



# 2014-2015 Gorge Soccer AGM

## Club / President's Report

Thank you for attending Gorge's 2014-2015 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 plans on the club's "to do" list for next season.

First & Foremost ... I want to personally thank all of our current Board; our Coaches & Managers and many volunteers for providing huge amounts of their personal time and effort this season to get us back on track. I think you will find from this report and our financial report we are back & gaining momentum.

## Constitution/Governance/Direction

As identified at the last AGM, the club's new direction for the Executive was based on the principles of:

- Openness & Transparency
- Fairness
- Teamwork
- Member Engagement

We have been working hard to work to this end and with thus in mind, some of the items identified at the last AGM and suggested by members throughout the year have been identified below in a "scorecard"

Initiative / Project Proposed	Success?	Details
New Constitution		<ul style="list-style-type: none"><li>• New constitution adopted</li><li>• Amendments coming to improve intake of new Board</li></ul>
Strategic Plan		<ul style="list-style-type: none"><li>• Full day strategic session held with Board and club members</li><li>• See below for an overview of results.</li><li>• Board now taking some of the Action Items identified and fully developing them (outcomes/timelines/resources)</li></ul>
All minutes published on the website		<ul style="list-style-type: none"><li>• Club started publishing but website not fully conducive to multi-party publishing</li><li>• Minutes have to be structured for online publication</li></ul>



# 2014-2015 Gorge Soccer AGM

Plans to publish our Fiscal Year End financials on website		<ul style="list-style-type: none"> <li>Completed</li> <li>Monthly newsletter provided updates</li> <li>This FY/AGM agan will be published</li> </ul>
Publication of a full suite of Policies on website (e.g. Field use Policy; Assessment Policies; Financial Policies; Funding Teams; etc.)		<ul style="list-style-type: none"> <li>Doing great!</li> <li>Ten of approx fifeteen identified policies have been published. There are probably more policies/procedures yet to be identified.</li> <li>Documents take time to develop, review at Board and adopt.</li> </ul>
Monthly newsletter to keep members in the loop		<ul style="list-style-type: none"> <li>Completed – for the most part</li> <li>Good feedback from members</li> <li>Will continue next season</li> </ul>
Open Board Meetings		<ul style="list-style-type: none"> <li>All Board meetings are open; however, attendance by members/guests has been limited</li> </ul>
Member Suggestion Box/Blog		<ul style="list-style-type: none"> <li>ANONYMOUS Suggestion Box implimented.</li> <li>Completed; however not a lot of use (one suggestion per month on average)</li> <li>Will continue to promote</li> </ul>
Member Survey		<ul style="list-style-type: none"> <li>Not completed</li> <li>Suggestion box feedback lacking</li> <li>De-prioritized this – but with new strategic plan, this may be a better time</li> </ul>
Member Advisory Committee		<ul style="list-style-type: none"> <li>Not completed</li> <li>Suggestion Box implimented as an alternative</li> </ul>
Additional funding and broadening of the Technical Department		<ul style="list-style-type: none"> <li>2014/5 budget saw an increase in Technical budget.</li> <li>Not specific to the Head Coach contract but additional to Head Coach – coach training; equioment; etc.</li> <li>Additional Technical Staff for Youth – expanded team.</li> </ul>
Increased club and team sponsorship and initiatives		<ul style="list-style-type: none"> <li>Did not have time this year</li> <li>Has been identified in Strategic Plan as one of the key items/initiatives to investigate</li> <li>Volunteers??!!</li> </ul>



# 2014-2015 Gorge Soccer AGM

Increased Club Branding Community Involvement		<ul style="list-style-type: none"> <li>• Gorge Tillicum Canada Day Parade</li> <li>• Partnered fundraising with Canadian Diabnets Assoc.</li> <li>• Support provided to Jackson Cup</li> <li>• Support provided to KidSport Fundraiser</li> <li>• Free use of turf field for: Spectrum Soccer program; Spectrum Field Lacrosse Program; VI Girls Soccer Fionals; National Para Team; Bin 4/Keg Fundraiser; Victoria Highlanders; etc.</li> <li>• Support provided to Silver Threads</li> </ul>
Affordable Soccer		<ul style="list-style-type: none"> <li>• De creased fees for all youth divisions</li> <li>• KidSport support for 75 youth members</li> <li>• Free Academy – Fal + Winter + Spring</li> <li>• Spring Academy has small fee to cover uniforms/refereeing/travel/jamboree fees.</li> </ul>

## Strategic Planning

Further to the above, the Board along with a keen group of club members spent a sunny Saturday in April 2015 locked up in the field house working on the foundations for a club Strategy Plan (2015-2018)

Strategic Plan will set our direction and focus our energies for the next 3 years.

