



## Agenda SFFC Board Meeting Nov. 13, 2017

### Meeting commenced at 7:00 pm

**Attending:** Jag Phagura, Ian Bush, Melissa Orton, Matt Carr, Nicole Blanchard, Kai Dowling, Tine Lathouwer, Jedi Gordon, Kerry Delaney

**Regrets:** Peter Eckard

**Guest:** Alan Postle, Joan Czotter

**1. MOTION:** to approve agenda. Approved unanimously

**2. MOTION** to approve minutes of October 2017 meeting. Approved unanimously

### 3. President's Report

Lighting update: Geotech will take a wedge-shaped piece of material starting at the level of the walk path to get down to hardpan in the southwest corner of the field. Will work with some members of the club with heavy equipment to help out. Active Earth is preparing a design to submit to Saanich. Looks like about \$25,000 of additional expenditures are expected although if the fill closer to the clubhouse needs some additional remediation this figure could increase. Nothing can happen until after the ground dries out, earliest late April, likely May. Given the need to accommodate field usage it may make sense to wait until later in the summer.

### 5. Treasurer's Report (Jedi Gordon)

#### Committee Reports:

### 6. Operations and Equipment

Field walkers and field condition updates during winter

We have a volunteer signup on the website. We have walkers for Lochside but no one for Upper Lambrick. Suggestion to send message to the minis/euros who are most impacted by the lack of field walkers. Also need additional volunteers to maintain house league. Tine and Nicole will follow up with these communications.

Quotes for new nets (Matt Carr). Five scenarios were considered. Best option is \$21,500 for 4 Euro goals and 2 large goals and nets from Kwikgoal.

Noel has fixed the balcony, and new keys issued for the back equipment room and the office.

**MOTION:** The board approves the expenditure of up \$23,000 for the purchase of 4 Euro and 2 full size goals.

Moved, Ian Bush, Seconded Jag Phagura, Passed Unanimously

Teamsales for the Christmas season is up. Check the website

**7. Seniors committee** (Ian Bush)

Bandits team fine. The Bandits were fined for not showing up when the other team although the field was closed. Some of this error is attributable to the club so in this one instance the club will pay the fine.

**MOTION:** The board will pay the \$250 fine. 9 in favour, 1 abstension

**8. Technical Committee**

Referee stipends and training. Review of proposal from Alan Postle (attached)

General agreement that the club needs to implement pay raises for referees and assistant referees to match the average rates paid by other lower island clubs. Based on the average of clubs across the lower island the following pay structure is proposed.

**Table 1.** Referees

LWISA	VISL	U18	U17	U16	U15	U14	U13	U12	U11	U10	U9	U8	U7	U6
60	60	50	50	45	45	35	35	25	25	15	15	15	12	0

Assistant Referees

LWISA	VISL	U18	U17	U16	U15	U14	U13	U12	U11	U10	U9	U8	U7	U6
30	30	30	30	20	20	20	20	15	15	10	10	10	0	0

**MOTION:** the board approves the new pay schedule for referees and assistant referees as indicated in table 1.

After discussion the board concluded that implementation of a training program for referees should be done in an organized manner beginning with the development of a formal plan for the program that considers

**9. Other Business**

Bottle drive organizer has been found but some more help might be needed.

Food drive donations were dropped off at Shelbourne Community kitchen and were much appreciated. Notice to club including the thank you card will be sent. Nicole will drop the socks off at Open Door.

**10. MOTION to adjourn**

\*\*\*\*\*

To: SFFC Board of Directors:

Since my last appearance before the board, things have crystalized.

Training Referees for Excellence Program (TREP):

Since the board has agreed in principle to increase SFFC referee and AR stipends retroactive to the

start of the season, this creates a unique and one-time-only opportunity to dramatically improve the system in ***a new way that builds excellence into the referee development program*** at Saanich Fusion. I've named this program: "**Training Referees for Excellence Program**", or **TREP**. I liken it to the VIPL program for player development.

Player development at SFFC is focused on the pursuit of excellence, hard work, talent, commitment and so on and this is rewarded by appointment to VIPL teams. VIPL and Gold teams demand higher levels of commitment, but also give greater benefits, such as more practice times each week, the highest-trained coaches, and so on. In the same way that player development demands commitment and rewards excellence, I'm asking the SFFC Board to enable me to do the same with referee development. Brett Hyslop evaluates and assesses players, assigns them to teams, trains the coaches, and so on. I wish to have similar discretion with referees.

My proposal is simple: those referees who choose not to opt into TREP are essentially "silver" and will continue to be paid the current stipend rates. No change. No worries.

Those referees who choose to participate in TREP and commit to making a minimum of 3 out of 4 Referee Training sessions, held Sunday nights 6-8 p.m. , will make the "Gold" or "VIPL" referee level, as determined by the Referee Coordinator. I will factor in such things as age, experience, mentoring duties, volume of work, diligence in filing game and AR reports, competence on the field, work ethic, attendance at Referee Training Sunday nights, and so on. In this way, senior referees as well as junior ones, who by virtue of their dedication to the club and commitment to referee excellence, will be rewarded appropriate to their level of experience, qualification and so on. TREP creates a financial incentive for full participation.

The benefits of TREP are obvious. This system ensures that those who do not demonstrate a high level of dedication and achieve excellence are not rewarded the same as those who do. They get paid the same as always, saving the club money.

Those who say "I just don't have time to attend Referee Training Sunday nights", may suddenly conclude that they do have time, after all!

