NORTH SHORE GIRLS SOCCER CLUB
2025 ANNUAL GENERAL MEETING

Meeting Date: November 19, 2025
Time: 6:45pm
Location: Lynn Creek Community Centre, Creekside Room

	Attendees:
1.	Meeting called to order at 7:05 PM Quorum was declared as there were more than 25 members in attendance. Emma Gibbons (the "President") welcomed everyone to the meeting, reminded everyone that 2024 AGM minutes, audited Financial Statements and the meeting Agenda were circulated prior to the start of the meeting, and went over the Order of Business for the meeting.
2.	**MINUTES OF THE 2024 AGM** Call for motion to approve the minutes of the 2024 AGM (September 25, 2024), as circulated, made by the President. Motion made by Tim O'Brien. Seconded by Sara Stafford. All in attendance voted in favour. Motion carried. **RESOLVED** THAT the minutes of the 2024 Annual General Meeting be approved.
3.	**PRESIDENT'S REPORT – EMMA GIBBONS** • Thank you to volunteers – league cannot run without you. Huge thanks from the Board and staff • Thank you to Province of BC for grants to keep programming affordable and accessible • Thank you to Canada Soccer/ BC Soccer/ViaSport • Thank you to Corporate Sponsors; Tim Hortons, Neptune Terminals and Capelli. Always looking for more partnerships – if you know someone interested contact ED Jana Madill • Overview of 2024-25 Season from the Board o Really successful year. Registration numbers continue to climb, especially in younger ages o Strong financial performance – has allowed us to increase our funds for future improvements, replacement plans, bursary support and keeping girls in the game. o Capital grant & reserved funds allowed for Turf replacement in the bubble.

	○ Land lease/license to occupy agreement with SD44 extended for use of the Bubble through 2024 ○ 3 D1 teams celebrated championships 2011 U14 Impact (Gold), 2011 U14 Renegades (Bronze) and 2010 U15 Renegades (Bronze) ○ Integration of Adult programs is now complete. Growth in the Women's Division (Spring in particular) and our Indoor Soccer League. • Looking ahead to 2025-26 ○ Facilities/Bubble improvement continue with plans for upgrades of safety surroundings, goal posts and reviewing options to improve washrooms ○ Increase awareness, participation and partnership with Soccer 4 Everyone adaptive soccer program ○ Alignment with Canada Soccer Association "Close the Gap" strategy to educate and develop more female coaches ○ Launch plans for our 40th Anniversary in 2026-27 ○ New cycle of Strategic Plan: Vision30 will be launched (later in this meeting) • Thank you and acknowledgement of board members stepping down: ○ Joelle Walker. Served 2 terms as a director. Chaired the Policy & Governance Committee. Helped guide the Club through new policy development for our NYCL Application ○ Lindsay Jones. Served 1 term as a director. Chaired the Finance & Audit Committee. Instrumental in ensuring fiscal responsibility The President's Report then concluded. No questions were asked. Moved to the Staff Operations Report.
4.	**STAFF OPERATIONS REPORT – JANA MADILL, EXECUTIVE DIRECTOR** • Jana provided an overview of the staff organization chart. ○ Thank you to Sandy Milone, long time Club Administrator who has since departed. ○ Welcome to new Club Administrator, Liz Darling. ○ Admin team highlights: continuing to employ alumni through Canada Summer Jobs and extensions where opportunities exist ○ Tech Team highlights: Welcomed Vanessa at the start of 24/25, who replaced Amelia, and also expanded Patrick Logan's role to add more field support for our teams; we continue to look for ways to build more support for teams and players through expansion of hours of our D1 and Program coaches, creating stronger employee recruitment offer and retention at the same time • Commitments ○ Women & Girls. Largest female-centered club in Canada. Proud of the place this gives us to lead by example for equity in sport. ○ DE&I. See it, be it. Welcome and include players from all nationalities and backgrounds. Support members through inclusive programs, language, and education. ○ Fun. Emphasis on ensuring players enjoy time on the field while building strong habits and inspire girls and women to participate in sport for life. • Continue to emphasize "Heart & Hustle". Heart, Hustle, Fearless, Prepared, Leaders. Be positive and respect the rules. Play with integrity. Determination and ambition. Resiliency. Highlighted our Program Focus. • Registration in 2024-25 v. 2025-26 Registration continues to grow, albeit at a slower rate; noted large growth in female coach and volunteer participation; overall more players participating in Development programs, especially during the spring, thus extending our seasons • 2024-25 Milestones Achieved, for details see presentation; highlights include: ○ Summer internships (x4) successful with funding from Canada Summer Jobs

