undervalued. He works extra hours in the job and doesn't want time in lieu. The new policy proposes paying overtime for controlled periods at certain times of the year</p> <p>Dustie: Can the Executive question the hours and duties?</p> <p>Richard: Yes</p> <p>Deb: Why can't he work here at the office, why is it from home?</p> <p>Richard: He feels he works better at home. As long as work is being done I have given him that flexibility</p> <p>Paula: We have a policy for overtime giving banked hours at straight time. If Joel gets paid at time and a half, why can't Linda get paid? There is a disconnect when working apart. His presence here would help him understand the organization better. Perhaps he could be meeting people in the line up and be introducing himself</p> <p>Richard: He works different hours, weekends etc. I would like to show him in good faith we are addressing his concerns and taking them seriously. His role is different</p> <p>Paula: Linda also works long hours and many weekends. I would recommend that the Board direct any overtime. Perhaps he could be working on winter programming in July or August with no overtime costs? It is very risky to do this financially</p> <p>Dusty: Doesn't it even out with the hours? He is very busy in the winter but in the summer he is not busy?</p> <p>Marcie: After a few weeks it seems surprising to be uncomfortable about his wages. He accepted that wage not long ago</p>
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Richard: We don't want him to be uncomfortable

Guy: Siphos was always here in the office or on the field, did he get overtime?

Paula: No. He got a salary to coach and he started Academy as his own business before PGYSA took it over. He proved he could earn a profit for the organization through the Academy and summer camps and he got compensated monetarily for that once he'd proven himself. Has Joel done something to earn money for PGYSA and therefore earn extra compensation?

Tony: Has he done the same amount of time on the field coaching as Siphos did?

Linda: No. Siphos was on field with all Junior and Showcase Academy sessions. Joel did either the Showcase boys or the girls, not both, and Sonny did the alternate. Also because of the coaching clinics Joel did not do Wednesdays at Junior Academy

Tony: He has come to Richard so we need to support how Richard wants to handle this

Dustie: I think it has to be monitored by the Board otherwise how do we control what kinds of things need to be done on overtime

Paula: If the Board feels overtime must be done and paid for then it should be directed by the Board

Richard: This issue is not about his day-to-day finances but rather that he can't save into a pension and his position does not offer a pension plan so that can't continue indefinitely. We haven't seen performance yet so we can't give him a raise but I would like to authorize paid overtime at our discretion

Lorrelle: What does his contract state about performance reviews?

Linda: Performance reviews are done annually

Richard: This is not a performance review issue, it's a different issue

Dustie: Was there money in the budget allocated for this?

Richard: There is some room for this

Marcie: This is only 3 months in and he keeps saying for the first year he wants to observe, so how come there's so much overtime if he's not building lots. He is not at the indoor program regularly, I'd like to see how things are implemented before paying extra

Richard: His objective was to observe, we have pushed him to do more

Marcie: And that requires extra time?

Richard: Yes. Coach development, Future Stars coaches and working on winter programs

Deb: The Select try out process was good. The stats were produced very quickly

Paula: Is this seasonal, i.e. May-June because come July there is not that much going on

Richard: Yes, to address a specific need at a specific time. It won't go over a 6 month period but it can be more specific than that

Anna: More specific is needed. If he works 10 hours does he get paid for 4 and bank 6? What are the parameters?

Richard: He will get paid time and a half

Paula: His employment contract states that his salary includes overtime

Marcie: A group home I worked at is being sued for not paying overtime properly, it doesn't matter if you are salaried

Lorrelle: I am uncomfortable with the time frame being so short that he has been here and the fact that we have 3 other employees working hard and we

	<p>are treating 1 differently</p> <p>Tony: The staff is all working hard but his position is different. This gives him some maneuverability. He's a professional and has his Masters and I would like to try to accommodate him. It seems the other staff likes time off not being paid</p> <p>Linda: I only get compensated at straight time to a specific limit and everything over that is not paid. Also, Anita would rather be paid time and a half than get time off at straight time, which is our current policy</p> <p>Marcie: Approaching this so early feels like leverage, will he keep coming back with more demands? It is impossible to know, it's just a concern to consider</p> <p>Tony: We can do an interim policy</p> <p>Paula: And base it on results</p> <p>Richard: Setting clear deliverables is required but can't be done in a few weeks. I would like to give him something to show good faith. We can also investigate benefits</p> <p>Grant: I would like to see something tangible. He needs to spend more time here in the office and help out the team in general. Summer camps, are they a responsibility of his already?</p> <p>Linda: Yes, and he has started planning and generating ideas for summer</p> <p>Paula: Summer camps would be a great way to show he can generate money for the organization, and then in return monetary compensation would be possible</p> <p>Richard: We do already have summer camps and they are an expectation</p> <p>Lorrelle: He can put a spin on it. Take charge and build some excitement by perhaps creating a regional summer camp</p> <p>Paula: He is an excellent coach and can offer a lot. Coaches get him but he needs to find a way to connect with the membership and players more. The Select team provincials are done in July, then it will be good to see what he creates to generate income</p> <p>Lorrelle: I agree with Grant that he should spend more time in the office. I am worried we are forgetting about the rest of the staff, this is a team that works hard</p> <p>Richard: Do we need to amend this to pass? I can re-write it</p> <p>Marcie: Overtime needs to be capped and I would like to see this interim policy end after Select provincials, July 6</p> <p>Paula: Over 40 hours is compensated at 1.5 per labour standards based on regular pay periods</p> <p>Grant: Would this require prior approval? A cap of 5 hours per week and he reports on what's been done could be required</p> <p>Richard: Yes it would require prior approval. We have had a thorough discussion and should vote. If it's defeated I will re-write and send out via e-mail directing a response by a specific date</p> <p>Question called: Motion defeated</p>
Conclusion	
Action Items	Re-write policy including specifics and send to board via e-mail for vote
Person Responsible	Richard

