

Minutes from 2018 Annual General Meeting

Thursday, October 18, 2018

365 St. Louis, Pointe-Claire (Arthur-Séguin Chalet)

Attendance: 89 members, 87 valid voters, 5 non-members

Elected members of the Executive Committee:

Tony Ziukas
 Joost Wentink
 Ligeo Kattackal
 Carmine Maurizio
 Alexander Martineau
 Catherine Renaud
 Rick Costa
 Bill Dworsky
 Mitch Ferguson

Appointed Members of the Executive Committee:

Lisa Artuso
 Regrets: Frédéric Backach-Lord

Other PCASA voting members:

Joshua Fireman	Stewart Brennan	Kim Harper	Graham Pepper	Julia Vander Sluys
Francine Buchanan	Trevor Lane	Jennifer Olmstead	Wil Crooks	Veronica Jaramillo
Michael Rogers	Francisco Verdier Diaz	Amanda Lloyd	Sandra Buchanan	Cassandra Popovich
Jacques Lamontagne	Richard Anderson	Gary Harvey	Stepan Buryanskiy	Jonathan Markiewicz
Nick Von Roretz	Xiaogang Wang	Annette Daley	David D'Arienzo	Peter Ralston
Rodney Bushey	Peter MacDonell	Valerie Daley	Jean-Paul Chaupart	Paul Brodeur
Kathay Carson	Phil Lalonde	Bill Daoussis	Kylian Descaillot	Steve Paquette
Dishko Hristov	Sylvia Papazian	Belen Herrero	Marcel Villalobas	Stephan Tschunitz
Carmen Cloetta	Monique Thirlwell	Jackie Lecomte	Malik Robitaille-Seck	Samuel Gouffe
Melissa Grynspan	Eric Pawlusiak	Olav Kappert	Daniel Taza	John Boucher
Jitendra Patel	Suzana Cindric	Bah Saidon	Marilyn Lamontagne	Dimitrios Christopoulos
Christopher White	Eric Zuck	Julie Smith	Richard Yorke	Tyler Tschunitz
Scott Hunt	Rilas Yahia	Craig Buchanan	Carolyn Bush	Adrian Ulfig
Patrick Summers	Christopher LeCouffe	Rich Swaminathan	Luigi Falvo	
David Webster	Aziz Benzouak	Carol Rabbat	Jay Sarin	
Jean-Francois Hamel	Anne-Marie Urbain	Michael McGrath	Jon Nihols	

Non-voting attendees:

Brian Hornby (2nd parent, 1 child)
 Serafina D'Arienzo (2nd parent, 1 child)
 Robert Schapp (non PCASA referee)
 Eric Stork (Pointe-Claire Counselman)
 Steve Garwood (City of Pointe-Claire)
 Vicky Barnes (City of Pointe-Claire)
 Mark Israel (City of Pointe-Claire)

Minutes were taken by Anny Lecault.

1. Opening of the 2018 Annual General Meeting

Meeting called to order – 19:35 hrs

The meeting was chaired by Mr. Tony Ziukas, (PCASA) President.

Annette Daley made a motion to open the AGM. The motion was seconded by Kim Harper. It was unanimous.

The annual report for 2018 was distributed to all present.

2. Review and Approval of the Agenda for the 2018 Annual General Meeting

A Motion to approve the agenda was made by Phil Lalonde and it was seconded by Anne-Marie Urbain. The agenda was unanimously approved.

3. Review and Approval of the Minutes for the 2017 Annual General Meeting

The minutes of the 2017 Annual General Meeting (AGM) were reviewed.

Olav Kappert made a motion to approve the minutes from the 2017 AGM and this motion was seconded by X (not noted in minutes).

The minutes were unanimously approved.

4. Correspondence

There was no new correspondence to report.

5. Executive Members' Reports – only President, VP Finance and VP Technical will present their reports.

President's Report:

Improvement in recreational teams - continuous improvements and teams were more competitive

We increased our membership. One of only two clubs in 2018 who raised their membership which is a good reflection on the club.

We had a great number of volunteers, better performance of our teams, better spirit.

