



SOCCER POINTE-CLAIRE
Governing board meeting minutes
Meeting #GB_22-23-05
August 24, 2023

Present – Voting members

Jonathan Markiewicz, Dishko Hristov, Rodney Bushey, Olga Colque, Ligeo Kattackal, Daoud Darazi, Rick Costa

Present – Non-voting members

Lisa Artuso, Catherine Renaud, Daniel Bertrand (City of Pointe-Claire), Grant Needham

Regrets

Tony Ziukas,

Meeting called to order at 19:05. Motioned by Dishko Hristov seconded by Rodney Bushey.

1. Adoption of agenda

MOTION to approve the agenda was put forward by Rodney Bushey, seconded by Dishko Hristov and carried unanimously.

2. Approval of minutes

GB 22-23-04 – July Minutes

MOTION to approve the July minutes was put forward by Olga Colque, seconded by Dishko Hristov and carried unanimously.

3. Word from the President

Has been an interesting year, we have seen growth, e.g. added 4 Senior House League teams. Overall, 12% growth. Shows hard work from staff and coaches to have people want to join SPC. Other side is that it makes it difficult to find efficiencies, e.g. not enough fields.

4. Technical updates

4.1 Winter Programming Changes

Catalogna is officially closed.

Have managed to secure 5 hours (15 time slots) at the Baie d'Urfé dome on Sundays.

CDL has also been booked.

It was important to get turf so that the youth comp teams can continue practicing, and some teams could play games in the Concordia league.

Can now prepare the winter programming.

Daniel, from City of Pointe-Claire, says that the City is doing an internal analysis of what could be done by the city for more indoor facilities.



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Jonathan has approached partners and other soccer clubs to see what potential there is for collaboration to get new facilities in the longer term.

Lisa asks Daniel when the gym schedule will be available. Daniel explains that it's only in mid-September by which time the school boards have decided what they will be doing with the gyms.

4.2 Technical Budget Summary

- Staffing (Required/Requested/etc.)

Like the current structure but falling short on the player development. The most qualified coaches were doing more admin tasks. New roles include a field manager that keep tracks of time and tells the leads when to rotate, etc. The responsible de plateau are now teaching the kids. The field managers do not need technical skills or licenses. Positions of 4 hours per week.

- Roles/Responsibility

Girls: 9, 10, 11 and 12 will now be on the same field with a new program being developed by a committee made of women.

Micro coordinator has been split: 7 and 8 years-old had been taken away from the micro. That did not go as well as hoped. The 11-week to be integrated in the 22-week with a second field did not work well. Next year, will leave the 11-week 7 and 8 years-old with micro.

Senior instructor and 2 junior instructors were added to be present at every CDC session. Tech leads: now one per age group, instead of 2 together, i.e. 9-10 tech lead will be 1 tech lead for 9 year-olds and 1 tech lead for 10 year-olds.

Youth Rec: added a second technical lead that will be present at each session for 9- to 12-year-olds.

5. Financial update

5.1 Update on 2022 Actuals

- Excess Revenues tied to 12% growth

Every year, we lose money in the winter and the summer offsets it. Expecting \$115,000 surplus.

- Planned Spend

Looking at pre-purchasing: 3 canopy frames, office supplies (screens, keyboards, stamps, foot rests, printer), staff bonuses, including a retroactive pay raise to some staff who were not



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paid minimum wage, equipment (goalie gloves, balls, pinnies, cones, training mannequin, cameras, first-year camera subscription)

5.2 2023-24 Budget Review and Approval

- Approve Winter Rates and provisionally Summer Rates at basically \$0 increase and rely on 5% summer growth.

Will not have 12% again because the Senior League will not grow by 4 teams again, therefore 5% is a reasonable amount.

When looking at rates, we will review in December, and the number of registrants for the winter programs may change the rates, i.e. if winter registration was not good, we may have to increase rates more. Currently, rate increases are small at less than 5% generally.

Looking at 1.2 million\$ revenue, and expected surplus is \$15,000. Basically, this is a balanced budget.

- Approve Directors new salary

CPI index is 4.4%, suggestion is that salary should be increased at least by this.

Although there is a salary cap or a range that should be respected.

Proposal is that Sporting Director be increased by 5.5% to \$71,000 (from \$67,000)

Dg could be increased by same percentage:

Lisa: from \$62,000 to \$65,000

- Approve Tech Budget as is, or with slight revisions once details of salaries for new roles are provided.

6. Governance updates

- AGM coming up

- Jonathan's future

When Jonathan became president, he had no job, and spent 30 hours/week to work on changing the momentum, i.e. stop the losses. This was achieved, and in the past year, Jonathan has tried to reduce his time to what should be for the role of a president. Jonathan is a dreamer and always looking for the future, at this point, need someone to be a maintainer to keep the growth going (but not status quo). Jonathan could then be more operational, focusing on sponsors, social media, etc. Therefore, Jonathan suggests that he step down and the board designates someone else to finish his term.

Rodney expresses some concerns about the image if board members become paid members.



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Jonathan mentions that if there is no role this year, he will not step down, but does not know if he will return in 2024. 15-20 hours per week as a volunteer is a lot and members understand this and often are surprised to hear he is not paid.

Constitution says that an elected official cannot have a paid position at the same time.

If Board decides this could be a role, job description needs to be written out, job is posted, anyone can apply. If Jonathan is selected, then he would step down from President position. A meeting will be scheduled between the Board members to discuss without Jonathan present. And when defining the tasks of this role, it will be done not assuming that it will be Jonathan, but that it could be anyone.

- Olga, Daoud, Dishko, Rodney's future as Governors since their term is up

Daoud will not return.

Rodney has thought about it and mentions that with the actual configuration with the Executive Committee, he would stay on, unless there is someone with the passion and time that would like to take over.

Dishko also mentions that he will stay on unless there are very passionate people that want to step up.

Olga does not know yet; she would like to know where we are trying to take the club before deciding. She will still volunteer with the club.

There are 2 possible candidates that could be interested.

- To Pay Board Members a small stipend (may require a Constitutional change)

It is a possibility in the new guidelines that clubs pay Governing Board members. Canada Soccer does compensate its Board members, as long as it is published.

The Operating rules provide for a \$300 appearance fee, which the club didn't always have the money to pay, so in years that the funds were available, this was paid to board members. Jonathan suggests that this be included in the budget for next fiscal year. No constitutional change required.

- To allow Board Members to have a paid operational position (requires a Constitutional change)

Example: coaches, scheduler, communications, etc.

These are not decision-making roles, but functional roles, if these roles were filled by people other than Governors, they would be paid for it.

A constitutional change would be required for this.

This will be discussed at the next meeting.

7. On hold/pending (TBD)

- Nil



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8. Proposals for approval

- Nil

9. Meeting closure

NEXT MEETING (Tentative Dates/times)

- September 20 – 19h00 (unless Jonathan is travelling for work)

MOTION to adjourn the meeting was put forth by Rodney Bushey, seconded by Dishko Hristov and carried unanimously.

Meeting adjourned at 22:00

Minutes prepared by: Catherine Renaud