Managers Meeting September 2024

NSGSC

Agenda



Welcome & Thanks		
Introductions: Staff & AGCs		
Fun & Well-Being = NSGSC Values & Culture & Milestones		
Safe Sport Contract C		
Privacy		
Player Pathway & Development		
Your League: NSYSA & BCCSL		
Uniforms, Equipment & Fields		
Brand, Swag & Fundraising		
Communications & Social Media		
Questions & MeetUps		





Thank you to YOU!

our club would not be where we are today without our volunteers

Thank you to the Province of BC



Supported by the Province of British Columbia



Special Thanks to: Canada Soccer & BC Soccer, for resources, support and funding

Thank you to our 2023-24 Sponsors

















ADMINISTRATION STAFF

TECHNICAL STAFF

Amar Talic

DIRECTOR OF COACHING

Lee-Ann Denham + Vanessa Hansen + Tom Fruci **Technical Development Managers**

Patrick Logan

Sr. Staff Coach

(0.5)

PTE STAFF COACHES ~30

JUNIOR COACHES ~30+

С

Ethan Pomeroy

Programs & Facilities Manager

Sandy Milone

Club & Volunteer Administrator

1

Molly Garnham

Assistant Registrar

(Contractor)

Nicole Dent
Fields & Equipment Manager
(~0.25)

Dave Reemeyer

Staff Accountant (~0.25)

Amber Spence

Digital & Marcom

(Contractor)

Brielle Hamalainen **Graphic Designer**(Contractor)

Meet your agcs FOUNDATIONS

U10 Lindsay

U11 Lauren

U12 Jaimie Clay

U13 VACANT

Meet your agcs

DIVISIONAL

U14 Darryl Stepney

U15 VACANT

U16 Alex Mulders

U17 VACANT

U18 VACANT

ADULT

WOMEN'S

Dom Falls

NSISL

Paul Alvaro

Values









Empowerment



Fun



Development



Teamwork

Commitments





Women & Girls. NSGSC is the largest female-centred Club in Canada! We are proud of the place this gives us to lead by example for equity in sport.



DE&I. See it, Be it. We welcome and include players from all nationalities and backgrounds, and celebrate the North Shore's cultures and First Nations. We support our members through inclusive programs, language and education.



Fun. Emphasis on ensuring our players enjoyed their time on the field, while building strong player habits and inspire girls and women to participate in sport for life.

Heart & hustle



Play Fair

- Be positive and respect the rules
- Have integrity and be accountable
- Play clean and considerate

Go For It

- Have determination and ambition
- Be resilient and brave
- Play strategically and dynamically

Nsgsc attitude

heart
hustle
fearless
prepared
leaders

fun



Expressing enjoyment through laughter, smiling, and creativity and demonstrating hustle through effort and eagerness

Emphasis on ensuring our players enjoyed their time on the field, while building strong player habits.

Off-Field initiatives are part of our Culture: jamborees, Women & Girls in Sport nights, IWD, Holiday Community Donations, etc.

Include & respect everyone



Inviting, welcoming and sharing our sport

See it, Be it. We welcome and include players from all nationalities and backgrounds and celebrate the North Shore's cultures and First Nations.

We even welcome boys and women: our U4-7 programs are now open for boys, mostly taken advantage of by "brothers" of a NSG, and our Adult programs are co-ed

Respect through inclusive language and actions

We offer safe, inclusive programs and teams to support those players questioning their gender identity or identifying as transgender or non-binary.

From "Girls" & "Ladies" TO "Team" "Folks" "XX (team name)". From "she/her" TO "they/them" or "all/you" or "XX (player name)

Supporting Coaches/Managers with an overview of player gender identification of their team rosters

Support eachother



RESPECT

ACCEPT

RECOGNIZE

We encourage a culture of engagement and commitment, AND we also respect that our players and families may have full schedules. We ask our Team leaders to respect a player's need for flexible training and to allow time for our players to also participate in school, family and friend's events without repercussion.

We are (mostly) all competitive – as Team Leaders, we need to be mindful of TONE, LANGUAGE and LISTENING and demonstrate good sportsmanship. We don't all have to be friends, but on the field, we are teammates.

