



2013 AGM Gorge Soccer Assoc.

2013 AGM - President's Report

Thank you for attending Gorge's 2013 Annual General Meeting (AGM). I will provide information on some of the key happenings & changes that have taken place during the past year and some initiatives and plans that our membership has suggested and/or requested and we would like to consider in the near future.

Club Financial Issues / Misappropriation of Funds

I don't want to dwell on this issue for the AGM report as we have been living this the past 4 months and I feel the Club has done a great job communicating this to our club members (youth & senior) – and for that matter, the Victoria Soccer community. Some information will be provided through the financial report. But for those in attendance, if you want to discuss this, or know more information or specifics on what we are doing to ensure this doesn't happen again we welcome any questions about the issues at the end of this meeting.

I would like to note that for the most part – other than some unpaid bills – this situation is behind us. We have gotten ourselves organized; we have implemented new financial processes (as you will hear from our Treasurer's report); we have drafted revised policies; etc. The club has a renewed spirit and it is this energy that will carry us forward.

I do want to personally thank all of our current Executive and many volunteers for providing **huge** amounts of their personal time and effort in jumping in to help address the situation; work on solutions; fundraising, keep operations going and organize year-end functions in midst of some kaos ... all in an effort to move us forward.

Club Changes – Constitution/Governance/Direction

Our new direction for the Executive is based on the principles of:

- Openess & Transparency
- Fairness
- Teamwork
- Member Engagement



2013 AGM Gorge Soccer Assoc.

Our new Board structure and Constitution will reflect the above principals

- Twelve (12) Board members in total
- Elected Positions: President, VP Youth, VP Senior, Treasurer and Secretary.
- Appointed Positions: Registrar and Risk Management
- Paid Staff: Gorge only has one paid position – Head Coach
- Other portfolios were adopted by some Directors (e.g. Operations, Risk Management, etc.)

The Gorge Executive have been working hard lately using the BC Soccer Association template for associations and clubs to create a new; provincial-standard constitution. We will be voting on this Contitution tonight.

Other initiatives to this end – that we are in various stages of implementation - are:

- All minutes published on the website
- Plans to publish our Fiscal Year End financials on website
- Publication of a full suite of club policies on website (e.g. Field Use Policy; Assessment Policy; Financial Policies; Team Funding Policy, etc.)
- Monthly newsletter to keep members in the loop
- Open Board Meetings
- Member Survey (in draft)
- Member Advisory Committee (proposed)
- Member Suggestion Box/Blog (in draft)

It would also be nice to get to a point wherby we can have some real strategic planning sessions – perhaps done on a bi- or tri-annual cycle. We envision that every two to three years, we hold strategic sessions with various members of the club (approximately 20-25 club members - Board, Executive, coaches, parents, etc).

Some of the items that could be brought forward and discussed, are:

- Additional funding and broadening of the Technical Department
- Increased club and team sponsorship and initiatives
- Branding
- Community involvement
- More affordable soccer

Technical Program

I feel Gorge is in a very lucky and desireable position (vs many other clubs) to have a Head Coach that is: i) technically capable; ii) fantastic with members (parents and



2013 AGM Gorge Soccer Assoc.

players); iii) respected in the city soccer community and iv) most importantly, a life-long club member (youth/senior player and coach). Jamie Ackinclose is an asset to the club. *As a testament to this ... last Tuesday (May 20, 2014) at the LISA AGM; Jamie was awarded the Lower Island Soccer Association's Coach of the Year.*

The Technical Program this year concentrated on the following

- i) Focussing on technical skills at the u8-u13 levels
- ii) Promoting coaching certification (towards a mandatory certification in 2015)
- iii) Coach mentoring
- iv) Four-pronged player assessments: i) academy; ii) weekend games; iii) coaches feedback; and iv) year-end assessments
- v) Spring Academy vs other Academies (e.g. World Cup, Highlanders, etc.)

Next season this will be more of the same focuses; however we will hope to start looking at the following:

- i) Measuring members satisfaction with Gorge's Technical Program (i.e. Coaching and Parent feedback on technical program)
- ii) Integration of more coaches and support for technical program
- iii) Structured full-field curriculum for team play (i.e. consistent terminology; tactical play, etc.)
- iv) Further coach mentoring in academy environment

Finally, Gorge's Head Coach position is nearing the end of the two year contract and an optional third year renewal is available. The Technical Committee and Executive will review this contract.

Referees

This year we significantly upgraded our referee program. Some of this involved technical behind the scenes changes that brought the administration of our referees into the twentieth century. More important, however, were the on-the-field changes. This year we began to provide Assistant Referees (ARs) to every full field match. This did more than save a lot of parents from getting soaked while running up and down the sidelines. It provided greatly increased opportunities for your young officials to get game experience and make some money at the same time. This time last year we had no youth officials and now we have a number of them who are highly regarded enough in Lower Island to be in demand for neutral site cup games. This is a testament to them and to the club. We look forward to continued increases in training and officiating quality throughout the coming years.



