



## APPROVED

### LOWER ISLAND SOCCER ASSOCIATION DISTRICT PRESIDENTS MEETING

January 17th, 2017

Meeting Room

Juan de Fuca Senior's Centre

Colwood, B. C.

#### Attending from the Clubs:

Bays United FC	<i>Howard McElderry</i>	Gorge	<i>Brad Hlasny</i>
Juan de Fuca	<i>Dave Johnson</i>	Lakehill	<i>Jeremy Mannall-Fretwell</i>
Peninsula	<i>Mike Synnuck</i>	Prospect Lake	<i>David Ballinger</i>
Sooke	<i>Laura Lockhart</i>	Salt Spring Island	<i>Malcolm Legg</i>
Saanich Fusion	<i>Barrie Keefe</i>	Cowichan Valley	<i>Brian Johnson</i>

#### Attending as the Board:

Tim Satterford	<i>President</i>	Eric Erikson	<i>Treasurer</i>
Bob Nex	<i>Vice President</i>	Cheryl Rothnie	<i>Director</i>
Terry Hughes	<i>Director</i>	John Charlton	<i>Director</i>
Linda Pakos	<i>Director</i>		

#### Guest:

Kevin Allen, Juan de Fuca  
Andy Harward, Juan de Fuca

#### Other:

Karen Hood-Deshon *Executive Director LISA*  
Andrew Latham *Head Coach LISA*

#### Recording Secretary:

Karen Thompson

#### Called to Order:

The meeting was called to order at 18:40hrs.

#### 1. APPROVAL OF AGENDA

**Motion:** *To approve the Agenda by Salt Spring 2<sup>nd</sup> Peninsula*

Carried

#### 2. APPROVAL OF MINUTES OF PRESIDENTS MEETING

**Motion:** *To approve the Minutes of the President's Meeting #1, August 16, 2016 by Bays 2<sup>nd</sup> Juan de Fuca*

Carried

### 3. NEW BUSINESS

#### VIPL

- Saanich spoke to no honorarium, however the coach's costs would be covered
  - Clubs would offer financial assistance to players in need
- Gorge board thoughts are that solutions are symptomatic and to go either U13 VIPL along with the U13 BCSPL Intake or drop the U13 BCSPL Intake and start BCSPL at U14
  - LISA has attempted to hold retreats during the off season but at the last one only 2 clubs attended
  - Juan de Fuca commented that it is a better environment now and maybe LISA should attempt to hold a retreat
  - Gorge would help pay the costs of a professional facilitator as would Lakehill
  - Lakehill agrees with Gorge that if the VIPL vote goes through this is only the beginning of aligning the balance of the leagues
  - There is a 50% majority required for approval on this vote

<b>Motion:</b> <i>To approve the recommendations of the VIPL committee to implement the changes for the U14 VIPL league by Bays 2<sup>nd</sup> Lakehill</i>	Carried
---	---------

- Nine votes for, 1 against motion
  - Cowichan asked around their club and for the most part people aren't interested in the travel which comes with the VIPL
  - Cowichan would not stop any of their players from leaving their club to play in the VIPL
- Juan de Fuca asked if it would be possible to have Derek Trimmer continue on with the VIPL committee and helping with the implementation of the proposal
  - Registration/assessments/locations need to be set up to start the selection process
  - On the recommendations of the clubs, LISA will start setting this process up

#### Associate Membership

- Lakehill spoke to the ongoing problems with associate memberships (academies)
  - Placing stacked teams into fun tournaments and having lopsided games
  - Clubs wanting to place club teams into fun tournaments only to learn that some of their players who play in the academies are already registered, thereby leaving other club team players unable to take part
- Associate Membership applications must be signed by three full members
  - Generally the VISL and LIWSA sign these applications without question
  - The third signature comes from LISA
    - BC Soccer has been asked many times for the criteria regarding associate membership applications, but nothing has been received
      - Although being told that there is a criteria, BC Soccer has come forward and said there isn't one
      - FIFA has told all members that associate members must be included in all soccer related activities
    - Upper Island has it in their constitution that if two clubs provide support for an associate membership, then UISA will sign the application even if they disagree with it
  - Associate membership must be renewed annually, however BC Soccer has not consulted with LISA to date on any renewals, meaning(?) they are good for another year
  - Criteria that LISA has put in place is that an associate member:

- Must have proper coaching qualifications
- To avoid any confusion, cannot have a name close to any of the LISA clubs
- Any players within the associate membership programs must be registered with either one of the LISA clubs, the Wave, VISL or LIWSA
- Must support the pathway
- Lakehill/Gorge asked if they had to have insurance, criminal record checks etc
  - Yes they must have insurance, criminal records checks for all adults involved and must specify on their application if they are for profit or not for profit according to BC Soccer criteria and therefore it is BC Soccer's place to monitor compliance
  - Some clubs have gone into partnership with academies
- LISA has had an enquiry from an adult-only club operating within the VISL and LIWSA on how to put youth teams into the LISA leagues
  - Bays spoke to having a group within the Bays area who were applying for an associate membership which ended up with countless hours of board meetings and volunteer hours wasted
  - In the end, LISA made the final decision

### **Tiering U11**

- Currently the U11 leagues are made by the year the player is born instead of the player's ability
  - Not good for development of strong players to be playing with and against weaker players and not good for weaker players to be playing with and against stronger players
  - The differences in their abilities don't necessarily show in practices, however in games it is very noticeable
- Most clubs need to be interested in order for leagues to work
- Straw vote has Saanich in, Lakehill (concerned about doing it with both genders), Juan de Fuca in, Salt Spring in, Sooke in, Peninsula in, Cowichan in, Gorge in, Bays unsure
- If sending out to technical directors, what would be done to help the smaller clubs
  - Prospect Lake suggested bringing the enforcement of transfer rule down to the Super 8 level
- Juan de Fuca technical directors would not be making the decision regarding tiering at U11, it would be a board decision on the recommendation of their technical directors
- Salt Spring already combines their ages for their talented/skilled players in order to make the players are more challenged
- Gold teams seem to have the highest qualified coaches and the silver/bronze leagues generally have parents who just step up because there aren't any other coaches available
  - The less skilled players need good quality coaches to help them develop into stronger players
  - Silver and bronze players give the clubs their revenue and numbers
  - Large drop off in registered players between U11 and U13
    - Cowichan appears to have no drop off of players
- Tiering at U11 can't come before rolling out the new VIPL process

### **Office Report**

- Risk Management
  - Harassment rules and regulations chapter has been updated to include the word bullying
  - Return to Play Policy has been developed and has been utilized
  - BC Soccer has a good risk management policy across the board of mandatory criminal (vulnerable) record checks

- One day, BC Soccer is going to ask for each club's CRC information, be ready
- Hosting A or B Cup
  - Some clubs are going to go back to their boards to see if their club is interested in hosting
    - LISA will assist wherever possible
- Pooling guidelines
  - LISA board needs to hear the clubs' criteria regarding approval for pooling teams
    - Transfers numbers are not going down, pooling numbers are going up
    - Lakehill/Gorge and Peninsula/Prospect Lake are pooling across the board
    - Pooling of teams – clubs should look toward the teams that are in their VIPL grouping
  - Peninsula feels that pooling should be out of necessity
  - LISA is to vote to approve all pooled teams on an annual basis
  - A team which requests pooling due to poor self policing will receive a fine
  - Pooling is mutual consent between two clubs, transferred players is one way
  - VIPL created a need for pooling for the gold, silver, and bronze leagues
  - Clubs must remember that they rely on each other for competition
    - If teams aren't competitive, teams are going to walk away from your league
  - Gorge
    - Pooling between Cordova Bay and Prospect Lake was for a completely different environment
    - VIPL has created a need for pooling in the lower leagues
  - Lakehill
    - Pooled teams keep the transfers down - instead of two clubs having 3 transferred players each, a pooled team can take only three
  - Cowichan
    - Requested clarification on transfer players
      - A pooled team is considered to be a team and therefore under the LISA constitution can only have 3 transferred players on the roster