Season start-up



- > THIS WEEK! U9-18 +W Practices are now on field
- > Saturday, September 7th Coach Education Preregistered Grassroots
- ➤ Sunday, September 8th Game #1 for all U8-U18 +W teams
- Monday, September 9th Development Centre programs start
- \triangleright Saturday, September 14th Mini's U4/5 & S4E & Pre-BCSPL programs start
- \triangleright Sunday, September 18th Mini's U6/7 start



season milestones



Wednesday, September 25 NSGSC AGM

Monday, September 30 National Day of Truth & Reconciliation

All teams can wear orange accessories (shoelaces/socks) for bookend games on September 29/October 6

October 12-14 **NSGSC Thanksgiving Tournament**

No regular games or practices

October 26/27 Photo Days

Thursday, November 11 Remembrance Day

Sunday, December 8 LAST GAME before Winter Break

December 13/14 HELD for MAKE-UP Games

Sunday, January 12 FIRST GAME after Winter Break

Family Day Weekend - MAKE-UP GAMES

LAST GAME of the Regular Season

February 15-17

➤ March 2



introduction



Physical

Psychological
Social-emotion
Cultural

"It's about making sport better through equity, respect, and inclusion so everyone can do their best and have fun."

viaSport (2023)

Health and Safety Officer: Jana Madill

Any injuries, physical/mental health, or safety concerns should be brought to the Health and Safety Officers attention.

Email: <u>healthsafetyofficer@nsgsc.com</u>

Code of conduct



- 1. Place the **well-being and safety of each player above all** other considerations, including the development of performance.
- 2. Always keep the **player's best interests at heart** and strive to develop a strong team spirit, encouraging each player to support one another.
- 3. Strive to **maximize the individual potential of each player**, while respecting each player's level of commitment, and provide an equal opportunity to all players.
- 4. Ensure that the activities are **appropriate for the age**, maturity, experience and ability of players.
- 5. Put the children's **safety, care and feelings** ahead of my own.
- 6. Acknowledge that all persons especially children and young people **have a right to be protected from abuse** regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation.
- 7. Respect game officials, and encourage each player to support and respect the game officials.

Code of conduct



- 8. Treat every player, coach and volunteer with **respect and dignity**.
- 9. Provide a safe and secure environment and facility.
- **10.Do not use inappropriate language** at any time during practices or games.
- 11. Ensure a playing environment that is **free from alcohol, tobacco and drugs**.
- 12. Create and maintain an **enjoyable atmosphere** for players, coaches, game officials and parents.
- **13.Adhere to all guidelines** laid down within the Constitution and the Rules of BC Soccer. Never condone violations of the Laws of the Game, behaviour contrary to the spirit of the Laws of the Game or relevant rules and regulations or the use of prohibited substances or techniques.
- 14.(Coaches) **Review and practice the necessary first aid** principles needed to assess, respond and, where appropriate, treat injuries of my players.

Rule of 2



The rule states that when an athlete is placed in a potentially vulnerable situation, they must be in the presence of no less than **TWO** team staff (Person in Authority) who fulfil the following:

- Valid Criminal Record Check
- Recognized as a staff member by the club for the current season
- A minimum of one of the team staff must be female (the athlete's gender)





Protecting youth





Age of Protection in Canada

The age of protection (also called the age of consent) is the age at which a young person can legally consent to sexual activity. The age of protection in Canada is generally 16 years old, but the *Criminal Code* increases that age to 18 in the context of certain relationships. If the child is:

Under 12 years old	No person can engage in sexual activity with the child under any circumstance.
12 or 13 years old	The age difference must be LESS THAN 2 years AND the relative positions of the parties must be such that a child is able to give consent.*
14 or 15 years old	The age difference must be LESS THAN 5 years AND the relative positions of the parties must be such that a child is able to give consent.*
16 or 17 years old	The relative positions of the parties must be such that a child is able to give consent.*

^{*} For all children aged 12-17: If the other person is in a position of trust or authority over the child (e.g., a coach, teacher, etc.), the child is dependent on the other person or the relationship is exploitative of the child, the child is NOT able to give consent, making sexual activity in the context of such relationships illegal. In these situations, only a person aged 18 or older is capable of consent. The increased age takes into account the inherent vulnerability of the child and is meant to protect the child in situations that involve a power or other imbalance.

Conflict



The coach plays an important role in teaching strategies for teams to work better together.

- Educate the team Set expectations around open communication, positive teammate interaction and conflict resolution at the beginning of the season.
- Encourage communication Having an open and honest environment makes, athletes feel comfortable bringing issues forward instead of letting concerns and frustrations build, and disrupting team unity.
- Provide a common goal Engage the team in setting a few simple team goals at the beginning of the season.
- Promote a positive atmosphere During times
 of conflict is important to refocus the individual
 athletes or team on positive behaviours
 concentrated on solving the problem at hand
 to move forwards in achieving the team's goal.
- Be a role model Coaches and parents can be role models for conflict avoidance and resolution behaviour. Set an example of honesty, calm demeanor, and positive conflict resolution.

