



# PRINCE GEORGE YOUTH SOCCER ASSOCIATION

## MINUTES

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Meeting Title: January monthly Board meeting

MINUTES      JAN 2, 2012      START: 5:30 PM      LOCATION – BOARD ROOM

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| <b>MEETING CALLED BY</b> | John Reed   |
| <b>TYPE OF MEETING</b>   | Monthly Board Meeting   |
| <b>FACILITATOR</b>       | John Reed   |
| <b>RECORDER</b>          | Len McNamara  |
| <b>ATTENDEES</b>         | John Reed, Grant Emmond, Carmen Turnbull, Brett MacPherson, Steve Raper, Heather Oland, Gilbert Wankling, John Beebe, Muhammad Rahman |

1.     **Motion** to accept Agenda. (John B./Heather) **Motion passed unanimously**
2.     **Motion** to approve minutes of meeting on December 5, 2012 (Carmen/Heather) **Motion passed unanimously**
3.     **Business arising from previous minutes**
  - Oath of Office – please return signed copies to the office
  - Jerseys for 2013 – the cost of jerseys for 2013 was discussed at previous meeting with the understanding that Soccer Express would provide a \$3 discount on each jersey in exchange for a sponsorship logo on the jersey. After a further conversation with Soccer Express it was learned that the discount was only available for a limited number of jerseys, those involved with the Tim Horton's program (3-8 year olds). Soccer Express was asked if they could extend the offer to the rest of our order and they are to get back to us with their answer.
4.     **Presentation:** Sonny Pawar – regarding Technical Team recommendations

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| <b>Discussion</b> | <p>Sonny Pawar provided a power point presentation regarding:</p> <ul style="list-style-type: none"> <li>● Select Teams Format and Declaration</li> <li>● 30% Rule of Player Movement</li> <li>● Technical Head Coach – going forward</li> </ul> <p><b>1) Select Team Format and Declaration</b></p> <ul style="list-style-type: none"> <li>● Problems arise with not having consistency and a clear operational format for our Select Team Programming</li> <li>● Implement what was supposed to already be in place...</li> <li>● We recommend a 'True Dual Age' Format for Select Programming</li> </ul> |
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Recommendations and format are based on three *main* principles

- 1) Select Programming does ***NOT*** equal Provincials!
- 2) Canadian Soccer Association's Long Term Player Development Model - Two Streams of Development  
Competency  
Excellence
- 3) Unique Situations of 'Our Game' in Prince George

#### **Dual Age Groups**

- Both Tiers at each dual age group may contain players of that dual age
- Top players forming Tier 1, with second best forming Tier 2 and so on... number of Tiers dependent on numbers within Dual Age Group
- No player movement outside of designated dual age group
- Promotes development of Excellence in players and coaches to play at highest level

#### **Declaration of Competition Level**

- Top Tier declares level of competition at Provincials first (with recommendation from T.H.C)
- More than one team can declare at the same level, both would go to play-downs
- Eg. Tier 1 – Provincial 'B'
- Tier 2 – Provincial 'B'
- Unique situation this year with PGYSA hosting Boys Provincials

#### **2) Amend 30% Rule of Player Movement**

- CSA recommends very little, if any, player movement U16
- Keeps the Dual Age Group format healthy
- Requires the expertise of a Technical Head Coach to assess *much more* than just soccer abilities

#### **3) Move forward with the Hiring Process of a Technical Head Coach**

- We are in a temporary position (Tech. Committee)
- Excellent Programming and curriculum. We need someone to implement what is in place, not start all over again
- Credibility. We need to continue to follow a format that keeps pace with what most credible clubs and organizations are doing in Canada
- Move past the 'in limbo' situation PGYSA are in at present and form a new identity under competent 'soccer' leadership

During the presentation there were a number of questions, discussions and clarifications given. This was a lengthy presentation and discussion among the Board resumed once the presentation was completed.

- 1) With regards to **Select Team Format and Declaration**, the Board was mainly in agreement with the recommendations with some exceptions. The Board wants consistency and a clear operational format for Select Team Programming and agrees with a 'True Dual Age' Format as outlined in the presentation. The Board recognizes the Canadian Soccer Association's Long Term Player Development Model, seeing PGYSA's house programs meeting the 'competency' criteria and the Select program

following the 'excellence' guidelines. Directors are also aware of the conditions that present 'our game' as a unique situation from other models around the province and country. One area where there were differing opinions concerned the note that "Select Programming does **NOT** equal Provincials", and some directors felt the Provincial 'experience' was an important element to one's growth (whether it was soccer or personal growth).

Further discussion concluded that the concepts of a 'Dual Age' format would continue to be supported by the Board. These included: i) Both Tiers at each dual age group **may** contain players of that dual age; (ii) Top players forming Tier 1, with second best forming Tier 2 and so on... number of Tiers dependent on numbers within Dual Age Group; (iii) No player movement outside of designated dual age group; (iv) Promotes development of Excellence in players and coaches to play at highest level.

