

AGA MINUTES 2022

1. Ouverture de l'assemblée/ Call to order

Call to order 7:39 pm

2. Vérification des membres en règle et quorum quorum

Amanda Gonzalez checked the participants (if everyone put their first and last name)

3. Présentation des membres du CA/ CA members presentation

Matteo, Tino, Daniela, Amanda, Ada, Lilian, Neal, Tania (Absent), Brian (Absent)

4. Lecture de l'ordre du jour/ Reading of Agenda

Neal proposes, Daniela seconds. 7:46 pm

5. Adoption du procès-verbal de l'AGA précédent/ Ratification of minutes of previous AGA

Amanda proposes, Ada seconds. 7:48 pm

6. Rapports du Président et autres membres du CA/ President and other CA members reports

(Matteo) President Report: Started at 7:49 pm, ended at 7:58 pm

(Neal) Finances Report: Started at 7:58 pm, ended at 8:02 pm

(Tino) Sponsorship Report: Started at 8:04 pm ended at 8:06 pm

(Paul) GM Report: Started at 8:07 pm ended at 8:17 pm

(Amanda) Women's Soccer Report started at 8:18 pm ended at 8:20

(Lilian) HR Report started at 8:21 pm ended at 8:21 pm

(Daniela) U4 to U12 report started at 8:22 pm ended at 8:24 pm

7. Présentation des états financiers/ Presentation of financial statements

8. Election des administrateurs/ Election officers

A) Présentation des candidats/ Presentation of candidates

Daniela (yes she wants to continue for u4-u12)

Lilian HR director (yes she wants to continue)

Amanda Womens director (yes she wants to continue)

Tania U13-U18 director (yes she wants to continue)

SENIOR Masculin director (vacant position)

B) Période de questions aux candidats/ Question period for the candidates

C) Vote

D) Présentation des résultats du vote/ Presentation of the vote results

(President, Vice-president, Treasurer, Human resource Director, Marketing Director, U4-U12 CDC Director, U13-U18 Director, Special Events Director, Sponsorship Director, Feminine soccer Director)

9. Période de questions/ Question period

Ended on 9:26 pm and then ended again at 9:39 pm

10. Levée de l'assemblée /Adjournment

Neal proposes Ada seconds

**Membres Votants: Les membres actifs en date du 31 décembre et/ou l'ayant été un minimum de trois mois dans les douze derniers mois, à l'exception d'un membre suspendu ou expulsé, ainsi que les membres d'honneur, sont éligibles comme administrateur et ont droit de vote aux assemblées des membres. Les membres actifs sont définis comme étant tout adulte œuvrant directement dans le milieu de la corporation tant à titre d'entraîneur, assistant entraîneur, gérant d'équipe, dirigeant et/ou directeur de sous-comité, ou offrant un minimum de vingt-cinq (25) heures de travail bénévole annuellement à la corporation. Les membres d'honneur sont nommés par le conseil d'administration. Les membres affiliés et passifs sont admis à l'assemblée générale mais ils ne sont pas convoqués.*

**Voting members: Active members as of December 31 and/or those that were active members for at least three months in the last 12 months, with the exception of members that were suspended or expelled, as well as Honorary members, are eligible as administrators and have the right to vote at the members' general assembly. Active members are defined as any adult directly involved with the corporation either as coach, coach, team manager, administrator and/or sub-committee Director, or that has given a minimum of 25 hours annually as a volunteer for the corporation. Honorary members are nominated by the Board of Directors. Affiliated members and passive members shall be admitted into the Assembly but they will not be convened.*

Questions in Chat:

1) Deborah Golberg 8:03 PM

Can someone in the club detail how the salaries are distributed?

Neal responded: How are the salaries determined and what are they being paid? Deborah says yes

Paul responds: I was asked to come in and agreed to a salary of 15K. In 2021, as things got better, my salary is 36K, and today I am at 41K (under the 50k of minimal market value) Reynald was hired at 50k, the 2 consultants the one with the phd and TD (Julie) has agreed to come help us and her salary is 50\$/hr. Fico also charges us 50\$/hr. And they have specific mandates and bring specific skills. We used to have 6 people in the staff and when our finances by soccer Canada and Quebec, we made some adjustments. Now there are 2, and they both make 30\$/hr and they are on timesheets. We have a referee chief and he makes about 5K. The technical staff goes by a grading. If you have a licence C, you make 20\$/hr if you have DEP you make 25\$/hr +/-, if you have a licence B national is 40\$/hr

2) Paul 8:17 PM

Although we can never keep everyone happy all the time, there seems to be a higher level of discontent amongst the parents this year. The CDC transition and the pandemic certainly have had an impact. However it does seem that better communication and governance could have an impact as well. I've looked at the bylaws of others and NDG hockey and we have a few inconsistencies with them. Is there a plan to improve transparency, governance, and communication and if so, is there a way I could assist.

