

Nelson Soccer Association: Board Meeting Minutes

Meeting Date: November 10, 2025

Location: NDCU

Time: 6:02pm

Attendees

Stefan Humphries, Sveta Tisma (Executive Director), Cheryl-Anne Birse, Cindy Lindstrom, Scott Rothermel, Justine Langevin, Brett Adams (Technical Director), Emma Felten, Amanda Peschke, Aileen Anderson, Roger Quayle

Regrets: Sarah Kozlowski, Alan Therrien

Call to Order and Agenda

- 1) Call to Order, Approval of Agenda and receipt of October Minutes
- 2) Elections of Executive Committee
- 3) Committee Reports:
 - (a) Chair- Stefan
 - (i) AGM Follow-up
 - (ii) Board Member Update
 - (iii) Camera
 - (iv) 2025- 2026 Committees
 - (b) Executive Director- Sevta
 - (i) 2025-2026 Sponsorship Proposal
 - (c) Rep- Amanda
 - (i) 2025-2026 Rep Registration and Fees
 - (d) Technical Director
 - (i) BC Soccer Invite
 - (ii) NSA Staff Celebration/Holiday Party
- 4) New Business:
 - (a) New Business
 - (i) KUFA Scheduling and Tournaments
- 5) Adjournment

1. Call to Order and Approval of Previous Minutes

Meeting called to order: 6:02pm

Amendment to the Technical Director's report noted

Motion to approve the agenda as amended:

Moved by: Cheryl-Anne Birse

Seconded by: Scott Rothermel

Motion carried

Motion to approve October meeting minutes:

Moved by: Cheryl-Anne Birse

Seconded by: Cindy Lindstrom

Motion carried

2. Elections of Executive Committee

Chair: Stefan put his name forward to continue in the role of Chair. No other nominees. Stefan accepted the position.

Vice Chair: Roger put Cheryl-Anne's name forward for the position of Vice Chair. No other nominees. Cheryl-Anne accepted the position.

Treasurer: Roger put his name forward to continue in the role of Treasurer. No other nominees. Roger accepted the position.

Secretary: Stefan put Cindy's name forward for the position of Secretary. No other nominees. Cindy accepted the position.

3. Committee Reports

Chair Report:

- I. AGM Follow Up: The Board met in an emergency meeting on October 29, 2025 to review concerns brought forward from a member. The initial vote resulted in a tie for the 3rd spot available on the Board and the concerned member suggested a re-vote. Following discussion, it was determined that there would not be a re-vote for the tied Director position. This was communicated by email to the concerned party who expressed understanding and agreement.

Motion to Approve October 29, 2025 Emergency Board Meeting Minutes:

Moved by: Aileen Anderson

Seconded by: Emma

Motion carried

- II. Board Member Update: Justin Dexter has resigned from his position as Director for personal reasons. Discussion was had about appointing a new Director to replace Justin or operating with 11 members on the Board instead of 12. This would reduce the requirement for a tie breaker in votes and is in keeping with the CBT recommendation to reduce the number of Board Members.

Sarah Kozlowski: Sarah is currently working as a coach for KUFA. The question is whether a voting Board Member can also be a paid employee. Cheryl-Anne noted that there are 2 relevant parts of the constitution that reference Board Members voting at an AGM and Board Members voting during Board meetings. She explained that there is room for

interpretation. The general consensus of the Board was that Sarah is extremely valuable as both a Board member and as a coach. Brett provided that Sarah would only be working approx. 5 hours per week and only involved in the KUFA program. Discussion was had about salaried employees and hourly paid employees.