### **Coach Certification**

- With the exception of one coach, all LISA VIPL and Gold coaches have at least Soccer for Life qualifications
  - Saanich coach has been advised that if he doesn't attend a Soccer for Life course before Cup play starts he will have to step down as head coach
    - As his daughter is on the roster as a coach exemption, she or another transferred player will have to leave the team to make it a legal roster

### **Feb 4<sup>th</sup>**

- Canada/Mexico women's game
  - Also first round of B Cup
  - Please ask your teams to try and accommodate your opposition if they are wanting to go to the Canada/Mexico game

### **BC Societies Act**

- Clubs were reminded that clubs need to start working on their new constitutions for the Societies Act
  - No changes to current constitutions will be allowed
  - Lakehill suggested Volunteer Victoria for clubs to get help with their new constitution as it is relatively inexpensive

## Club Reports

- Salt Spring
  - Salt Spring is going to have a spring league this season
  - Salt Spring fields are open for play
- Bays
  - Are happy, have a great new field that is open
- Cowichan
  - Has a turf field which is out of commission because someone took a shovel to it and moved a large amount of pellets into a snow pile
- Peninsula
  - All fields are currently closed
- Sooke
  - Thank you to everyone who supported them through their Aviva bid to help with their new turf field
  - Spring academy will be starting soon
  - Turf field property has been pre-approved out of the ALR
  - Field house has been painted blue and white
- Juan de Fuca
  - Westhills turf fields are frozen
  - Westhills will have new turf this August
  - Grass fields are currently closed
  - Westshore has allowed JdF to use the lawn bowling greens for their mini teams
- Prospect Lake
  - Has a mini tournament scheduled for the first weekend in March
  - Teams are U11 and under
  - Fields are day to day under Saanich
- Lakehill
  - Turf was closed over Christmas
  - Turf field good to -10 no snow or ice, frost ok
  - All grass fields are closed
  - Lakehill/EPIC are partnering to hold a week long spring break camp on the turf
  - Lakehill/Trevor Stiles are partnering to hold a week long spring break camp on the turf for goalkeepers
  - Lakehill will be rolling out their field marshal program this weekend
    - Field marshals will be wearing shiny orange vests to police Lakehill parents
    - Field Marshal program is posted to the Lakehill website, feel free to steal it
  - Lakehill are investigating a change of their soccer registration system (Power up)
- Gorge
  - Mini Jamboree will be held March 18/19<sup>th</sup> for U8-11
- Saanich Fusion
  - Lights at Tyndall will be going up soon

Rescheduled games and cup games take priority over league games

Cheryl Rothnie was introduced to the Presidents as a new board member

- Please don't ask her any questions, she is still learning

Linda Pakos

- After hearing stories of how presidents didn't get along with other presidents it is very nice to see that the presidents all seem to get along and are more than willing to help each other out to the benefit of all the players

Bob Nex

- BC Soccer is going to be enforcing mini team recommended maximum roster sizes

Lakehill

- Would like to see a VIPL rule change regarding field closures

**Adjourned:** 8:47 by Prospect Lake

**Action Items**

1. Clubs have been asked to discuss with their boards the possibility of hosting either the A or B Cup Provincials
2. VIPL committee continue to work on finance and governance
3. Presidents to consider a retreat before the startup of the 2017/2018 season
4. Presidents to discuss tiering at U11 with their clubs and technical directors
5. LISA to start process for VIPL U14 assessments DONE
6. Lakehill to forward Volunteer Victoria contact information to Executive Director DONE
7. Prospect Lake to send mini tournament information to Executive Director DONE

# VANCOUVER ISLAND PREMIER LEAGUE PROPOSAL

## FINANCES AND OPERATIONS

### INTRODUCTION:

The object of VIPL is to provide a Tier 2 League for Vancouver Island, consistent with the organization and LTPD models of the CSA and BCSA. VIPL is organized cooperatively by UISA and LISA, and is recognized and supported by BC Soccer. For Lower Island, VIPL was implemented based on direction of its members.