What can athletes do to resolve conflict? Advice for the players

- Be professional Keep a calm and collected demeanor. Be the bigger person and rise above any argumentative behaviour. Focus on the team and working together.
- Be honest If possible, work toward a resolution with the individual involved.
- Don't take sides The only side that should be taken is the side of the team itself. Taking sides only encourages divisive behaviour and increases tensions and animosity.
- Talk to the coach If issues cannot be resolved on a person to person basis, talk to the coach for advice on your role and behaviour or enlist their help in working towards a team solution.
- Address the conflict off the field Personal issues between teammates should not be aired on the field of play and frustrations should not be taken out in the group setting impacting team performance. Support the player and the team during competition and training.

Teamwork

Being part of a team can be one of the most supportive environments to learn and grow as an athlete and as an individual.

Sport by nature can be competitive and fraught with conflict. When teammates are in conflict it can have a huge impact on team dynamics and team cohesion.

It is how we work through the elements of conflict that helps us determine success.

Conflict



Alternative Resolution

General Complaints

 Any complaints can go to the Club administrator at <u>clubadministrator@nsgsc.com</u>

Game related Complaints

- A referee is to deal with all on-field game related complaints.
- If they refuse a coach should submit the incident to the Club Administrator or relevant league official.

Serious or sensitive nature

• Serious or sensitive can go directly to the club discipline chair at disciplinechair@nsgsc.com or the Executive Director vie janam@nsgsc.com

Other

- Information on how to proceed in moments of misconduct go to Report Abuse | BC Soccer.
- Anonymous, confidential complaints can also be submitted to BC Soccer via the ITP Sport "Integrity Counts" system.

Making Ethical Decisions



Identify the Ethical Issue



Identify and Establish the Facts

• Who, What, When, and Where



Identify and Evaluate your Options and Possible Consequences



Take Action and Implement your Decision



Choose the Best Option



Consider Factors
Affecting the DecisionMaking Process

- Internal influences
- External influences

Injury Reporting



Physical Injury:

- On site assessment of injury
- 2. Fill in the NEW DIGITAL injury report form for any incident on the field.
- 3. This will AUTO submit it to Health and Safety
 Officer for traking and to initiate any required club insurance coverage
- 4. This must be submitted within two weeks of the injury.

Insurance Claim Form:

- Sports Accident Insurance is coverage for sanctioned games and practices.
- It acts as secondary coverage to your work/family policy.
- If you need to make a claim fill out the SBC Accident Claim Form and submit it to the Health and Safety Officer.
- SBC Insurance must receive notice of the accident within 30 days and claim documentation within 90 days.

Reporting Abuse:

If you become aware or have reason to believe a child has been or is being abused there is a legal and ethical responsibility to report it.

- If it involves the child's parent/guardian report to child welfare and/or police
- If it involves another person report to the child's parent/guardian along with child welfare and/or the police

FIRST AID BASICS





BANDAIDS various sizes

TENSOR for sprains and slings

ATHLETIC OR MEDICAL TAPE AND GAUZE

ANTISEPTIC WIPES

ICE PACKS shake or real

LIFESAVERS or MINTS

HAIR ELASTICS/BANDS

Digital/privacy





Please abide by the **Rule of Two** when any sessions are taking place between athlete(s) and coach(s).



Any participant (including team officials) can choose not to engage with other participants on social media.



Parents/Guardians of athletes age 16 and under should be present for all possible sessions.

• Parents/Guardians should be informed of sessions activities and process prior.



One-on-one electronic messaging is prohibited.

- If reached out to directly by a participant, include another team official in the response.
- Keep all responses professional.
- Please use **TeamSnap** for any communication.

privacy



The use of online chat and other digital communications platforms must occur in OPEN and OBSERVABLE environments.

When communicating with your team:

- Eliminate one-to-one electronic messaging.
- Personal and closed/private communications between adult team officials and participants/minors should not be used
 - IE: direct messaging such as text or via social media platforms.
- The use of disappearing content platforms or content (Snapchat, Instagram Stories, FacebookStories) should be avoided unless used for team-wide social sharing & celebration.
- Use our electronic communication platform **TeamSnap** for any communications. Please encourage all parents/guardians on your team to register and use TeamSnap for updates.



