



APPROVED

LOWER ISLAND SOCCER ASSOCIATION

Interlocking Meeting #2

Tuesday, November 29, 2022

Via Zoom

Attending from the Clubs:

Bays United	<i>Scott Taylor</i>	Cowichan	<i>Peter Delange</i>
Gorge	<i>Aaron Walker-Duncan</i>	Juan de Fuca	<i>Kevin Allen</i>
Lakehill	<i>Jeremy Mannall-Fretwell</i>	Peninsula	<i>Dale West</i>
Prospect Lake	<i>Colin Dams</i>	Saanich Fusion	<i>Jag Phagura</i>
Salt Spring	<i>Malcolm Legg</i>	Sooke	<i>Peter McKay</i>
Westcastle	<i>Alexia Eiley</i>		

Attending as the Board:

President	<i>Mike Synnuck</i>	Director	<i>Linda Pakos</i>
Vice President	<i>Dave Johnson</i>	Director	<i>Terry Hughes</i>
Secretary	<i>Howard McElderry</i>	Director	<i>Carey Gustafson</i>
Treasurer	<i>Andrew Wynn-Williams</i>		

Other:

LISA Executive Director	<i>Stuart Bancroft</i>
LISA RDO	<i>Al Moir</i>
Gorge General Manager	<i>Brad Hlasny</i>
Juan de Fuca Executive Director	<i>Steve Clout</i>

Recording Secretary: *Michael Veenema*

The meeting was called to order at 19:05

APPROVAL OF AGENDA

On a Motion duly made, Seconded and Carried it was resolved to adopt the Agenda

APPROVAL OF MINUTES

On a Motion duly made, Seconded and Carried it was resolved to approve the minutes from LISA Interlocking Meeting #1, August 25, 2022

LISA UPDATE (SB)

- LISA welcomes Michael Veenema to the office staff
 - Michael has a strong background within LISA at a technical level, with involvement at multiple clubs and all levels of play
 - Currently in the office Monday, Wednesday, and Friday



- LISA would like to thank both Juan de Fuca and Sooke Soccer Clubs for hosting this seasons small sided festivals
- Discipline issues have been picking up, particularly incidents of foul and abusive language directed at officials
 - Clubs have received signage from LISA regarding LISA's zero tolerance policy for Referee abuse
 - LISA has referred a few cases to BCSA's third party discipline process already this year
- Season approaching the winter break
 - Last matches taking place December 17th and 18th, with a return to play on January 14th and 15th
- Upcoming LISA events in the New Year:
 - Tim Satterford Cup Finals – January 28th/29th – hosted by Sooke Soccer
 - U13 Full Field Festival – March 4th/5th - hosted by Saanich Fusion
 - District Cup Finals – March 11th/12 – hosted by Juan de Fuca
 - Island Cup Finals – March 4th/5th – LISA seeking hosts for U14/U16/U18 boys and girls divisions
- LISA will be looking to re-implement a Newsletter/Communications tool to provide information directly to teams
- LISA has reverted back to the “Pre-Covid” Cup play structure
 - Cup Declarations due December 31st
 - Competitive Roster Freeze/Rosters to LISA on or before January 15th
 - Separate “B” Cup playdowns to begin in January
 - District Cup at all levels
 - “B” Cup, League Winner removed for “Island Cup”, any Tier 2 declared teams removed
 - Tier 4 League winners “promoted” to Tier 3
 - Island Cup will see the “B” Cup winner play off against the LISA League Winner for a spot in the Island Cup Final versus UISA Representative
 - Feedback received indicated a desire for more “competitive teams”, smoother assessment process, and Cup Playdowns to conclude the season
- Tier 2 Update
 - Focus for this season to create 1-2 competitive teams at each age level
 - Teams would compete at banded age groups (U14, U15/16, U17/18)
 - LISA Tier 3 teams allowed to declare for Tier 2 season
 - LISA looking to set up a “Tier 2 Steering Group” to assist with operational duties
- LISA as a District needs to consider what the levels of play and Tiered structure will look like long term with UISA
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 - Dynamic will be changing in the Upper Island as NUFC enter BCSPL play at U13 this season, drawing players away from Tier 2