7. CURRENT BUSINESS

a) Committee Reports

Discussion	<ul style="list-style-type: none"> -Finance committee didn't meet due to registration pressures -Executive committee didn't meet -House committee (Dean, Dustie, Grant) met to share information, determine what inserts are required for the coaches packages -Grant will connect with Deb to discuss the coaches packages
Conclusion	
Action Items	
Person Responsible	

b) Play Up Policy (Richard)

Discussion	<p>Richard: This has been debated thoroughly. We don't have to put this in place but this is as close to encompassing everything as we'll get. It is not a major deviation from the current policies, it is a clarification with the objective of making the process transparent. The policy does not make the decision for us, it give us the structure to state in these circumstances these processes are followed. It does not open any doors that are not already open. What are the questions still? We have debated this for 2 months, is there anything that has not been addressed?</p> <p>Paula: Based on the earlier presentation by Matt and his concern about teams and age groups I note that this is individual not team oriented. However, if a player must be in the top third to make a team an age group up this is not going to decimate any team, that is really hard to do. Could there be grandfathering to avoid chaos?</p> <p>Richard: U12 will be the first ones with this new policy. We will stick to a consistent policy in the future and have to be realistic about where we are now</p> <p>Marcie: We have to be consistent even if it's not fair</p> <p>Deb: The list was used for try outs with the younger players, but this policy wasn't in place yet. So do the 15's make the 16 team?</p> <p>Linda: Joel used the new system for Select try outs so it is fair, the process was fair</p> <p>Richard: We need to grandfather. The policy is going forward for the U12's. Ultimately the TD has the final say, he's the professional and he is the one who has to stand by the decision</p> <p>Grant: I'd want the TD to make the decision not the coaches of the teams</p> <p>Richard: Don't put the coaches in the position where they're making the decision, there is a process to follow within the policy</p> <p>Paula: The 15/16 issue is separate from the policy for the future. We may want to clarify when the grandfathering is effective and when the policy is implemented</p> <p>Motion to adopt the play up policy (Lorrelle/Guy).</p> <p>Richard: If we want to put a grandfather/adopt date then the motion needs to be amended</p> <p>Motion to amend the motion on the floor to grandfather existing players based on the criteria of the policy for players born 1997 and older. The policy should be adopted April 2, 2011. Motion passed AMENDED MOTION PASSED UNANIMOUSLY</p>
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Conclusion	
Action Items	
Person Responsible	

c) Showcase Report (Paula)

Discussion	<p>-Progress reports for boys are done -For girls, see attached report -The roster is set for the upcoming Showcase. Players were selected by Sonny based on age, ability, commitment and number of years in the program -Playing time was clearly discussed with the parents and players. The U18 girls get showcased first, also based on ability. Remember these girls have paid their dues being the support players in previous years. Sonny explained the role of support players and reminded everyone that support players may need to step up due to sickness, injury etc. -Paula will provide a thorough report on the Showcase this year Deb: Why doesn't Joel take them? Lorrelle: He walked away Paula: He asked me and Sonny to get the kids to the end of the season. The kids have put in a lot of years to we want to finish with a great program. The 12 senior girls butted heads with Joel, they couldn't connect Dustie: Thank you for taking over Richard: All the best, thank you</p>
Conclusion	
Action Items	
Person Responsible	

8. BOARD REPORTS:

A) President's Report/New Media Director's Report (Richard)