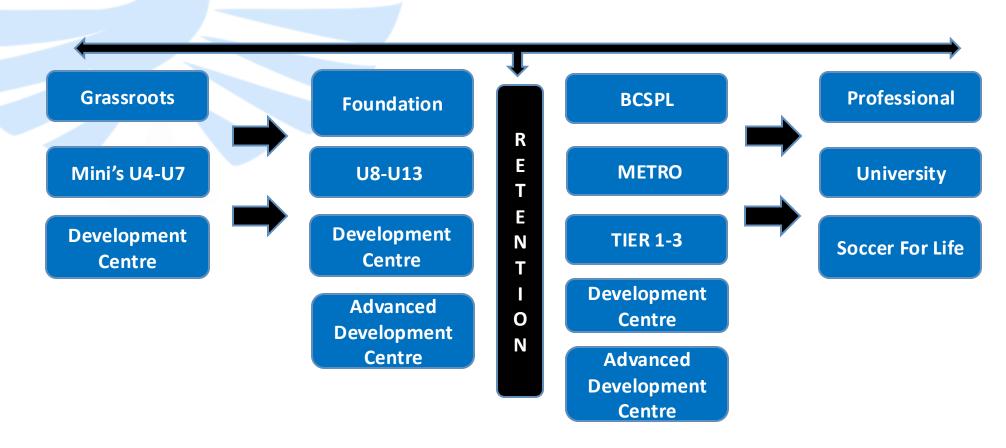
Player pathways





Potential through the Pathway

NSGSC player pathway



RETENTION AND PROGRESSION

NSGSC player pathway













Development of players to progress through levels



Player movement from Club to BCSPL.

Development of U13 players from club to U14 intake.



Development of players at BCSPL level to obtain opportunities to play at the provincial program and/or REX program.



Preparing players for postsecondary soccer in either University/College environment and/or local women's soccer league (BC League 1, MWSL).



Alum players from the club play professionaleith er domestically (NSL/CWNT) or internationally.

Competitive play





Did you know?

To play competitive soccer as a pathway to National Team, Varisty or Professional...

a North Shore Girl must leave her home Club at 13 years old.

As the largest girls club in Canada, we have been denied the top level of play unless we add boys or merge with NVFC.

MORE ON THIS ISSUE & WHAT WE ARE DOING ABOUT IT at our AGM!

SEPTEMBER 25th

NSGSC Playing Style

PASSION – PURPOSE – EXCELLENCE

We impose a dynamic and creative playing philosophy by dominating the ball in both halves through positioning, intelligence and understanding of the principles to create breakdown in opposition organization and execute final acts.

Out of possession, we will be resilient and resolute in regaining possession through a structured press and organization mindset. We will be aggressive in our attempts to deny penetration and spaces between around or over our defensive organization.

Winning is a biproduct of our environment & standards

Development centre



- > Open to all players looking to improve their game
- Weekday evenings at the NSGIF, non-conflicting with your team schedules
- Focused on fundamentals: confidence, decision making, ball and foot skills through an age-appropriate curriculum
- Finishing School: GKs

REGISTRATION IS NOW OPEN



BC Coastal Soccer LEague



What YOU need to know about standings & game logistics:

NO SCORES or STANDINGS will recorded in U11-U13 – they are tracked but not published for grouping purposes and realignment only

TRAVEL – most age group divisions are arranged by Club proximity to minimize travel when there are enough teams; as players age and divisions are smaller, more travel is required. Most teams will play in Chilliwack or Squamish/Whistler at some point, some teams will also be required to got to Sunshine Coast/Bowen. There is support for Ferry costs (see website https://www.nsgsc.com/game-day/#ferrycosts)

FIELD & BALLS – U11-U13 games are SMALL-SIDED and use a Sz4 ball, U14+ games are full-sided and use Sz5 balls. All teams have been provided with ONE new Game Ball.

REFS – all games should have an assigned CR and Ars

HOLIDAYS – field permits are generally available for practices that fall on a stat holiday, if you are NOT using your field, please notify Nicole, Fields Manager



What YOU need to know about SCHEDULES:

SCHEDULING: All game schedules will be auto loaded into BCCSL's Spappz system and posted to the BCCSL website

- Any discrepancies in HOME field/times, please check in with Nicole Fields Manager
- > Managers (home team) are expected to contact opponents to confirm game information as early in week as possible, but no less than 48H prior to match
- Changes to home game times/fields made by BCCSL will be shared by your AGC or District Scheduler or Fields Manager (usually by Tuesday)
- Requests for home game time/field change, to accommodate an opponent, should be made directly to BOTH NSGSC Fields Manager (Nicole)
- NO Games on Thanksgiving weekend come and play in the TGT



What YOU need to know about RESCHEDULING-POSTPONEMENT:

Teams must make all efforts to complete scheduled games!