**Grant's revision:** However, when it came to the Declaration of Competition Level, ~~the Board agreed to continue on its present course and have Tier 1 teams declare Provincial 'A', if there are an adequate number of quality players available.~~ **the Board will work with its coaches and technical team to identify the appropriate Provincial Declaration for each of the Select teams.** ~~It was noted that the reason the Board supported the 'Dual Age' format a year ago was to provide an increased pool of more talented players for team selection.~~ The Board noted the 'uniqueness' of our situation and recognizes that no one particular format will satisfy the needs of all concerned. There are guiding principles that can be adhered to as mentioned above, but some aspects need to be 'fluid' and reviewed on a yearly basis until such time ~~the number of players increases in each age group that enables~~ one format to **may** satisfy the majority **all players and coaches**. The Board will work towards building a strong communications link with coaches, players and parents to ensure the Association is meeting the needs of ~~our~~ **its** members. Monitoring the number of players moving into or out-of a particular age group; interviewing and selecting an appropriate coach; giving clear and concise rationale for team declarations each year; will assist the process of having the appropriate teams each season.

**Steve's revision:** *\* The board will confirm recommendations from the tech coaches and team coaches as to competitive level - board doesn't have the knowledge as to what's appropriate level of play which is why we have a tech committee now to make the recommendation. We want to encourage dual age Tier 1 teams to play A cup, but again, the tech team with the head coach will recommend the competitive capacity of the team, not the board.*

*\* We aren't recognizing our 'uniqueness' specifically, we are recognizing we have a development and select program plan and the tech committee is tasked with delivering the technical program. Our acting TD presented the plan and my understanding is we discussed and*

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|  | <p><i>agreed to the plan and they would deliver it. Our focus was ensuring we encourage competitive play at the appropriate level - again to be determined by the tech committee.</i></p> <p><i>* We will never satisfy everyone, I don't recall ever saying we would be able to satisfy all needs. Rather we said we would follow the select plan and encourage top competitive play as appropriate.</i></p> <p><i>* We also need to be clear that our policy states the TD and tech team will qualify coaches for teams/levels of coaching, not the board. We can endorse, or not, that recommendation, but the decision rests with the soccer experts. The last couple of lines make it unclear what specifically the board is doing versus what the TD and tech team are responsible for. Our policy is very clear and this is contradictory in my mind.</i></p> <p><b>Heather's revision:</b> We had some discussion, but because no consensus was immediately forthcoming, we delayed further discussion until the end of the meeting. The formal discussion about select programming happened at the end of a long meeting when the protocol and decorum of the meeting had broken down because people were tired. At that point in the meeting, the people in the room were splintered into groups and were having separate conversations. We did not pass a motion, vote or make a decision.</p> <p>The Board moved to take this decision back to the Technical Committee, looking for their support of this decision in moving the Association forward in a positive manner.</p> <p><b>2) Amend 30% Rule of Player Movement</b><br/>The Board agreed with this recommendation and amends it accordingly.</p> <p><b>3) Move forward with the Hiring Process of a Technical Head Coach</b><br/>The Board recognizes that the current TD has only committed his services until the end of February but would like to see the Technical Committee continue in its role of supporting the Board and the eventual new Technical Director. PGYSA have some options in moving forward but will begin the process of advertising for a new Technical Director.</p> |
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**5. Staff Reports:**

i) Len McNamara – Executive Director

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| <b>Discussion</b>         | Report submitted. |
| <b>Conclusion</b>         |                   |
| <b>Action Items</b>       |                   |
| <b>Person Responsible</b> |                   |

## 6. New Business

### i) Professional Development – April Kwitkoski

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| <b>Discussion</b>         | April had requested funding for an accounting course she is now taking at CNC. There was some discussion regarding this request with current and former board members, but the topic never made it to a Board meeting for a decision.<br><br>Motion (Carmen/Brett) – PGYSA reimburses April for the accounting courses she is now taking at CNC to a maximum amount of \$2970. Carried. |
| <b>Conclusion</b>         |   |
| <b>Action Items</b>       |   |
| <b>Person Responsible</b> |   |

### ii) Hiring a new Technical Director

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| <b>Discussion</b>         | John B. – Outlined the need to be advertising now for a new TD.<br>Steve – this topic has been raised in our discussions with the Whitecaps and I will have more information for directors in-camera.<br>John B. – I think it is still wise to begin to advertise even if it only provides us with a backup to other options.<br><br>Motion: (John B/Heather) – PGYSA begins to advertise for a new TD. Carried. |
| <b>Conclusion</b>         |  |
| <b>Action Items</b>       | Len to find previous ad when Joel was hired and distribute to members for approval.  |
| <b>Person Responsible</b> |  |