2013 AGM Gorge Soccer Assoc.

Volunteerism

Our sole contribution for the clubs operation comes from our volunteers. Our club volunteerism is supplemented by paid technical staff and not the other way around. Our team coaching staff, game officials, Executive and Board of Directors are all volunteers. This totals about 160+ volunteers in our club. We want to have a specific expense item for volunteer recognition and plan to do a little bit more to show our appreciation.

Currently in our club, we have the following volunteer recognition events:

- Youth Year-End Awards Banquet
- Senior Year-End Awards Banquet
- Coaches Appreciation Event
- Referee Year End Appreciation / working dinner

Executive have also been discussing the possibilities of the following additional events:

- Executive Xmas Social
- Coaches games
- Recognition events for Alumni
- Social events for Seniors
- Possible gift certificates, club attire, etc., for retirement and recognition activities and/or coaches
- Family Day Barbeque

Volunteerism is the heart of this organization and it is important for volunteers to be recognized for their dedication and commitment.

I would like to recognize a number of out-going executives and contributors to the club...

- **Danny Bell** – Director & past VP-Senior – after many years, Danny is stepping down from Executive
- **Larry Neil – Director & Field scheduler** – after 14 years scheduling fields, Larry is stepping down
- **Kelly Lott** – Long time Director, team equipment/uniforms and jack-of-all-trades
- **Patti Alexander** – Director, Fieldhouse manager and jack-of-all-trades.
- **John McHale** – Long time Director
- **Terri Dorey** – Director and Registrar (staying on as Registrar)
- **Lisa Zawacki** – Director and Secretary
- **Wayne Zawacki**- Director, webmaster and creator of all the beautiful signage
- **Bruce Cafferky** – Director and member of Financial Committee



2013 AGM Gorge Soccer Assoc.

Financial Report

Our club is in now is fair/good financial shape - to be clear, we still have debt; but like a personal mortgage; it is managemenble debt. I am speaking about the fact that we now know where we stand; we are now organized; and have stringent controls and know where we are going over the next few years.

As has been budgetted in our 2014/5 budget the club plans to put funds aside on an annual basis for our capital projects, such as a field improvements/replacement and clubhouse improvements. This is tempered with the fact that we do want to maximize our debt repayment ensuring creditors are paid off in a timely manner.

Our 2013/4 financials were reviewed by Norgaard Neale Camden Ltd. (Chartered Accountants). In addition to the financial report, NNC also provided us with a financial control report. I will leave the financial reporting details to the Treasurer.

Success On the Field

This year saw a large change in the youth side of the club, where in order to create more viable VIPL Teams and then create more teams that are like-aged and like-skilled Gorge partnered with our long-time rivals Lakehill Soccer Association. This new partnership was a partnership in two clubs with similar histories; successes and problems. Our goal in this partnership was to create viable VIPL teams and where required pool teams at the tiers below (ie gold and silver).

Although a “bitter pill to swallow” for some long-time club members or Alumni and we encountered some start up problems; for the most part this partnership was successful and teams gelled fairly quickly to produce some strong teams. The success of this was due to our head Coach and team coaches. At the Gold and Silver levels, this wasn’t as successful; however, players, coaches and parents were great to support this action. Next season we plan to continue this partnership and with a year of experience it should be better.

For the senior side of the club, we have a team in all levels of play except

- Men’s Div 3
- Womens Div 2

I would like to acknowledge those teams that had some success on the field:

A-Cup Winners:

- Boys u15 VIPL team (pooled with LSA) – Ron Ackinclose
- Boys u16 VIPL team (pooled with LSA) – Colin McLean

LISA Cup:

- Girls U18Silver I – Steve LeBlanc



2013 AGM Gorge Soccer Assoc.

District Cup Winners:

- Boys U14 Silver I – Mike Broadley
- Boys u16 Silver I (pooled with PLSC) – Ryan Stashewsky

League Winners:

- Boys u16 VIPL team – Colin McLean
- Girls U14 Silver II – James Burrows/Jay Scholes
- Girls U15 Silver II – Caleb Kennedy
- Boys u15 Silver II – Terry Marra

Senior Teams

- O30 Womens Masters – Winner of Stephanie Shergold Cup

Our Past, Our Future

This past Spring we make a direct effort to re-engage with our Alumni and start an Alumni members / group. We also held our first Alumni event in a long time with great success. The Fieldhouse was packed and many old friendships rekindled. We hope to continue this and some of the old traditions that made this club one of the premier clubs in the city.

Our soccer club has a long storied history ... one we want to remember and utilize; but not dwell on. We have had a difficult past season with uncovering the financial issues; but our members; Executive and Alumni have rallied in the last few months and we have turned a corner. We are not without issues; but, I think we have an excellent Board of Directors, and key volunteers - full of soccer minded business people without agendas. We have a dedicated Executive and qualified technical staff and volunteers. If you are interested in being part of the 2014 season, please let me or any other Board members know ASAP.

In closing, our focus will continue to be player and coach development and a renewed focus on our Senior teams.

Thank you for your attention, understanding and support.
Onward & Upward!

Brad Hlasny
A/President, Gorge Soccer Association

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