- Inclement Weather & Unforeseen Events games should be rescheduled; if not able on game day, work with opponent to make-up before the Fall or Winter session ends according to BCCSL's Protocol
 - Monitor @DNVFields and @CNVFields on Twitter/X
 - Use your Alternate Field
 - 3. Reschedule in your Opponent's District
 - 4. Notify Fields Coordinator (Nicole)
- Requests for Postponement for other reasons must be made to the District Scheduler and follow BCCSL's protocols or be subject to \$1000 Fine:
 - YES Travel Tournaments, Special School Events, Religious Holidays/Events significantly reduce a team's roster
 - NO Team illness, School functions (tips, fairs, assemblies)
- FORFEITS offending team points deduction (-5) + Fine (passed on to the offending team)



What YOU need to know about Retiering:

- > **NSGSC** division submissions are based on prior year play and technical knowledge of player based for new teams
- > **REASSIGNMENT** up or down can happen by the BCCSL League General Manager at any time after September, Clubs are generally consulted prior to a move, planned reassignment is scheduled for:
 - Week of October 7th M/D1/D2
 - Week of October 21st D3
- YOUR ROLE if you believe you are not in the correct division, please discuss with your TDM prior to the end of September
- > **POINTS RESET –** Teams who are moved will have points reset to ZERO and then receive DOUBLE points for the first four games after the move
- > **NEW DIVISIONS** all teams will reset to ZERO



What YOU need to know about ID Cards:

PLAYER ID Cards: ALL players in the BCCSL must have a valid BC Soccer virtual ID card at each game, that match their Game Roster

- Team Managers must upload NEW player photos (instructions sent by Ethan)
- > ID Cards must be uploaded before October 15th
- Players and Staff who do not have an ID photo uploaded by October 15th will not appear on the game day roster and will not be eligible to participate in the game

COACH ID Cards: Every member of the coaching staff who is present on the BENCH – LIMITED to 4, must also have a valid BC Soccer ID Card, ditto to the above, and not issued without a valid CRC on record with NSGSC (valid for 3 years)

bccsl



What YOU need to know about FLUID ROSTER PROCESS (FRP):

- No forms needed; must be added to game sheet in Spappz "Call Up"
- USE THIS LEAN on EACHOTHER and be mindful of player well-being and development
- FRPs are only for regular league games NOT League Cup or Coastal Cup
- All U11-U18 players play for the Club and can therefore move freely between teams within their age group at the same division or lower or a lower age group (up to 2 ages) for games as follows:
 - Max. 5 FRP player per game day roster
 - Max. 2 games/weekend/player
 - Game day rosters cannot exceed allowable size
 - No U10s are allowed to play up. No BCSPL players are allowed to play down.
 - No player may be registered in more than one Club

bccsl



What YOU need to know about RULES:

- SCORE REPORTING: HOME TEAM reports ALL scores before 9PM Monday nights.
- > BC Soccer Small Sided Play Format still applies at U11-13 RETREAT LINE still applies
- > Fine Schedule NSGSC will not support unsubstantiated requests for fine assistance Fines will be responsible by the team causing the infraction: game cancellations, forfeitures, misconduct (player, coaches, parents), equipment/uniforms... (know the schedule, Section 22)
- Tie-Breaking PPG will be used to determine final standings
- Complaints, Protests & Appeals within team/ref to Club/District; game related to League General Manager using protocols/forms

READ THE RULES & USE THE HANDBOOK!

www.bccsl.ca

bccsl



What YOU need to know about Cup Play:

A CUP – U17/18 Metro + U14-16 D1. **B CUP** – U17/18 D1 + U14-16 D2. **League CHAMPIONSHIPS** – U17/18 D2 and U14-18 D3

COASTAL CUP

- Qualifying R1 November 17
- Round of 32 December 1
- Round of 16 March 2
- Quarter Finals March 9
- Semi-Finals April 13
- > FINALS May 3-4
- All rounds are SINGLE KNOCKOUT
- Rosters lock w 20 players on/before November 8
- Players can NOT play for more than one team once they have played in one cup game

LEAGUE CHAMPIONSHIPS

League Cup = Division 2 & 3 will have 3 weekends of Round Robin Pool Play during the season: Dates TBD