#### Mentoring is Rewarded:

TREP also provides a direct financial incentive for the mentoring program. Senior referees who put in valuable time mentoring, as well as the "older" teenagers who spend time mentoring the young, Small Side referees, will all be appropriately compensated. This encourages the transfer of knowledge and experience that will be a direct benefit to the club as measured by improved quality of officiating.

Not every player makes the VIPL or Gold team. If Brett Hyslop put every player onto a VIPL team, then why bother doing assessments? In the same way that players are assessed and assigned onto VIPL, Gold or Silver teams, referees will be placed into "VIPL", "Gold", or "Silver".

#### The Current System is Outmoded:

Why should every referee be paid the same, regardless of age, experience, skill, certification, and so on? This is not done in the real world. This fall, my son, Dan, age 12, and I, lined a couple of games together, me as AR1, Dan as AR2, and will be paid the same under the current outmoded payment system, even though Dan just obtained his Small Side Referee Certification and I have ten years experience at the District level and approximately 700 games on my resume. Paying us the same makes no sense whatsoever.

**Training Referees for Excellence & Professionalism**

WOMEN	MEN	U18	U17	U16	U15	U14	U13	U12	U11	U10	U9	U8	U7	U6	TREP
		\$70	\$70	\$55	\$55	\$50	\$50	\$35	\$35	\$15	\$15	\$15	\$10	\$0	SFFC VIPL
		\$55	\$55	\$50	\$50	\$45	\$45	\$35	\$35	\$15	\$15	\$15	\$10	\$0	SFFC GOLD
		\$45	\$40	\$35	\$30	\$25	\$20	\$18	\$18	\$13	\$13	\$10	\$10	\$0	SFFC SILVER

**ASSISTANT REFEREE STIPENDS**

WOMEN	MEN	U18	U17	U16	U15	U14	U13	U12	U11	U10	U9	U8	U7	U6	TREP
\$30	\$30	\$35	\$35	\$30	\$30	\$25	\$25	\$25	\$18	\$18	\$10	\$10	\$0	\$0	SFFC VIPL
\$30	\$30	\$30	\$30	\$25	\$25	\$23	\$23	\$18	\$18	\$10	\$10	\$0	\$0	\$0	SFFC GOLD
\$25	\$25	\$20	\$20	\$20	\$15	\$15	\$13	\$13	\$13	\$10	\$10	\$10	\$0	\$0	SFFC SILVER
\$30	\$30														VISL & LIWSA

**REFEREE STIPENDS**

WOMEN	MEN	U18	U17	U16	U15	U14	U13	U12	U11	U10	U9	U8	U7	U6	Soccer Club
		\$70	\$70	\$55	\$55	\$50	\$50	n/a	n/a	n/a	n/a	n/a	n/a	n/a	BCSPL* pays cash @ the field
		\$60	\$60	\$50	\$50	\$40	\$40	\$30	\$30	\$15	\$15	\$15	\$0	\$0	PENINSULA
		\$55	\$55	\$50	\$50	\$45	\$45	\$35	\$35	\$0	\$0	\$0	\$0	\$0	BAYS UNITED
		\$55	\$55	\$45	\$45	\$40	\$40	\$20	\$20	\$15	\$15	\$0	\$0	\$0	PROSPECT LAKE
		\$50	\$50	\$45	\$45	\$40	\$40	\$25	\$20	\$15	\$15	\$10	\$10	\$0	SOOKE
		\$50	\$50	\$40	\$40	\$35	\$35	\$20	\$20	\$15	\$15	\$0	\$0	\$0	GORGE
		\$50	\$50	\$40	\$40	\$35	\$30	\$20	\$20	\$15	\$15	\$0	\$0	\$0	LAKEHILL
		\$50	\$50	\$30	\$30	\$25	\$25	\$15	\$15	\$0	\$0	\$0	\$0	\$0	CVSA
		\$45	\$40	\$35	\$30	\$25	\$20	\$18	\$18	\$13	\$13	\$10	\$10	\$0	SAANICH FUSION
															Nanaimo
															JDF
\$60	\$60														VISL & LIWSA
	\$100														Vancouver & Fraser Valley Men's Leagues* up to max. of

**ASSISTANT REFEREE STIPENDS**

WOMEN	MEN	U18	U17	U16	U15	U14	U13	U12	U11	U10	U9	U8	U7	U6	Soccer Club
		\$35	\$35	\$30	\$30	\$25	\$25	n/a	n/a	n/a	n/a	n/a	n/a	n/a	BCSPL
		\$30	\$30	\$25	\$25	\$20	\$20	\$15	\$15	\$8	\$8	\$8	\$0	\$0	PENINSULA
		\$30	\$30	\$23	\$23	\$20	\$20	\$10	\$10	\$10	\$10	\$0	\$0	\$0	PROSPECT LAKE
		\$28	\$28	\$25	\$25	\$23	\$23	\$18	\$18	\$0	\$0	\$0	\$0	\$0	BAYS UNITED
		\$25	\$25	\$23	\$23	\$20	\$20								SOOKE
\$25	\$25	\$25	\$25	\$20	\$20	\$18	\$18	\$0	\$0	\$0	\$0	\$0	\$0	\$0	GORGE
		\$25	\$25	\$20	\$20	\$18	\$15	\$10	\$10	\$0	\$0	\$0	\$0	\$0	LAKEHILL
		\$25	\$25	\$15	\$15	\$15	\$15	\$15	\$15	\$0	\$0	\$0	\$0	\$0	CVSA
\$25	\$25	\$20	\$20	\$20	\$15	\$15	\$13	\$13	\$13	\$10	\$10	\$10	\$0	\$0	SAANICH FUSION
															Nanaimo
															JDF
\$30	\$30														VISL & LIWSA
															Vancouver & Fraser Valley Men