We have identified the following for our club...

- VISION
- MISSION
- VALUES
- GOALS

We are approximately 75% of the way through the exercises and the Board is currently working on our strategies and implementation plans. The following page provides our Vision, Mission, Values & Goals.

***We hope you see the club you want in this work!***



# 2014-2015 Gorge Soccer AGM

## The Strategy Pyramid



### VISION

A community based club providing all of its members with fun, development, and a lifelong passion for the beautiful game.

### MISSION STATEMENT

- To maintain Gorge Soccer's long and rich tradition, dedicated to the promotion of life-long soccer for all
- To provide a wide range of opportunities for learning and development, skill building and leadership, both on and off the field
- To demonstrate our commitment to high quality governance and infrastructure for our community from our club members to those partners, municipal, regional or national
- To be mindful of the Gorge traditions we inherit and the legacy we create.

### OUR VALUES

- Fun
- Development
- Respect
- Community Spirit
- Inclusiveness
- Perseverance

### KEY GOALS

- Governance Excellence
- Improved & Increased Marketing, Recruitment & Retention
- Development and Training Excellence
- Club Community



# 2014-2015 Gorge Soccer AGM

## Treasurers Report

### Club Financial Issues / Misappropriation of Funds

This still haunts us a bit because there seems to be items that sneak out of the wood work periodically and we still have debt to a number of local companies & trades. However, I would like to say that this is essentially behind us and we are not looking back except to use the experience to make us better (i.e. use the past as an example for better governance; process; policies; etc.).

### Financial Standing

Our 2014/5 financials were reviewed by Collins Barrow Victoria Ltd. (Chartered Accountants).

Our club is in now is fair/good financial shape. We still have debt; but it is much smaller than before; it is manageable and we have a plan to eliminate it. We now know where we stand financially with a year baseline data. We are now organized; and have stringent controls and know where we are going over the next few years.

As has been noted 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.

Major expenditure for club improvements this year were:

- \$50,000 debt repayments
- \$12,500 four new Euro goals with wheels
- \$30,500 new fencing at the goal ends - turf field
- \$38,000 set aside for field cut-outs on turf field
- \$36,000 on uniforms and equipment for all GSA teams