We are trying to give our players more technical knowledge and more coaching.

Our objective is to help the teams who are doing poorly and make sure they improve.

We want to continue with the momentum gained and continue to improve the skills of our good players and assist those who are struggling.

Our membership seems to be much more involved and that's very good.

Challenges:

- Better communication, always trying to increase and improve.
- Finding volunteers - congratulations for our VP micro and House League for finding their volunteers.
- Upcoming Canada soccer licencing program, clubs must qualify for a certain level of competition.

A big thank you to the following people/groups:

- The executive team, they did a great job.
- The staff. Lisa, Marylin, technical team and Mike as well as all those behind the scenes to give the tools and information you need.
- Steve, Vicky and Mark from the city of Pointe-Claire parcs and recreation. They assist when there are complaints. They work with the municipal council, trying to keep the infrastructure in place.
- Our sponsors.
- Association régionale de Lac St Louis. We have a good dynamic with them.

The most important thing is to thank again the volunteers – coaches, managers, team captains, without them we would not be where we are today. Thank you.

Questions and comments from the floor:

Q: Communications - what have you specifically done to improve?

A: We sent out timely messages from Lisa and VPs. More info to coaches and followed up and we answered a lot of inquiries and always promptly. We always want to improve

Q: (Olav) I find this year there's less communications to the public, no monthly newsletters?

A: We want to avoid redundancy so we put more information on the web site instead. Info for specific groups are sent directly to them.

C: (Sylvia Papazian) Thanks to the association. The Technical team was supportive for me as a parent, for my kids and as a coach. Don't see a lot of women volunteers, there should be more representation. Communications aspect was very good. We were told our beloved coach was fired after 3 years of devotion - suddenly - we want to thank him.

Q: Can the Executive minutes posted on the web site after each meeting?

A: Yes, we will do that.

Financial Report:

Review of difficulties on P14 to P18. The club has a net loss of 24K this year, much better than the previous year with 69K.

Our winter youth program is predicated on guessing the number of registrants in advance of rental of turf time. We tried to satisfy the demand by purchasing more turf time and unfortunately players did not sign up. That is the complexity of establishing fees in Winter: Contracts are signed in August and registration is in September/October, so our estimate was off. We will try to remedy the situation in 2019.

The summer program performed well, there is no burden of having to pay for fields.

Total revenues for 2018 - 1% above budget and 3% above prior years.

Increase in registration income due to summer numbers.

Approximate 15\$ increase per player in fees.

Dilawri sponsorship to end in 2019.

We need to stop the hemorrhaging from prior years. We can accomplish that in 2019 with additional sources of revenue. However, sponsorship and or advertising revenue is very difficult. It is a full-time portfolio and we do not have a person with those skills. In previous years we received a subsidy from the city of Pointe-Claire, but it was removed since we managed a surplus (which is now depleted). We need to revisit that possibility. The other source of additional revenue is player registration fees. This is a double-edged sword though, to keep the balance between raising our revenue base and keeping fees affordable. For information, our fees are not at either extremity, we are in the middle of the pack.

In 2019, we should be increasing our spending on the technical budget to 25 to 30% of our total revenue base - we are at only 15%. We need to either raise revenue sources or cut costs, otherwise we cannot increase the % on technical spending.

On a personal note - more and more we have to find individuals and pay them to do the various job, finance is no different. The portfolio has grown and Pro Bono is no longer an option, you need someone to manage this appropriately, we should hire someone.

Questions and comments from the floor:

Q: Regarding the budget for next year - revenue of 15% and costs 15%, what about the sponsorship?

A: We are spending that money; we just don't know where yet

Q: Jerseys – this year we re-used the ones from the last year - what about next year?

A: We have a plan for 2019- 2020- 2021 - there will be new equipment. Yes - uniform replenishment is necessary - 1/3 of the uniforms next year is 65k.

Our House League/Micro tournament has its challenges - not good timing for all our members, lack of volunteers, etc. We put in lots of effort for it to run. If there are zero other sources of revenue, we will have to consider canceling it to save that expense.

Q: What happened to our surplus?