	○ Indoor Soccer League streamlined with increased teams ○ Managed uniform "disaster management" and negotiated makegoods allotment of $10k and $15k in discounts ○ Whole Athlete education launched ○ Bubble repairs completed to open on time ○ $150k capital gaming grant awarded for turf replacement ○ BCSPL intakes included 90% + NSG players ○ Strategic Planning started & completed ○ Finalized occupancy agreement with NVSD • VISION30 – Our next 5 years ○ Vision, Mission, Values ▪ Changed Values: Removed Inclusion and Added Respect. Keep Empowerment, Fun, Development, and Teamwork. RESPECT: We are an inclusive Club and after focus groups felt that Respect was more appropriate. Everyone is respected and welcome to play. We demonstrate fairness and consideration to others to create a supportive sport experience regardless of performance. ○ Reenvisioned our Pillars: Core areas of focus that provide clear direction towards the achievement of our goals. Deliver, Offer and Sustain. ○ Priorities for 2025-26: Continue to DELIVER organizational excellence, OFFER soccer excellence, and SUSTAIN culture excellence. • Reveal of 40th Anniversary Match Kit. Special design to align with our Eagle logo. All teams will receive a pink goalkeeping uniform in the 2026-27 season.
5.	**FINANCIAL YEAR END REPORT AND REVIEW** Jana reviewed the Year End Financial Statements as circulated. • Revenue ○ Registration – overall growth in all divisions with an increase in number and quality of players at the select levels (associated increased fees) ○ Adult program, including Women's and Indoor leagues also grew, adding new players and teams ○ Development Centre "Academy" camps – despite losing the Winter Tournament, significant participation increases in Spring DC and new Pre-BCSPL Development Programs boosted overall program revenue ○ Rentals – we continue to maximize available times through digital booking tools ○ Renewed sponsorship with Neptune and Tim Horton's, added contributions from Capelli to support volunteer appreciation and equipment inventories ○ Grants – realized opportunities for grant funding from BC Soccer, viaSport, Canada Soccer and BC Gaming ○ Overall result positive with $92k surplus • Expenses ○ Software – digital platform subscriptions (many in USD) are adding costs to operations ○ Fees – decision approved by the Board to transfer transaction fees to users on annual registrations has resulted in planned savings ○ Development – more costs for coach education covered through BCS/CSA funded programs like SheCan and AccelerateHer, allowed for budget savings while continuing to develop coaches ○ Equipment – due to late arrival of Capelli goods, additional costs were incurred to add inventory (any overages will be used in F'26) ○ Facilities, Fields & Operations – overall expenses were managed tightly including negating the damages/repair costs incurred at the bubble through insurance ○ Professional Fees – legal services were required to support NVSD land occupancy agreement negotiations

	○ Salaries and Wages – as planned, including filling vacancies, adding field support and increased ref rates **Auditor Appointment F'26** After a market review of audit services, the Board and the Finance & Audit Committee secured EPR North Vancouver to conduct the F'25 audit and has recommend continuing to use the services of EPR North Vancouver through F'28 at a minimum. Jana called for a motion that EPR North Vancouver be appointed as the Auditor for North Shore Girls Soccer Club for the 2026 fiscal year. Motion to appoint EPR North Vancouver as the Auditor for Norht Shore Girls Soccer Club for the 2026 fiscal year made by Alexa Freudigmann. Motion seconded by Janine Jones. All in attendance voted in favour. Motion carried. **RESOLVED THAT** EPR North Vancouver be appointed as the Auditor for North Shore Girls Soccer Club for the 2026 fiscal year. QUESTION: Does the balance we carry affect our gaming grant application ANSWER: No. Most of our revenue is deferred as we collect at the end of one fiscal to support the next. In addition, we are consistently reserving to be used for future improvements. We manage and watch this closely.
6.	**REPORT OF THE NOMINATIONS COMMITTEE AND ELECTION OF DIRECTORS** Corrie Irwin, Chair of the Nomination Committee ("**NC**"), provided an overview of the Nomination Process and presented the report of the NC and Directors. • NSG has two current Board members who have expressed interest in another term: Emma Gibbons and Tim O'Brien. The NC recommends having both Emma and Tim continue as members of the Board. • NSG is looking to add two new Board members due to the pending vacancies. • Board Skills Matrix was reviewed and updated by all existing Board members • The NC reviewed applications from six (6) candidates and held interviews with each • The NC shortlisted two (2) candidates for appointment, recommended to and confirmed by the board. • Offered all additional candidates' opportunity for Working Group Committee positions, all have accepted <u>ELECTION OF DIRECTORS</u> Five continuing directors, all with one (1) term remaining: Laurel Douglas, Alexa Freudigmann, Brian Hermkens, Corrie Irwin and Zosia Brown. Four directors being nominated for appointment: Emma Gibbons (continuing), Tim O'Brien (continuing), **Janine Jones (new) and Yasser Yassin (new).** **RESOLVED THAT** the following persons be elected and/or confirmed as the directors: Emma Gibbons, Tim O'Brien, Laurel Douglas, Alexa Freudigmann, Brian Hermkens, Corrie Irwin, Zosia Brown, Janine Jones and Yasser Yassin. The President then officially welcomed the new board.

7.	**OPEN FORUM & ADJOURNMENT** The floor was then opened for questions and comments. QUESTION: We understand that the role of Women's AGC is being moved from a volunteer to a paid staff member. Why does it need to be a paid position? How will communications work, we like having one person to contact and not having our questions go to various persons? ANSWER: Over the last two seasons, we have eliminated all AGC's for U14 and older groups, and have been working on a transition plan for our adult programs as well. The change is being made to ensure consistency with operations. As players get older, and also with adults, there is less need for additional support and our AGCs were feeling undervalued, having only to manage bits of communication throughout the season. We have staff positions that coordinate directly with teams for player placements/team formations, uniforms/equipment and fields/scheduling league management; this works for both youth and adult teams. It is important to our operations that we are managing these areas internally and consistently. This in turn, helps to manage our costs and overall efficiency in operations. There will not be a new paid staff, and in fact, the Women's AGC did receive some remuneration, so there will be an overall cost savings with the change. While there will be more than one key contact for teams, there will be a clear plan for communication channels and roles sent to members at the winter break. We appreciate the extensive time and excellent service that Dom put into the role and shaping the program, and we have valued her input as we prepared for this change. While there will be growing pains and there may be additional responsibilities at the team level, there will also be both technical and administrative support dedicated to the Women's program to ensure its success and growth in the future. The President then called for any other questions With no new business or questions brought forward, the President thanked everyone for attending and called to adjourn the meeting. Motion to adjourn the meeting made by Dave Reemeyer. Motion seconded by Yasser Yassin. All in attendance voted in favour. Motion carried and the 2026 AGM was adjourned at 8:10pm.