



**EXECUTIVE MEETING MINUTES
MEETING #2017/18-03
DATE: January 27, 2018 11:10**

Present - Voting members:

Tony Ziukas, Catherine Renaud, Mitchell Ferguson, Joost Wentink, Carmine Maurizio, Rick Costa, Bill Dworsky, Alex Martineau, Ligeo Kattackal.

Present - Non-Voting members:

Lisa Artuso, Director-General; Frederick Bakach-Lord, Sporting Director; Ketsia Domingue, Meeting Secretary

Meeting called to order at 11:10 AM, Alex Martineau, seconded by Bill Dworsky.

1. Adoption of Agenda:

Motion to approve agenda as presented was put forward by Rick Costa, seconded by Carmine Maurizio
All in favour.

2. Minutes from meeting 2017-18-02

Motion to approve agenda as presented was put forward by Rick Costa, seconded by Carmine Maurizio
All in favour.

3. Financial Report

From Ligeo:

- The 2017-2018 budget was accepted at the last AGM and the goal for this budget is to break even.
- There is an anticipated loss of 20 to 25 000\$ for the winter program which is higher than anticipated, and a possibility of additional revenues of about 4 000\$.
- Loss of about 10 000\$ normally is absorbed by the club for player development.
- Money spent on inventory to be amortised by 2020.
- Proposals to save money and/or bring-in additional revenues: the indoor program should be run like the outdoor one, meaning a fixed fee for players (right now all administrative fees are absorbed by outdoor program). Should we have a reduced season and less teams? AAA teams play year around with one fee, should that yearly fee be increased or the season divided in two (winter and summer programs). A closer look might be needed in the planning of season 2018-2019 as far as do we need to keep the many programs offered.

From Carmine:

- Comparisons between budgets should be from year to year instead of quarterly to get a better perspective. The Metro program breaks even, and Logs are doing well.



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- To correct the less than optimal usage of turf, we must get the coaches to commit earlier in mid-summer.
- If we continue to have free gym time from the city of Pointe-Claire, it might be worth it financially to create a Futsal league for next year.
- If suppliers don't provide their invoices by a certain date, then they will have to wait until January or February to be paid.

From Fred:

- Proposal to have a PCASA standardized online platform where players can buy gear directly.

Lisa likes the idea, will see with Mike about feasibility; Carmine wants to see a West Island store first.

From Lisa:

- On going purging of excess inventory.

4. Word from the President and correspondance

4.1 Governance

- Tony addresses the concerns voiced in Joost e-mail and agrees to stick to the club's constitution, and that we should be one voice in our message.
- Joost reiterates points about: decisions made without following the constitution and not including everyone from the board. Club is not doing great due to lowering membership, the kids not being provided with the program they need. Financial questions must be answered in a more satisfactory manner. We need to have as many board members as possible involved in the decision-making process. Everybody should do more to turn things around. Discussions are to be more rigorous. The product offered to members requires changing. Fresh eyes (for example coaches who are recognized by both parents and tech team) might be desirable for new perspectives. We still need to go on the field and collect more input. Everyone should present a plan of what they want to do and change and present it to the board for discussion.
- Rick feels the concerns could have been voiced in a better manner, and that procedures have been followed in making decisions. Invite Joost to come to the technical team meetings to better understand all that's being done to improve our product.
- Carmine agrees that procedures could be followed more closely at times, that the message was mostly valid, but requires a better delivery. Also, prior members could have done a better job of explaining how the club was being run. Wishes all work and collaborate in a constructive manner with better communication from the whole board, something which is exemplified by a meeting between Catherine and the technical team. Not everyone feels that the club is not doing well. Information gleaned from the survey as to where improvements can be made. The product we offer club members will change overtime. Soccer in declining across Quebec and is not a Pointe-Claire only situation (confirmed by Lisa and Catherine).
- Alex wants to see more transparency in future hiring, because the decision affect different people. Trust issue makes it difficult to share information, but needs to happen so teams



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know they are being supported. There is a plan in place to better the product and it's being applied. Invitation to Joost to come the sub-groups meetings.

- Ligeo does not feel comfortable with having so many outsiders involved in how the club is run (for example the financials, because it's privileged information). At times, important decisions must be made regardless of who is on board.
- Bill: since there is more people involved on the board, the ways things were done before needs to change to reflect that new situation.
- Catherine feels no pressure from other members to vote in certain way and receive the support she needs from board members. The survey does not show that parents are dissatisfied with product, even if the sample is not as large as hoped.
- Mitch is satisfied with the things are.
- Fred knows that newcomers, Joost, Alex and himself, don't have all the information. Working hard on offering solutions to better the product.
- Lisa sees that people in general recognize that we are improving.
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(Joost departed at 12:00PM)

4.2 Lac St-Louis workshop February 3rd

Some people from the club will participate and more could join.

4.3 Club vision

Workshop postponed to unspecified date.

4.4 Registration for February 2018

Preparation for registration is ongoing, there will be a schedule so everyone can give their availability. All logistics are being ironed out and we should be ready.

4.5 Lac St-Louis AGM

VP competition has resigned

VP technical and VP Metro did not get enough votes, process to start again by having CA approve new people into these positions.

4.6 Assistant Director-General selection

Marilyn Lamontagne was approved and is in place.



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4.7 U-10 girls HL with Dorval-Lachine

Given the low numbers of girls that are expected to join U-10 House League, should we merge with Dorval-Lachine for this age level.
Ligeo believes we should join Lac St-Louis Youth League, and that parents should be aware of possibly having games outside of Pointe-Claire.
Tony proposes that we wait until March to decide.

4.8 Loogs Friday summer league

The proposal is for a league with Loogs only, outside players being on a waiting list. Schedule same as House League. Games at Bourgeault. Two teams, 9 vs 9, red vs white, with same jerseys as Loogs now.

A 125\$ fee was proposed and accepted if players are not affiliated, 60\$ more if they are.
Mitch should send an e-mail to evaluate interest level.

5. Reports from committees & ongoing events

5.1 Registration: see 4.4

5.2 Technical committee

Tony would like a written report from the technical meetings. Ligeo proposes that minutes, if they exist, could be sent.

Alex talks about the coach who was removed, being liked by many parents and regrets that there was not a better communication about letting him go. There should be a balance between expectations and end-results. The tech team might try to open a second U12F A team that would include U11 and U12 girls. The other groups are doing well.

From Carmine: we may have 2 U17F A teams.

5.3 Updates

5.4.1 Various executive members

- Catherine: Can we lend out Terra Cotta fields after our tournament in September, with the understanding that there will not be any organization by PCASA. Also, should Youth tournament dates be changed from the 2nd weekend in September.
General response yes to the first question and no to the second.
- Ligeo: from a financial standpoint, should we keep the tournament in the same format, and if we do how to cut costs.
Suggestion to cut costs: no books, or books for a fee, and no concessions.
- Mitch: things are generally good with Logs and Loogs.
- Rick: tech team meetings every Tuesday nights. They continue to consider the turf issue.



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6. On hold/ Pending

Club restructuring and long-term development plan discussions are postponed.

7. Proposals for approval

Fees for summer 2018 were approved. (Unanimously)

8. Next meeting

Proposed for March 10th, 2018 at 10h00 AM

Motion to adjourn put forth by Rick Costa, seconded by Ligeo Kattackal. All in favour.

Meeting ended at 1:31 PM.

Respectfully submitted,
Ketsia Domingue