A: See page 16, right now the surplus is gone and we have a deficit of 11k. The goal is to break even at all times. Although far from ideal, we are not a point yet where it is the end of the world. 6 years ago it was 100k so the city asked us to buckle down. Right now the aim is to break even so we dropped some of our commitment to turf time, and will keep cutting if our revenue doesn't achieve the goals.

Q: Would a merger help at all?

A: Financially there could be benefits but we'd have to go through the city, logistics, constitutional challenge. Not a good fit at the time it was last attempted.

Q: It works for hockey, baseball, ringette - why not soccer?

A: (Steve Garwood, city of Pointe Claire) The goal of any association is to sustain its membership and in Pointe-Claire you can't compare soccer to hockey and the other sports.

Q: Lakeshore is an amalgamation of 4 cities. Our players need help and Dorval could help, no?

A: (Steve Garwood, city of Pointe-Claire) Inviting other cities to play on our fields that you pay for, the council does not support those kinds of things. Traveling to DDO and Dorval speaks to some parents, but not every one. Driving to Verdun and other municipalities is ok for competitive teams, but not House league.

C: (Olav) We can make our teams more competitive by grouping every 2 age groups.

Q: What were the factors in 2010 merger talks with DDO and Dorval that failed?

A: Met with them and discussed a strategic plan. Pointe-Claire was in the process of getting 2 brand new fields, the City rejected the proposal.

C: (Erick Stork) Bring your concerns to city council.

Q: Increasing costs of indoor by 5K for 2019 with an overall loss of 24K last year and 30K extra in indoor alone?

A: We will offset that cost by driving registration and increasing the revenues - if it does not, you are right we will have to consider other options.

Q: Who makes the guesstimate?

A: Use information from prior years and extrapolate. Technical team and Ligeo makes the guess.

Q: Camera bought last year, never saw it on the field

A: Not in my portfolio – will find someone to answer

Q: Motion to appoint an auditor?

A: Although in the constitution, it has not been done for the last 15 years. The result may be 20\$ a head in membership increase by player. This would require hiring a full-time accountant to review the books for x number of hours. It would be expensive.

Motion: to have an auditor open the books

C: (from member) An auditor will look at what is there now, there is not much. What will he audit, the number of soccer balls? It will not serve the purpose you are looking for.

Q: (new intercity parent) This year we struggled from a lack of commitment from Pointe Claire House league 6 or 7 girls only showing up - is that going to be addressed? Every year we are losing more and more players but overall our club we've gained players

A: Our House League coaches work hard to give support to Inter-city.

Off topic from Finance, time to wrap it up.

Technical Report:

Nick and Rilas of the Technical team will present the Technical report for the VP Technical.

We would like to take the opportunity to thank our coaches. 2018 was a transition and development for the technical team.

We put in place platform allowing for exchanges between the coaches of the club. We've had 3 CTCs and a 4th coming up in November.

Micro:

- Technical binders were given out to coaches. For long term use.
- Club coaches training given - introduction for youth coaches to coaching

House league:

- Technical team now participating in the evaluation process
- More technical sessions

Questions and comments from the floor:

Q: Did the technical staff participate in any other group House league other than U9 and u10? I can say no and if you want to develop your players you need to do this right through.

A: We did something last year to help the U12. It would be nice to have the technical staff helping all the levels, but our % of budget to dedicate to House league would have to be increased and consequently the overall budget dedicated to the Technical team increased as well.

Q: In order to help the house league teams we need more money and more people?

A: Yes

Q: Why are we hiring InterCity coaches? Why did you disturb the teams?

A: Fines from the region if coaching levels/certifications are not met

Q: How is the decision made to pay some coaches and not others?

A: For coaches who go further in their training than just community courses. The technical team submits a budget which was approved and we were under budget.

C: We need more funds to support house league as we are doing more identifications.

C: This year in micro program we had a huge lack of coaches in U4 and U8 boys.

Q: In terms of the technical staff assisting the teams, Lakeshore set aside one or two days where the technical staff run a practice, capture all age groups, learning specific skills. Throughout the summer, every Wednesday.

