

MEETING MINUTES

BC SOCCER BOARD OF DIRECTORS MEETING

Saturday February 28, 2026, 10:00am
In Person

1. Call to Order/ Welcome and Introductions at 10: 04 am

Present: Debbie Pudek (Chair), Chris Appleby, Mark Eckerle, Colin Hardwick, John O’Flynn, Michelle Armstrong, Chris Parry, Sarah Hannigan, Darlene Dort and Gabriel Assis (CEO).

Virtual attendance: Fraser Sim joined at 10:32am

Regrets: Tamara Van Den Brink

Guest: Paul Varian, Lisa White, Sporting Director and Farideh Zarei, Manager, Administration

Welcome and introduction were provided by the president.

2. Consent Agenda

- a. Adoption of Agenda
- b. Approval of December 4 2025 Board meeting minutes
- c. Approval of all committee meeting minutes

MOTION: To approve the consent agenda of the December 4 Board Meeting and committee meeting minutes (by consent)

CARRIED

1/2026¹

3. Business Arising from Minutes

None

4. Email Votes conducted in-between meetings

None

5. Governance Modernization Report – Paul Varian: Paul Varian presented the Governance Modernization Report, summarizing the multi-year review process, stakeholder consultations, and research conducted across the province and comparable jurisdictions. Significant discussion followed regarding governance structure, voting models, financial implications, regional representation, and operational impacts. Board members agreed that further discussion is required and that a dedicated follow-up meeting will be scheduled to focus solely on governance structure before proceeding to member consultation. Board members were asked to submit questions in advance.

6. President Report

a. Canada Soccer Member Association Committee: The President provided an update on the newly formed Canada Soccer Member Association Committee and the concerns which were expressed regarding its advisory

¹ These numbers document the motion number during the calendar year for ease of referencing.

nature, delayed implementation, and limited accountability mechanisms.

b. HR Committee Report: Chair of the HR Committee **provided an update on the CEO's quarterly self-assessment.** He confirmed that one goal previously delayed is now back on track and minor differences in evaluation were discussed and resolved. The CEO Succession planning work is underway, with a draft expected in July.

c. Board Meeting Surveys: The President discussed the importance of post-meeting board evaluations as part of good governance practice. Board members were encouraged to complete surveys consistently. Options discussed included continuing online surveys or incorporating verbal evaluations at meeting conclusion.

d. Appointment of Reps to National Championships: The President noted that representative appointments to upcoming national championships are in progress, with confirmation to follow in the upcoming week.

e. Order of Canada Nomination: The President informed the Board of a request received from the Government of Canada seeking input on whether to support a nomination for the Order of Canada.

Motion: To go on the camera at 2:00 pm

CARRIED

2/2026

Motion: To go off the camera at 2:25 pm

CARRIED

3/2026

7. CEO Report

- a. Operational Plan Status Update:** The CEO provided an update on key operational priorities and strategic initiatives. BC Soccer successfully launched a new partnership with Jumpstart to develop a digital platform (SportShare) to support coach and referee education. Discussions toward broader corporate partnerships underway. A free youth programming initiative in Vancouver during the FIFA World Cup is also being finalized.
- b. HR and Organizational Updates:** Staff transitions were discussed, with transition plans and recruitment process outlined.
- c. Transgender Policy:** The CEO reported that Canada Soccer is in the final stages of developing a national transgender policy. BC Soccer has provided feedback, particularly regarding implementation timelines and roll-out considerations. At this time, no action is required pending the release of the final version from Canada Soccer. **The CEO further confirmed that BC Soccer's current rules are already aligned with the core principles outlined in the proposed national framework.**
- d. National Insurance Program:** The CEO reported that Canada Soccer is exploring the development of a national insurance program. At this time, no pricing or coverage details have been provided.
- e. National Registration System:** The CEO reported that Canada Soccer continues to advance the development of a centralized national registration system. Details related to implementation, data flow, fee structures, and timelines have not yet to be defined.

f. **Legal and Compliance**

Motion: To go on the camera at 3:21 pm

CARRIED

4/2026

Motion: To go on the camera at 3:26 pm

CARRIED

5/2026

g. **BCPL Operational Manual Approval:** The Board reviewed the 2026 BC Premier League (BCPL) Operations Manual

Motion: To approve the BCPL Operations Manual as presented.

DEFEATED

6/2026

Following discussion, the Board directed that feedback be provided to BCPL identifying required revisions prior to reconsideration

h. **Review and decision on Westcastle IA BC SPL application:** The Board considered the request for reconsideration submitted by Westcastle International Academy regarding its application for entry into the BC Soccer Premier League (BC SPL) for the 2026 season.

Motion: to approve Westcastle IA for entry into the BC SPL 2026 season

DEFEATED

7/2026

i. **Soccer Development Update:** The Sporting Director provided an update on soccer development initiatives aimed at expanding access, improving regional equity, and strengthening pathways for players, coaches, and referees. The Provincial Program has transitioned to a new Talent ID camp model, resulting in increased participation and significantly improved representation from regions outside the Lower Mainland. Match officials are now integrated into the camp environment, with structured mentorship to support their development. Coach education delivery has also expanded, with additional C Diploma, Goalkeeper, and Futsal courses offered **through more flexible regional models to enhance accessibility. "In-training" pathways are being utilized to grow the number of Learning Facilitators and Coach Developers across the province.**

8. **Standing Committees**

a. **Finance, Audit and Risk**

- i. **Financial Statements:** The Chair of the Committee reported that, at its recent meeting, the Committee reviewed current registration numbers and the latest financial statements. Registration numbers are still being finalized. Early indications suggest that youth registration is trending upward year-over-year, while adult registration is expected to remain relatively flat.
- ii. **Review of Risk Registry:** The Chair of the Committee reported that the Finance and Risk Management policies were reviewed by the Committee, updated as required, and have been referred to the Governance and Membership Committee for further review and recommendations. Noting that a detailed

review of the Risk Registry is scheduled for the next meeting.

b. Governance and Membership

i. Rules & Policy Review: The Vice Chair of Governance and Membership Committee reported that the committee has reviewed the updated policies and is recommending them for Board approval.

Motion: to approve the Finance Policy, Membership Policy, Privacy Policy, Risk Management Policy, Social Media Policy, and Youth District Boundaries Policy **as** recommended by the Governance and Membership Committee:

CARRIED

8/2026

c. Nominations Committee

i. Elections and Bylaw Review: The CEO reported that there are no appointments this year, and with focus on elections a revised bylaw amendment will be brought forward to align all elections with the current process for President, Vice President and Treasurer. The Committee will strengthen the vetting process in advance of the next election.

9. Regional Liaisons Update

Liaisons reported minimal activity across regions, with some districts in off-season or early registration phase. Outreach has been initiated, with limited responses to date, and engagement efforts will continue into the spring.

10. New Business

None

Next Planned Meeting

a. Wednesday, April 22 – Virtual

11. Adjournment at 5:00 pm

ACTION SUMMARY:

#	Lead	Action
1		
2		
3		

Approved by:

Name (please print)

Signature

Date

Name (please print)

Signature

Date

*Approved at the following BC Soccer Board Meeting, signed copy in BC Soccer office.