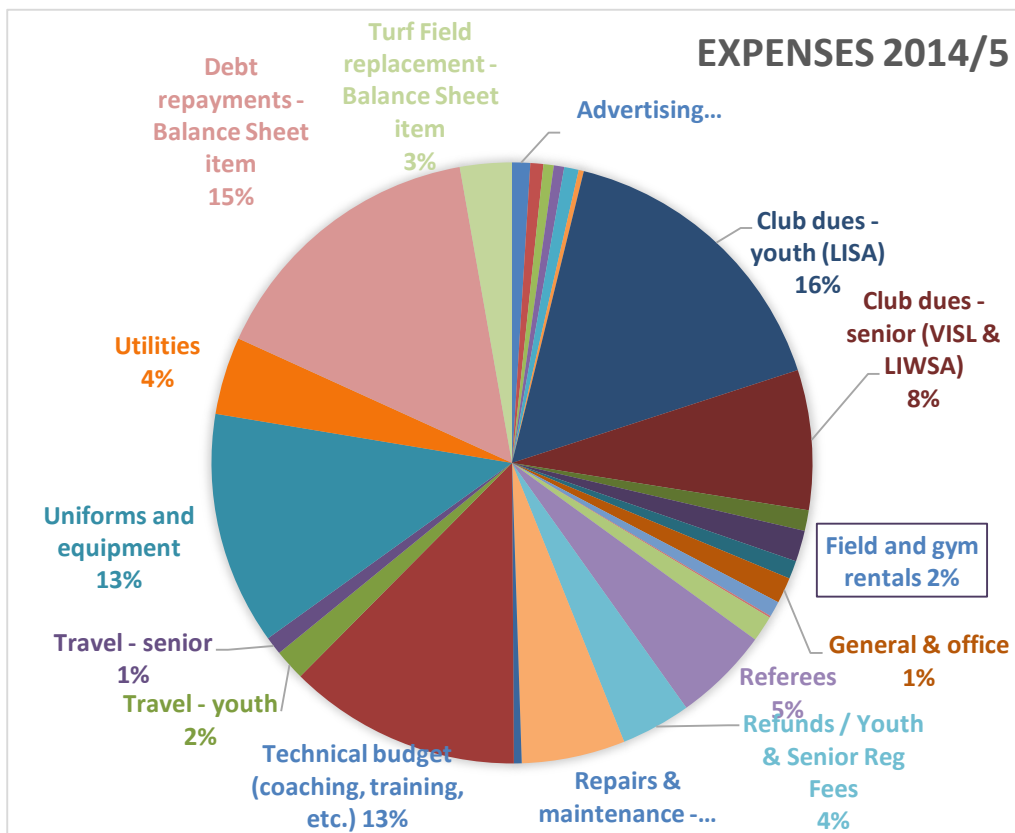
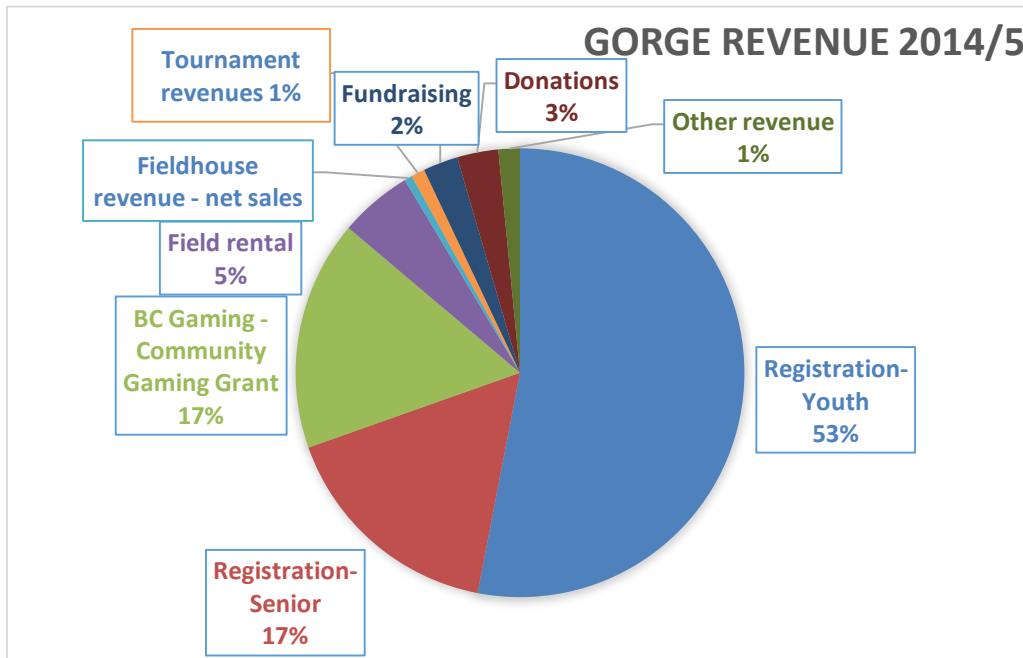
See following pie charts of club revenue & expenditures below

As we did at the end of last season we will again publically publish of financial report finances; however the following pie charts will provide a bit of a report to you with regards to FY Expenses and Expenditures.

Todd Abercrombie/Treasurer – [treasurer@gorgesoccer.ca](mailto:treasurer@gorgesoccer.ca)



# 2014-2015 Gorge Soccer AGM





# 2014-2015 Gorge Soccer AGM

## Operations (Youth & Senior) Report

Youth registration continues to climb slowly over the past two years with senior registration slightly dropping due to loss of Premier Women's team and amalgamation of two Men's Div. 4 teams. We have started planning on building the senior side of the club more but this will take a bit of time as we are constrained by senior league rules and field space.

Last year we started working on strengthening the connections between youth and senior soccer by initiating a mentoring pilot between Div 1 women's team and GU13 teams and also attempting to get senior player without ties to youth to help coach teams at youth.

This past year we saw the club have a lot more success on the field than the previous year at both youth and senior levels. Although not the most important indication of club success, it does show success in one form.

### Youth Teams

- Girls U13 Gold – League 2nd place + District Cup Winner
- Girls U13 Silver - District Cup Winner
- Girls U14 Gold - Silver – District Cup Winner
- Boys U14 Bronze - District Cup Winner
- Girls U15 Bronze - District Cup Winner
- Girls VIPL U15 - Surrey Mayors Cup – Gold Medal Winner
- Boys U15 Bronze - Silver – District Cup Winner
- Boys VIPL U16 – Gorge / Lakehill Pooled Team - League Winners & B-Cup Winner
  - Provincials in July 2015
- Boys Silver U16 - League Winners + Lisa Cup winner + Silver District Cup (Gold level)
- Team Photos will be ready maybe this weekend... stay tuned for pick up announcements

### Senior Season

- Div 1 Women's – League Winner/promotion to Premier + Winner-Doug Day cup.
- Div 3 Women - League Winner (tie with promotion to Div2 still to be determined)
- Over30 FC Women – League 2nd Place + Silver - Stephanie Shergold cup
- Div 4 Men - League Winner/promotion to Div3
- Masters A Men – League 2nd Place + Winner - Tony Grover Masters cup
- Masters B Men – League Winner + Voted Most Sportsman-like Team (VISL)

## Technical Report

We had a busy year at the club providing a full range of soccer activities for the club (and



# 2014-2015 Gorge Soccer AGM

beyond).