### iii) Communications with members

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| <b>Discussion</b>         | Carmen – There was a previous recommendation that PGYSA has a representative available during Soccer Saturdays to meet our members and be a source of information to them. |
| <b>Conclusion</b>         | Develop a schedule for directors to man a tent at Soccer Saturdays.  |
| <b>Action Items</b>       |  |
| <b>Person Responsible</b> | Len.   |

### iv) Rec Mart

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| <b>Discussion</b>         | Len – Just a reminder to directors that their attendance will be required on March 2 <sup>nd</sup> and 3 <sup>rd</sup> to assist with registrations at the Pine Centre's Rec Mart. |
| <b>Conclusion</b>         |  |
| <b>Action Items</b>       |  |
| <b>Person Responsible</b> | Len.   |

### v) Hiring Select Coaches

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| <b>Discussion</b> | Len – we have received applications from coaches for Select teams and now need a process for selection.<br>John R. – we need to include Brett as the Select Director in this process.<br>Len – the Technical Committee has offered their services to assist with the interviewing of candidates. |
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|                           | John R. – Brett and I, along with Sonny, will get the process underway – Len provide list of current applicants to John and Brett. |
| <b>Conclusion</b>         |  |
| <b>Action Items</b>       | Len to provide list of applicants to John and Brett  |
| <b>Person Responsible</b> |  |

**vi) Registrations for Outdoors – online form**

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| <b>Discussion</b>         | Len – the Select format needs to be determined as the online registration form asks each individual whether they are registering for A, B, Development within the Select program.<br>(should the options now be Tier 1, Tier 2, Development??) |
| <b>Conclusion</b>         | This will be discussed later in the meeting.   |
| <b>Action Items</b>       |  |
| <b>Person Responsible</b> |  |

**vii) Confirming our Host berths at Provincials**

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| <b>Discussion</b>         | Len – I understand that BC Soccer would like to know whether we intend to fill all our host berths at this year’s Provincial Boys ‘B’ Championships.<br>John R. – I believe we will need some further time to determine how many teams we have – please forward any future correspondence regarding this item to myself. |
| <b>Conclusion</b>         |  |
| <b>Action Items</b>       | Len to forward future correspondence with BC Soccer regarding this item to John R.   |
| <b>Person Responsible</b> |  |

**viii) Proposed City property tax**

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| <b>Discussion</b>         | Len – In the past, non-profit organizations, who are accessing city fields, have received property tax exemptions. With the new Council and fiscal management being a top priority, there is a movement within the City to start charging a tax for this field use. PGYSA currently pays \$10 a year for Rotary Fields. The current figure being discussed is 3% of the assessed value (\$26,000) which comes to approximately \$780. The fear among non-profit organizations is that this is just the starting point and the amount will increase each year. |
| <b>Conclusion</b>         |   |
| <b>Action Items</b>       |   |
| <b>Person Responsible</b> |   |

**6. Current Business**

**(i) Whitecaps**

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| <b>Discussion</b> | Steve – I have a document from the Whitecaps that I would like to share with you and I will go into more detail during our in-camera session. This is further information as to what a ‘partnership’ may include and I will continue to work with the Whitecaps representatives in developing a document that can be presented to the Board for further discussion. The Whitecaps are very interested in becoming a partner with PGYSA and would like to make this announcement in the near future. |
| <b>Conclusion</b> |   |

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| <b>Action Items</b>       | Steve to continue to work with the Whitecaps representatives. |
| <b>Person Responsible</b> |   |

**(ii) Chairperson for Provincial 'B' Committee**

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| <b>Discussion</b>         | Len – we didn't receive any applications or inquiries regarding our search for a Committee Chairperson and Committee members.<br>John R. – I will Chair the Host Organizing Committee. |
| <b>Conclusion</b>         |  |
| <b>Action Items</b>       | John Reed will chair the Host Organizing Committee   |
| <b>Person Responsible</b> |  |

**(iii) Indoor Program – alterations to Select Program**

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| <b>Discussion</b>         | Brett – we have had some further complaints regarding the Select Program at the NSC. The program doesn't have 'continuity' due to two different head coaches running individual sessions. There have also been some sessions where the head coach is not in attendance.<br>Steve – we need to address this issue and make any changes available to us.<br>John R. – Brett to send John R. an email outlining the problems and John will bring the matter to Sonny's attention and suggest that Sonny attends the Thursday night sessions to provide his assistance. |
| <b>Conclusion</b>         |   |
| <b>Action Items</b>       | Brett to give John R. the details and John will bring this to Sonny's attention.  |
| <b>Person Responsible</b> |   |

**7. Board and Committee Reports**

**Reports as submitted.**

**Referee and Discipline report:** John B. is meeting with Gaetano on January 7<sup>th</sup>. A point as to Gaetano not being a registered referee instructor was brought forward. John B. will discuss this with Gaetano as he is scheduled to deliver the 'small-sided' games course on March 16<sup>th</sup>.

Meeting adjourned (Grant/Carmen)

In camera meeting

**Dates: Next Board Meeting Wednesday, February 6th, 5:30pm**