- Definition of continuum of tiers was identified as a LISA strategic initiative
- LISA would like to begin this conversation in the Spring

REFEREE RATES REVIEW (AM)

- LISA Referee Development Office, Al Moir, presented a Referee and A/R Rates review
- Addressing the referee shortage was identified as a Strategic Priority
- RDO Report outlines 3 key barriers to recruiting and retaining officials
 1. Compensation – Increased Fees will attract and retain referees
 2. Referee Abuse – LISA and clubs must stop abuse of officials
 3. Mentorship – LISA and clubs must provide more Mentorship Programs
- LISA’s recommendation is to adopt a consistent baseline across the District for referee payments, with a “status quo” to be met by all clubs in the next 1-2 years and a “new world” fee structure to be attainable in the near future.
- Clubs have been asked to review the provided information and provide feedback to LISA in the coming months

COMMITTEE UPDATES

- Membership Review Committee – Membership Application Process
 - LISA Membership Committee is seeking member input on the Membership Application Process
 - New Member application deadline has been moved to December 31st
 - Updated Policy Manual, including Policy 110 “New Members” presented
- Diversity, Equity, Inclusion, and Belonging (DEIB) Committee
 - LISA has been engaged in discussion with local First Nations groups following an on-field incident of racial abuse
 - LISA seeking club feedback and member support of the DEIB Committee policy framework that has been shared
 - Extensive discussion was held
 - Decision deferred to LISA Board for additional discussion and exploration of potential internal self-assessment and outsourcing of support initiatives

OTHER BUSINESS

- BCSPL Age Group Changes
 - BCSPL will be phasing out the U13 and U18 Age Groups
 - LISA needs to discuss what to do with the U18 player groups moving forward in 2024
- Code of Conduct



- Discussion necessary regarding sanctioning for breaches of the universal code of conduct
- Concussion Protocol and Heading
 - LISA had introduced a “No Heading” at U12 and below prior to Covid
 - LISA needs to share the messaging with all clubs and coaches

CLUB UPDATES

GORGE

- Light replacement project was delayed but now underway at Hampton
- Planning for Spring Soccer

PLSC

- Agreement for Layritz Turf replacement signed, just nailing down dates in the Spring
- Feedback for Tier 5 at small sided ages good, would recommend again for next season
- Referee courses have been well received

JDF

- FTF/Wave Festival have taken over JDF fields this weekend
 - LISA games likely to be on grass
- Busy with small sided programming, U8-10 academy
- Starting to look at Spring programming
- Looking forward to hosting the District Cup Finals

CVSA

- Buddy Check for Jesse well received
- Nothing to Report

SOOKE

- New TD Nick Daniel has been great for the club
- Numbers growing

SFFC

- Potential for Turf replacement at Tyndall
- Biggest challenge has been finding referees

WIA

- In the review process of the National Club Youth License

BAYS



- Infrastructure challenges with Finlayson currently under construction
- Coaching Courses going well in house
- Dealing with supply chain issues regarding kit

SSI

- Teams have been doing well
- Numbers are decent this season
- Fields have held up well and hope weather cooperates moving forward

PSA

- Teams moving up or down with regards to divisions
- Still searching for turf field funding

LSA

- Club held AGM two weeks ago
- District of Saanich running Braefoot park

Adjourned: 21:31

Action Items:

- LISA to post “New Provisional Member Application” on December 1st, 2022 – *COMPLETE*
- LISA Board to discuss DIEB Committee next steps at Board level - *COMPLETE*
- Clubs to share RDO Pay structure with board and provide feedback to LISA – *ONGOING*
- LISA to circulate Newsletter to Clubs with Heading Restriction information – *COMPLETE*