PROVINCIALS

A-Cup	July 3-6	Kamloops	
B-Cup	July 10-13	Kamloops	



Uniforms & equipment



- Uniform Distribution NEXT WEEK stay tuned
- Missing or Lost Equipment requests to equipment@nsgsc.com
- NEW players? Notify us so we can get a kit for you!



fields



- Alternate Fields: Gravel or NSGIF (U8) when it rains/snows
 - Do use @DNVFields and @CNVFields to check field status
- NSGIF Rentals on the website
- No Training means NO PERMITS: no special requests for holidays!
- Your permit times are your times, respect other user groups and if you are conducting warmups prior to practice these are to be done OFF the field (tracks) and do not expect you have access to end zones.
- Do you know your light codes? Do you know your set-up? Do you have your equipment?
- Remember to CLEAN-UP
- Report all issues to fieldscoordinator@nsgsc.com

Brand & swag

- Team Order Forms COMING NEXT WEEK
- Order in bulk to save \$\$ and time
- Custom Options
 - Base items through Capelli
 - Customization at local printer
 - Need something different? Contact <u>marketing@nsgsc.com</u> to review/approve

BE PROUD IN DOUBLE BLUE

New Crests, Swag Shop Hoodies, Coaches Kit

We protect our brand fiercely. DO NOT PRINT without Club approval and correct logo.

TEAM Swag may not be worn on field of play.

TEAM Swag MUST include NSGSC identity (crest or name)



Custom teamwear



MUST include approved NSGSC identity (crest or name)

MUST be an approved colour







NEVER
black
red
maroon
royal
teal
charcoal



Custom teamwear



FULL COLOUR OR ONE COLOUR OPTIONS







LEFT CHEST

TEAM NAME / DESIGN

- ✓ STANDALONE
- ✓ NSGSC
- ✓ NORTH SHORE GIRLS SC.
- X NORTH SHORE "TEAM"



Fundraising & travel



- NEW Annual Mayor's Cup Las Vegas (February) for U11-18 teams
 - INFO MEETING SEPTEMBER 18th
 - Club organized, multiple teams, professional travel operator
- NEW INTERNATIONAL Trips (March Break each season) targeted to U16 D1
- Other interests don't forget your approval forms all out-of-province or country (including USA) travel must have a permit from BC Soccer (3-6months!) and be Club approved.

Fundraising options

If your team is organizing a fundraising initiative, let us know how we can promote.

Opportunities at TGT and Photo Days

Borrow the Club's SQUARE for easy sales

Reach out to <u>marketing@nsgsc.com</u> for protocols for Gambling Licenses and GoFundMe Campaigns

communications



Our Website Has A Ton Of Information, Please Browse To Find Your Answers.

- ➤ About your **YOUTH TEAM** (rosters, practices, games, etc.): FIRST reach out to your Team MANAGER; Can't find your team, THEN contact your AGE GROUP CO-ORDINATOR (AGC).
- > About **COACHING** (sessions, support, training, etc.): Reach out to your TDML: Tom, Vanessa or Lee-Ann
- ➤ About your **CAMP or DEVELOPMENT PROGRAM DETAILS**: Reach out to our Programs & Registration Coordinator, Ethan
- ➤ About issues with your **REGISTRATION** (profile, payments, refunds, etc.): Reach out to our Programs & Registration Coordinator, Ethan
- > About **RENTALS** at the NSGIF (Indoor Facility): Bookings can be made <u>HERE</u>
- > About **HEALTH & SAFETY** concerns: Reach out to our Health & Safety Officer
- ➤ About our **WEB or SOCIAL MEDIA: & EVENTS** Reach out to marketing@.
- > About **FIELDS** for practices, pairings or games: Reach out to our Fields Coordinator

communications



Download the TeamSnap APP!

Do use the Website and Social Media @nsgsc_northvan

Do add @nsgsc.com to your approved contacts

Do check your junk/spam

Do use @DNVFields and @CNVFields to check field status

FOLLOW US ON SOCIAL MEDIA

Instagram: @nsgsc_northvan tag and share in all your NSGSC related stories/posts

HELP US SHARE YOUR TEAMS SEASON WITH OUR MEMBERSHIP

- Take 1-2 photos/videos per game
- warm-up | team huddle | coaches talk | smiley post-game faces | etc.
- Send to Amber (please include your team name when sending)
- Email the photos: <u>marketing@nsgsc.com</u>





Thank you.

NEED MORE INFO? PLEASE VISIT WWW.NSGSC.COM