A: We did 3 sessions with the technical staff, similar to what Lakeshore does. We do not have the staff or budget to do it every week. We are a new technical staff and are our programs will evolve.

Q: There must be volunteers that would be willing to show up and assist?

A: We will note it and take that into consideration.

C: Not a question of money or size, its a question of organization, of communication, there is a way to do things.

C: (Olav) As soon as you start paying coaches, volunteers say why should I do this.

C: (Jon M) That comment really bugs me. I am not paid and I coach my kid. Our 20 something coach is not getting paid and he coaches. If you are coaching just to get paid then your motivations are wrong. The whole reason this club exists, its purpose, is for the kids to be athletic, not for individuals to make money.

C: (Annette D) Our technical team has done a great job for 9 months. At least now we have 3 guys, a team, we're getting there, give them a chance.

Q: (Jacques L) Am I wrong by saying that the only coaches being paid are club coaches?

A: Yes you are - there are other coaches being paid.

There are several existing coach pathways and we are mandated that certain teams at certain levels have coaches with a specific certification.

Even volunteer coaches are seeking and getting their certifications.

C: (Francine B) Rules of the Federation are imposed on us.

Q: Rules are rules and that's unfortunate but the kids should be what's first, I don't feel like my kid was well served, he was frustrated because the adults got involved in the fun the kids were having this summer. Debacle in MU11. No one on that team was told that the coach did not have the certification to train that team.

A: The Technical team admits to mistakes and not handling the situation as well as it could have. There were emails regarding the certification required.

C: A large voice from half of the U11 team...Stef, we did not want you out of the U11.

Tony puts an end to the technical report.

Short Recess

Nominating Committee

Joshua Fireman

At 21h10, the Executive freed the table and the 2018 Nominating Committee took the floor. Joshua Fireman explained the process of the elections to the assembly including who is eligible to vote.

The mandate of the nominating committee ends two weeks prior to the general meeting. At that point the following nominations had been submitted to the committee (slides shown).

V.P. Finance – Ligeo Kattackal

V.P. Intercity – Rick Costa and Stefan Tschunitz

V.P. Metro – Bill Dworsky

V.P. Senior – Mitch Ferguson and Rodney Bushey

Joshua Fireman called for the Election of the Executive Committee Members ("Election") to commence.

Stewart Brennan and Sylvia Papazian volunteered to be scrutineers to collect and count the ballots and they are assisted by Vicky Barnes from the city of Pointe-Claire.

Election of the 2018-2019 PCASA Executive Committee

V.P. Metro – Bill Dworsky

Nominations were opened to the floor.

No other nominations received from the floor.

Bill Dworsky was elected by acclamation.

V.P. Intercity – Rick Costa and Stefan Tschunitz

Rick Costa gave his speech.

Stefan Tschunitz gave his speech.

Questions from the members.

Ballots are handed out to eligible voting members.

Stewart Brennan and Sylvia Papazian counted the votes, assisted by Vicky Barnes.

Rick Costa was elected.

V.P. Finance – Ligeo Kattackal

Nominations were opened to the floor.

Stephan Tschunitz nominated Graham Pepper.

Graham Pepper accepted the nomination.

Ligeo Kattackal gave his speech.

Graham Pepper gave his speech.

Questions from the members.

Ballots are handed out to eligible voting members.

Stewart Brennan and Sylvia Papazian counted the votes, assisted by Vicky Barnes.

Ligeo Kattackal was elected.

V.P. Senior – Mitch Ferguson and Rodney Bushey

Mitch Ferguson gave his speech.

Rodney Bushey gave his speech.

Questions from the members.

Ballots are handed out to eligible voting members.

Stewart Brennan and Sylvia Papazian counted the votes, assisted by Vicky Barnes.

Mitch Ferguson was elected.

Tony Ziukas thanked the Nominating Committee for their efforts and expressed his gratitude towards the outgoing members of the Executive and all the volunteers and employees. At this time T. Ziukas invited the new Executive Committee to take their positions at the head table.

Given the hour, Tony will defer talks of the constitution.

A motion was put forward to close the Annual General Meeting and it was seconded.

Meeting Adjourned – 22h45