Matteo: we are looking to improve the bylaws. We will be reviewing the bylaws after this AGA. and then post it on the website for everyone to see. When it comes to transparency and communication, we are looking to hire or get someone on board (a PR) person to focus on the communication.

3) Eddy Regnault 8:17 PM

1. Est-ce possible d'avoir la ventilation des dépenses allouées à chacun des rôles du conseil, des membres du conseil et des coaches? (answered previously)

2. Avons-nous des règles de gouvernance en place pour éviter des situations de conflits d'intérêts ou d'apparence de conflit d'intérêts (ex: plusieurs membres d'une même famille dans le conseil d'administration tel qu'aujourd'hui)?

Neal: we do have rules in place to avoid conflicts of interest.

3. Des plaintes envoyées à la direction du club n'ont jamais été répondues, prévoyez-vous mettre un mécanisme en place pour adresser/répondre à ces plaintes et s'améliorer?

Matteo: we put a google form that goes directly to our GM and to Rino for any questions or complaints. There are always ways to improve and to make the responses quicker. We need to find someone to answer these questions

4) Eddy Regnault 8:20 PM

Allez-vous publier les critères de sélection des joueurs pour composer les équipes? Pensez-vous faire des rétroactions/évaluations spécifiques et périodiques pour permettre aux joueurs d'améliorer leurs points faibles?

Paul: on behalf of the TD. Il y a des critères très spécifiques dans le système de soccer. Je peux vous les envoyer. Et il y a un mécanisme en place. Le CDC préconise que chaque séance il y a une observation et on commence à bâtir un dossier pour chaque joueur. Oui il va avoir un système d'évaluation pour s'assurer que l'enfant va développer à son rythme. On est en mode de transmission.

5) Deborah Golberg 8:25 PM

Can you share your vision of VOLUNTEERS in the club? What is their role, what sort of communication is happening with them? It is unclear that volunteers are being supported and guided in specific areas.

Matteo: so obviously our volunteers have always been important to ndg soccer. Our vision is to get volunteers to come out to coach, help us out on the field (welcome desk) We are missing volunteer coaches. When we talk about the communication, there definitely has to be some way of us improving our communication to get more volunteers. In the past we used to have meetings with the volunteers. We are looking to get back to that. This year when we started off we were short on volunteers. Certain areas certain age groups. We will be sending out an email to ask if parents are interested in joining.

Deborah: It is unclear to me what you guys want the volunteers to do. You put on the website we need volunteers. You need to be more specific (volunteer with what) It needs to be more specific... I think it's unclear what you guys are hoping for the volunteers to do. Is it on the field at the practices? Or what is it?

Ada:

6) Alicia Troli 8:27 PM

1. Are the roles and responsibilities available to review?

Matteo: there are rules and responsibilities on the bylaws. Again those are always being reviewed and adjustments need to be made. For tech staff, maybe Paul can answer.

Paul: I have a contract, certain roles and responsibilities. It comes straight from soccer Quebec defining what a GM will be. Now there's a whole structure, the responsible de soccer

2. Matteo spoke about the priorities in 2022. Are there any plans and milestones for these goals? Who owns each priority?

3. Paul outlined many goals such as "improve communication" or "increase the use of technology". What specifically are the desired end results and how will these results be measured?

4. Where do volunteers fit in? Hearing feedback from parents that it is not clear on how they can help.

5. There seems to be a shortage of technical people on the fields for younger ages. Can we expect the minimum ratios outlined by soccer Quebec to be respected?

Paul: absolutely. There is a plan. Without going into details, a lot of our young junior techs are in exam period. Some staff left cause they got better offers. Yes the plan is there, and I think like all workforce, we are getting the brunt of it but we are going to keep improving. I've sent out to all our senior teams U18 a lot of them are interested and it's a summer job they want. About volunteers there is a ratio that we need to respect. We have a volunteer base. Last year we did the same, we sent out a google form asking how would you like to help. (on the field, off field etc).

6. What if anything is being done to increase player enrollment? Do you think player attrition is solely due to Covid?

7) INSHI FADEEL 8:27 PM

What will happen with U-13

Rino: Boys? I can answer that. Recreational? It will be addressed in the next 24-48 hrs. The registration are down, so we weren't sure exactly what we were going to do.

We will integrate them with the CDC 3 with the u12. It will be addressed in writing.

To start of the week of June 6 (next week) We had a bit of issues with the low numbers. We got the games in for the 8 to 12 which will start on the 10th.

8) Scott 8:29 PM

1.) When Soccer Quebec shifted their focus, making NDGSA pivot from volunteer coaches to technical staff, it was never communicated to the community. Last year, staff did not show up at several practices with no warning to the members. Communication from NDGSA was extremely poor the past last two years. How will this change this year? We need a focal point for each age group that is currently lacking.