Following direction from the Presidents Committee, LISA has prepared and distributed (June newsletter) a proposal for reconfiguring VIPL teams in Lower Island. The Proposal is aimed at addressing a wide range of concerns, and dissatisfaction among the Clubs.

The Proposal is based on a 3-zone model for VIPL teams for LISA. It contains the framework and principles for governance (structure and purpose of several Committees), team formation, and financing. Under the Proposal, teams would be organized centrally, facilitated by LISA. Players would be members of, and pay fees to, their home Club; and some operating resources would be provided by the Clubs. There would be a separate additional VIPL fee paid by players to LISA, to cover direct VIPL costs.

The Proposal, as distributed, was accepted by the Presidents Committee as a basis of moving forward. The next step is to define, in more detail, the financial and operational considerations for the proposed reconfiguration, which is the purpose of this document. NOTE: the idea of a transition to phase-in divisions to the new VIPL organization is not accounted for here.

### KEY PRINCIPLE:

For the purpose of the VIPL operations, the most important principle in the Proposal is that the operational resources provided by the Clubs should be roughly in proportion to the numbers of players that come from each Club. This is a principle of Fairness, and ensuring that VIPL does not undermine the financial base of a particular Club.

***This Principle will be met by determining, at the beginning of each season, the distribution of players from the different Clubs. That distribution will be used as the guide for assignment of operational resource responsibilities for that season.***

### NUMBER & DISTRIBUTION OF PLAYERS:

The number of VIPL players that come from each Club cannot be accurately anticipated in advance. However, it is useful to take a look at some information to see how the distribution might work.

HOW MANY VIPL PLAYERS WILL THERE BE?

- 16 players per Team.
- 8 Divisions (Boys and Girls U14, U15, U16, U18).
- 3 Teams from Lower Island in each Division.

Total Players:  $16 \times 8 \times 3 = 384$  [48 Players per Division]

HOW MANY VIPL PLAYERS FROM EACH CLUB?

The exact number of players from each Club will vary between divisions, and from year to year. That is why the each season will need to be looked at based on the distribution of the VIPL players selected.

The following Table shows the percentage of all Lower Island U13-U18 players that came from each Club last season. [NOTE: this excludes BC SPL players, who are not registered with their home Clubs].

**TABLE 1: 2015-16 Distribution of Registered Youth Players**

<b>CLUB</b>	<b>TOTAL No. Of Players U13-U18</b>	<b>% of Total LISA Players by Club</b>
Bays	500	18.5%
Cowichan	409	15.1%
Saanich	369	13.6%
Juan de Fuca	358	13.2%
Gorge	320	11.8%
Lakehill	212	7.8%
Peninsula	170	6.3%
Sooke	137	5.0%
Prospect Lake	132	4.9%
Salt Spring	102	3.8%
<b>Total</b>	<b>2709</b>	<b>100%</b>

If the distribution of VIPL players matched the Club registrations in 2015-16, then the number of VIPL players from each Club would be as follows:

**TABLE 2: VIPL Players based on 2015-16 Distribution of Registered Players**

<b>CLUB</b>	<b>% of Total LISA Players by Club</b>	<b>No. of VIPL Players by Club</b>
Bays	18.5%	71
Cowichan	15.1%	58
Saanich	13.6%	53
Juan de Fuca	13.2%	51
Gorge	11.8%	45
Lakehill	7.8%	30
Peninsula	6.3%	24
Sooke	5.0%	19
Prospect Lake	4.9%	19
Salt Spring	3.8%	14
<b>Total</b>	<b>100%</b>	<b>384</b>



LISA does not have the actual numbers for last season's VIPL players from each Club. However there would likely be some variation from the above numbers, mainly because not all Clubs entered teams in all divisions, and the inconsistencies of teams with pooling and transfers.