- Youth and senior fall soccer
- Youth Academy – Fall / Winter / Spring
- Futsal – winter program with Lakehill, Fusion & Prospect Lake
- Jamborees – LISA/Gorge/Other

The Youth Technical Program this year concentrated on the following

- 1) Integration of more coaches and support for technical program
- 2) Initiate a structured curriculum for team play (i.e. consistent terminology; tactical play, etc.)
- 3) Further coach mentoring in academy environment
- 4) Promoting coaching certification (towards a mandatory certification in 2015/6)
- 5) Four-pronged player assessments: i) academy; ii) weekend games; iii) coaches feedback; and iv) year-end assessments
- 6) Continued Gorge Academy – provision of free access to more training for those that want it

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

- 1) Increased focus on technical skills at the u8-u11 levels
- 2) Structured curriculum for divisional groups (e.g. u8-u10; u11/12; u13-u18)
- 3) Further promotion of coaching certification (towards a mandatory certification in 2015/6)
- 4) More communication to coaches and parents regarding the technical program
- 5) Integration of more coaches and support for technical program
- 6) Coach support funding and incentive programs

## Referees

This past year we significantly upgraded our referee program. A huge thanks to Callum Grieg (Youth Coach of the Year) and Andrew Wynn-Williams.

- We field referees at all u8-u12 games
- We field referees and linesman at all u13+ games
- We trained referees via internal & external courses

This was done at a fair cost to the club – the budget almost doubled! However, 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. We have gone from very limited youth officials 2 years ago to approximately 65 officials.

Because of this, our program and officials are highly regarded and like soccer, we want to move up our officials to the higher levels possible (i.e. District, Metro, Senior). Gorge officials 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.





# 2014-2015 Gorge Soccer AGM

A testament to the program one of youth official – Rhys Wynn-Williams – was named LISA Youth Referees of the Year.

## Club Community: Members, Alumni & Volunteers

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.

In order to thank our volunteers, currently we have the following volunteer recognition events:

- Youth & Senior Year-End Awards Banquet
- Executive Xmas Social – all welcome
- President’s New year’s game
- Coaches Appreciation Events
- Referee Year End Appreciation / working dinner
- Alumni / 4 O’ Clock Club
  - Alumni get-togethers are coordinated with a senior game of the month
  - September’s Alumni Event is identified as the Alumni Memorial Game
- Women’s World Cup Trip

The Board looks forward to the next season where we hope to support other social and appreciation events.

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...

- **Yanni Vasilakopoulos** – Director / VP Senior
- **Brett Harvey** - Director
- **Yngve Marthinsen** – Director
- **Terry Crocker** - Director
- **Terri Dorey** –Registrar

## Club Improvements

Over the past year we have been able to do the following for the club - some seem small; but, we have been told by many that they are noticeable and welcome.

What have you seen done this season?

- Better / New Governance
- Better / New Financial controls
- New Constitution and supporting policies



# 2014-2015 Gorge Soccer AGM

- Renewed team and field equipment purchase program
- Four new euro-nets with wheels
- New nets for all goals
- New fencing (higher and wider) at either end of the turf
- New signage around the park
- Approval for turf cutouts for nets storage

What can you expect over the next year?

- Turf grooming – May 2015
- Clubhouse Improvements – Roof & Gutters – June 2015
- Turf Field Cut-outs – July/August 2015
- Interior Painting – Change rooms - June/July 2015
- Continued support of coaches & player equipment for upcoming season
- Sponsorship program signage
- Renewed focus on club's premier teams (for this season)

## In Conclusion

Our soccer club has a long storied history ... one we want to remember and utilize; but not dwell on. We have a lot of work to do and a lot of desire to improve upon so much ... but I continue to tell myself and others on the Board, that we can only do so much with our given volunteers resources i.e. Rome Was Not Built In a Day!

So, if you are wondering what you can do for the club? My answer would be ...  
**VOLUNTEER!!!**

We have a dedicated Executive and qualified technical staff and volunteers. If you are interested in being part of the 2015-2016 season, please let me or any other Board members know ASAP.

Thanks for your understanding, patience, support and confidence!

Brad Hlasny  
President, Gorge Soccer Association

Email: [president@gorgesoccer.ca](mailto:president@gorgesoccer.ca)