Paul: Yes, and we are adapting to new ways. In other clubs they are called conveners to each age group. I think we lost a big piece of our operation with 1 staff member leaving, but yes that structure will be put back in place.

Scott: do you have a time frame of when that will happen?

Paul: Right now, is the recruitment process and again offering, it's a catch 22. We may or may not. Internally we will assign a tech staff (responsible de plateau etc). We will send out this information.

2.) I've heard from several other parents that they've offered to help/volunteer, but were never contacted or bluntly turned away, both last year and this year. Why do you claim you run on the shoulders of volunteers when you don't actually do this? This was not the case three years ago under the old system.

3.) Why does NDGSA stay w/ Soccer Quebec for the REC league if it doesn't seem to work for us? Other clubs don't follow Soccer Quebec and run very well, with coaches and teams at this level. Is the REC league only associated with it because the COMPETITIVE league needs REC to?

Scott: my daughter is in the rec league and my son is in the rec league. We don't need it feels like this change from this well established

Paul: they are the governing bodies. Mtl west chose to be a simple club. The club/the board made the choice to obtain a licence to be provincial and in there it englobes all of the players u4 to u12. There is no concept as recreational player/competitive player. And then they choose whether they play a local game in NDG or a regional game (competitive/outside of time) now, in 2018 were asked to put a foundation and now we are under the gun to implement it.

Scott8:31 PM

4.) Can you address the decline in membership this year when other leagues and sports are increasing their numbers, and recognize that whatever you're doing needs to change to stop driving ppl away?

9) Eddy Regnault8:33 PM

Comment se comparent la rémunération du staff à l'association lorsque l'on se compare à d'autres associations de soccer?

10) Carrie Czerwinski8:34 PM

Would it be possible to have a director of comp and a director of Rec to work together as in the past? Could this be a solution to help the communication difficulties as well as the volunteer training, coordinating, supporting problems?

Paul:

11) Daniel Drolet8:43 PM

A couple months ago you guys had a presentation with your new Technical Director He stated that the competitive teams will be made by the tech staff and not the coaches which is the way CDC wants it done

Why was it not done this year ?

Is this a major reason why you guys are losing kids to other clubs?

I have been on the ÇA board of NDG Hockey for over 22 years and that's how we make the teams

Why does the president and the person in charge of the level not answer the email from the parent

12) Daniel Drolet8:44 PM

If you make a decision on a player you should back it up with your reasons

Paul talked about ethics before

I think you need to work on that

13) Eddy Regnault8:52 PM

What are the club top 3 priorities to increase the satisfaction of all players/parents and retain players over the years?

14) Benjamin Shingler8:52 PM

As I know you're aware, there were a lot of issues with the organization at the younger levels that began this week, where my girls play. Is there a plan in place to have more staff on hand? There were older kids that helped tonight which was great, and it would be good to have them on hand going forward - older girls especially would be great. I volunteered to coach and did so this week, but I expect I should get a police check and training? Thanks very much.

15) Hana Antonicka8:53 PM

Does the TD staff want volunteer parents to help at practices, or not? many parents have offered their services, but were turned away

16) Nancy Ho8:55 PM

A lot of that info are on Soccer Canada's website!

17) Scott9:02 PM

Paul just stated the Tech staff are just showing up and isn't "announcing themselves", why isn't the GM and assistant GM walking around and leading them? Shouldn't they know who's on the field? Tuesday the two staff were clueless that our practice was being lead by parents. If ppl need background checks, aren't these Tech staff checking in with someone?

18) Nancy Ho9:03 PM

Volunteer Sign-UP is a great tool to define what roles & times slots are available to volunteers and to get volunteers signed up.

19) Annie Savoie9:03 PM

J'aimerais savoir de quelle façon les administrateurs provenant de la même famille, sont des amis et des voisins et de la même communauté culturelle qui s'auto-élisent peuvent adéquatement et de façon impartial représenter la communauté de NDG.

En plus d'être des membres de la même famille, des amis et des voisins, ces mêmes administrateurs en position de prendre des décisions pour tous les enfants qui jouent dans nos équipes alors que leurs propres enfants, neveux et nièces, amis et voisins.

20) Paul9:05 PM

You mentioned a few times that this is our club. When you update the bylaws, will all members get a vote, or will only active members have voting rights? Paul Einarson

21) Eddy Regnault9:22 PM

Some kids feel they registered to a soccer workshop association and loose their excitement to come out and play. Is there a way to adapt to the soccer quebec rules and still have them more often ?

22) Julian Hung9:24 PM

Sorry, I just joined the meeting. My son signed up for u15 and went to the tryout 3 weeks ago. but I have not heard anything yet. Has the season started yet?

23) Daniel Drolet9:26 PM

of course you do not what to answer my question

24) Andrea Lambton9:26 PM

we email and then there is no response...