This is not the distribution that would be used for a specific season – that would be based on the actual distribution of players as known after team selection. But this %age breakdown can be used as starting point to think about the distribution of operational resources provided by the Clubs to support VIPL.

## **RESPONSIBILITY FOR OPERATIONAL RESOURCES - OVERVIEW:**

The operational resources required for VIPL are listed on the following Table, identifying the division of responsibility between VIPL (as facilitated by LISA) and the Clubs (collectively):

**Table 3: Overview Of Club vs VIPL Responsibilities**

OPERATIONAL ITEM	RESPONSIBILITY		NOTES
	CLUB	VIPL	
Overall VIPL Schedule		✓	LISA and UISA develop Schedule for season.
Fields: Games	✓		Clubs provide fields and game officials on basis of pre-agreed schedule.
Fields: Practices	✓		
Referees + AR's	✓		
Coaches	✓	✓	Coaches come from Clubs, but Coach honorarium comes from VIPL.
Team Equipment: <ul style="list-style-type: none"> <li>• Game balls</li> <li>• Practice balls</li> <li>• Cones+Pinnies</li> </ul>	✓		Clubs 'loan' equipment to VIPL teams for the season.
Team Game Kit: <ul style="list-style-type: none"> <li>• Jerseys</li> <li>• Shorts / socks</li> </ul>		✓	Loaned to players for the season (or purchased by players - socks, eg)
Player Training Kit		✓	Possibly VIPL, or individual player, responsibility.
Coach Kit		✓	As needed.
Administration		✓	If any fee is to be charged.
BC Soccer Player Fee	✓		No change from current situation.
Club Team Fee		✓	\$75 per team? To be confirmed.

More detail on each of these Operational Items is given in the following section.

## **RESPONSIBILITY FOR OPERATIONAL RESOURCES - DETAILS:**

### OVERALL SCHEDULE:

LISA and UISA will develop the complete schedule for the season:

- (Assume) 3 teams from LI + 2 from UI in each Division.
- (Assume) 4 complete rounds of play:
  - 16 games per team per season (8 Home, 8 Away).
- Game days / times are pre-set (as per current VIPL).
- Maximum no. of Home games for LI teams per weekend:
  - 2 per Division / 16 per weekend
  - not accounting for doubleheaders.
- For season, Total number of Home games = 192.

In developing the schedule, the LI Home games can be spread evenly from weekend to weekend.

### FIELDS: GAMES:

Once the overall schedule is completed, all Home games for Lower Island teams will be assigned a 'host' Club. This will be done on the basis of the %age distribution of players from Clubs as selected for the season. It may also be done on a Division basis: eg Gorge will host all Home games for BU16 division.

For background, it is useful to look at the total number of VIPL games last season, with the numbers taken from the VIPL website schedule:

**Table 4: 2015-16 Season: VIPL Game Fields**

<b>CLUB</b>	<b>VIPL GAMES HOSTED: 2015-16</b>	<b>% OF TOTAL GAMES</b>
Bays	27	10%
Cowichan	36	14%
Saanich	84	32%
Juan de Fuca	41	15%
Gorge	45	17%
Lakehill	25	9%
Peninsula	8	3%
Sooke	0	-
Prospect Lake	0	-
Salt Spring	0	-
<b>Total</b>	<b>266</b>	<b>100%</b>

NOTES: Includes turf and grass fields; some divisions had more than 3 LI teams; Saanich had 2 teams in U18; Some Clubs did not have teams in all divisions.

In total, there will be 192 Home games to assign to specific Clubs. The following Table shows distribution of the 192 games based on the %age of registered players shown in Table 1.