Discussion	<p>See submitted report -There will be an Everton committee struck shortly. We have no prices from them yet. Shaun has asked what we want and they will try to put a price on it -Part of the operations meeting was to address the reporting structure. Joel was reporting to Linda and it was not working. Joel will now report to Steve and Linda will continue to report to Richard -Also for the structure of the operations, if there is a lack of clarity about anything to do with the operations, the board will meet for a short in camera meeting after the regular monthly board meetings and any questions or concerns or ideas can be raised then. If Steve and Richard believe it is necessary they will bring it forward to staff Tony: Are Everton still coming? Richard: Well we still have a contract but there is no clarity over what exists now with Everton, or what will exist going forward. They are restructuring their operations Linda: We have not made any payments for the 2011 year yet Richard: To resume with my report, regarding e-mails, 61% of the e-mails in the data base get through. There are quite a few we don't have and it gets</p>
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	<p>lower as they get older. Linda's research indicates our membership wants to be communicated with via e-mail so it is important that we have the correct information</p> <p>Guy: The coaches have all the e-mail addresses</p> <p>Lorrelle: The coaches can be sent a roster sheet to fill in and send back</p> <p>Anna: Put a list in each coach package and give them the option to send it in, drop it off at the office or the director for the division can pick it up</p> <p>Richard: Registration – yoursportsplace.com had problems and they don't really care about fixing them</p> <p>Grant: Are we tied to them for scheduling?</p> <p>Linda: No</p> <p>Richard: The issue with the Member Services Management System through BC Soccer is that it won't schedule per field. Linda forwarded me a program from a company called Power Up Sports in Ontario and it looks like it might do everything we need. They offer a presentation which I will get and see what it can do</p> <p>Paula: It is worth considering whether you want to offer online registration given how well the office has done at getting coaches</p> <p>Richard: Yes, we will consider our options if we don't want to offer online registration</p>
Conclusion	
Action Items	
Person Responsible	

B) Vice- President's Report (Steve)

Discussion	No Report
Conclusion	
Action Items	
Person Responsible	

C) Treasurer's Report (Anna)

Discussion	See submitted report
Conclusion	
Action Items	
Person Responsible	

D) Mini U9-12 (Deb)

Discussion	<p>-The folders are done and coaches meeting is booked with the office</p> <p>-Calling Terrace, Smithers and Quesnel to extend the invitation to attend Minifest</p>
Conclusion	
Action Items	
Person Responsible	

E) Future Stars (Rob)

Discussion	See submitted report
Conclusion	
Action Items	
Person Responsible	

F) Mini U5-8 (Grant)

Discussion	See submitted report
Conclusion	
Action Items	
Person Responsible	

G) Micro Mini 3-4 (Dean)

Discussion	See submitted report
Conclusion	
Action Items	
Person Responsible	

H) Select Report (Lorrelle)

Discussion	See submitted report -There is a Select Managers meeting tomorrow -Richard, Joel and I met to discuss the situation with the U15 and U16 girls. The situation was reviewed and it was determined that all the rules were followed and no corrective action needed to be taken -Great to see so many Permissions to Travel -I will meet with Guy regarding the equipment for the Selects and will meet with Deb re the German team
Conclusion	
Action Items	
Person Responsible	

I) Field and Equipment (Guy)

Discussion	See submitted report -I will come in to PGYSA next week to do the Select balls and cones
Conclusion	
Action Items	
Person Responsible	

J) Referee / Discipline (Tony)

Discussion	See submitted report -Gaetano will take over the small sided game referee course next year. I think it went well this year Linda: I saw John Reed and he said there was 100% pass rate
Conclusion	
Action Items	
Person Responsible	

K) Divisional Boys and Girls (Dustie)

Discussion	-I will confirm the coaches and do packages -The coaches meeting will be in April
Conclusion	
Action Items	
Person Responsible	

L) Volunteer Report (Marcie)

Discussion	See submitted report -Wants the office to update the stats on the whiteboard -Linda said we will do it as time permits -Marcie and Dean will be doing presentations to high schools and universities regarding coaching and volunteering with PGYSA
Conclusion	
Action Items	
Person Responsible	

9. ANY OTHER BUSINESS

-Lorrelle: We haven't really discussed Matt Pearce's presentation. Prior to Matt coming here I thought it had been resolved. We followed the policies and it's unfortunate but the outcome is for the best development of these players. All 3 older age groups are looking for players. The keeper did come out to the U16 try out and she made the team. The U15 team is not strong, they need to develop and grow as a team. Within the old policy 2/3 of the team had to be of the correct age. Some players have been playing up for years and are still in the top 1/3 of the team, which is the new policy

Richard: This will ultimately benefit the U15 team because they are evenly matched, not 2-3 stars who disrupt the balance. They are evenly balanced which is better

Dustie: They are feeling discouraged, even if we think the balance is better

Lorrelle: We don't have the numbers to support strong players in one age group

Grant: We may need to have a combined 2 year age group

Paula: The base is being built now. It is stronger and this situation will correct itself. The 17/18 year olds are combined already. We had previously tried to do U12, U14 and U16 but the teams were not successful because the rest of the province does not follow this format so they were often playing teams made up of an age group up and there were some real size differences. Development/Future Stars is going to make a difference. If players choose a second sport then the ones who choose soccer all winter training develop more. It is not fair to hold back the ones who give all year to soccer training because others want to do other sports. You get out of it what you put in. The 15 year old girls who did train all winter and improved enough to make the U16 team should not be held back because of players who didn't make that

commitment. The U15 girls chose to play other sports this winter and therefore can't demand the players who trained to stay back to support them. Only those 3 who have moved up from the U15 age group trained this winter

Motion to adjourn the meeting 9:15 pm (Lorrelle/Tony). Meeting adjourned

Dates:

- **Board Meeting Wednesday, April 20 at 5:30 pm**