**Table 5: Potential Distribution of Fields for Home Games**

<b>CLUB</b>	<b>%AGE of Players by CLUB</b>	<b>Distributed by: %age</b>
Bays	18.5	35
Cowichan	15.1	29
Saanich	13.6	26
Juan de Fuca	13.2	25
Gorge	11.8	23
Lakehill	7.8	15
Peninsula	6.3	12
Sooke	5.0	10
Prospect Lake	4.9	10
Salt Spring	3.8	7
<b>Total</b>	<b>100</b>	<b>192</b>

Again, the actual numbers of games assigned to Clubs would be recalculated once the distribution of selected players is known.

There is a (policy) question as to whether VIPL games should always be played on turf fields. If it is decided that all VIPL games should be on turf, then the games assigned to those Clubs without turf will need to be reassigned to Clubs that do.

This would have the implication of increasing the financial burden on those Clubs that host the additional games disproportionate to the distribution of players. A mechanism would be designed to address this.

#### GAME OFFICIALS:

The Club assigned to provide the field for each Home game will also provide the game officials. Fees will be paid by the Clubs, based on their own fee structure.

The VIPL Oversight & Policy Committee may establish required levels of qualification for VIPL games, and/or determine a list of referees nominated by the Clubs.

#### FIELDS: PRACTICES:

Likely the easiest approach will be for each LI team to be assigned a 'host' Club for the purpose of providing practices fields. Assumed that only turf fields will be assigned for practices.

#### EQUIPMENT:

Same as for practice fields.

#### COACHES:

It is expected that Club coaches will be used for VIPL teams. Likely the Clubs will provide the names of potential coaches to the VIPL Technical Operations Committee who will select & assign coaches to teams.

An honorarium of \$2,400 for VIPL coaches is proposed, to be paid by the VIPL.

The VIPL Oversight & Policy Committee may establish required levels of qualification for VIPL

#### GAME & PLAYER KIT:

Game jerseys will be provided / paid for by the VIPL. Different jerseys will be required for each of the 3 zones (8 teams per zone). Design of the jerseys can perhaps reflect the Clubs within each zone, through colours and/or logo.

Jerseys will be loaned to players for the season. A deposit could be considered as a requirement.

Jerseys can be expected to last several years – suggested 3 years. VIPL fees can be structured to recover the up-front cost over that 3-year period. The up-front costs could possibly be paid by LISA (subject to LISA approval), and recovered over the 3 years.

Game shorts & socks are suggested to be provided by VIPL – would be retained by players.

Player training kit (training shirt, jacket, bag, etc.) as determined, can be provided through LISA, but would be paid for by players (over and above the base VIPL fee). Estimated cost of \$225 per player.

**COACH KIT:**

To the extent that kit is required for coaches, it would be paid by VIPL.

**ADMINISTRATION:**

LISA will necessarily be providing some administrative services in its role as facilitator of the VIPL on behalf of the Clubs. For example, LISA would manage a player database, organize assessments, host meetings, etc.

LISA will need to consider the extent of these services and of some cost-recovery. Any administration costs paid to LISA will be paid by VIPL.

**BC SOCCER PLAYER FEE:**

As with the current VIPL, each Club will remit the LISA / BCSA player fees for VIPL players, since they will be registered individually with the Clubs.

**CLUB TEAM FEE:**

To Be Determined - \$75 per team?

**VIPL BUDGET AND FEES:**

Based on the above, the following (estimated) costs are directly attributable to VIPL:

**Table 6: Basic Draft Budget: VIPL Cost Responsibilities**

ITEM	UNIT COST (\$)	NUMBER	TOTAL (\$)	COMMENT
Coach Honorarium	2,400	24 (1 per team)	57,600	
Game Jerseys	70	384 (1 per player)	8,960	Per year for 3 years.
Game Shorts / Socks	25	384 (1 per player)	9,600	
Coach Kit	420	24 (1 per team)	10,080	As needed.
Administration	For Season		5,000	Arbitrary estimate.
Club Team Fee	75	24	1,800	? To be confirmed.
<b>TOTAL</b>			<b>93,040</b>	

For the 384 players, this calculates to \$242.29 per player.

**VIPL Player Fee: \$250.00**

Additional player cost: Player kit: \$225

Player also registers / pays registration fee to home Club.