Motion to maintain the Board at 11 members and not fill the vacant 12th seat following Justin Dexter's resignation:

Moved by: Amanda Peschke

Seconded: Aileen Anderson

Motion carried

Motion to approve a broad definition of an employee in the constitution and develop an HR policy that speaks to hourly employees vs. salaried employees:

Moved by: Justine Langevin

Seconded by: Roger Quayle

Motion carried

- III. Camera: There is one camera budgeted which will be purchased as soon as possible and discussion about a second camera will be tabled until the spring. Amanda will connect with the vendor to negotiate pricing.
- IV. 2025-2026 Committees:
 - a. Treasury Committee: Roger (Chair), Alain Therrien, Justine Langevin, Patricia Smuga (staff) and Catherine McRae (member)
 - b. Rep: Amanda (Chair), Justine Langevin (alternate), Cindy Lindstrom (alternate), Brett Adams (staff)
 - c. Tournaments: Amanda Peschke (Chair), Emma Felten, Cindy Lindstrom, Sveta Tisma (staff)
 - d. Ethics and Conduct Review Board (ECRB): Chuck Bennet (Co-Chair), Vacant (Co-Chair), Scott Rothermel (Administrator), Cheryl-Anne Birse (alternate Administrator)
 - e. Marketing/Communication: Emma Felten (Chair), Sarah Kozlowski, Justine Langevin, Sara Kelley (staff), Christian Rawles (member)
 - f. New Field/Facility: Roger Quayle (Chair), Justine Langevin, Scott Rothermel, Brett (staff), Gabe Tyler (member)
 - g. Governance: Cheryl-Anne Birse (Chair), Scott Rothermel, Sarah Kozlowski, Cindy Lindstrom (alternate)
 - h. Strategic Planning: Alain Therrien (Chair), Sarah Kozlowski, Aileen Anderson, Meghan Moscatelli (potential member), Kate Taylor (potential member)
 - i. Diversity, Equity and Inclusion: Aileen Anderson (Chair), Justine Langevin, Alain Therrien (?), Scott Rothermel
 - j. Human Resources: Sarah Kozlowski (Chair), Emma Felten, Scott Rothermel, Cindy Lindstrom
 - k. Fundraising/Sponsorship/Grants: Sarah (Chair), Justine Langevin, Alain Therrien, Cheryl-Anne Birse (Major Gift)
 - l. Concession: Justine Langevin (Chair)

- m. Criminal Record Check: Alain Therrien (Chair)
- n. Regional Representation at KRYSA: Amanda Peschke (Chair), Emma Felten (alternate)
- o. Head Referee: Sveta Tisma (Chair)

Executive Director Report:

- I. 2025-2026 Sponsorship Proposal: Sveta shared a document outlining the new process for sponsorship. Platinum Sponsorship: 2 available. Cost is \$5000/year for a minimum 2 years. Gold Sponsorship: 4 available. Cost is \$2,500/year for a minimum 2 years. Youth Indoor League Sponsorship: 5 available. Cost is \$500. Youth Outdoor Team Jersey Sponsorship: \$400 to sponsor 1 team and \$750 to sponsor 2 teams. Discussion was had that there may need to be more social media perks for the Platinum package. The current contract with Western Autowreckers is expiring but they are welcome to sign up under the new sponsorship options.

Rep Report:

- I. 2025-2026 Rep registrations and Fees: Uniforms will now be ordered by the player's family from an online store. This will reduce the cost of rep fees by \$150. House soccer will no longer be mandatory for rep players. Players who are signed up for rep soccer will be given a coupon or discount towards house fees if their player chooses to play house as well. Registration to open beginning of December and close at the end of December.

Technical Director Report:

- I. BC Soccer Invite: BC Soccer is loving what NSA is accomplishing. They have invited 3 players from the 2012 age group to attend a pilot training session. They have asked that Brett also attend, and Brett is requesting to attend this session which will require a 4 night stay. He has looked up costs on Expedia.
- II. Brett would like to organize a staff part/holiday celebration for NSA staff to recognize their work this year and express out appreciation.

4. New Business

- I. KUFA: Brett is proposing that KUFA runs until after Spring Break. This will allow KUFA to take teams to the Premier Soccer Showcase on the Lower Mainland on Easter weekend. Historically, rep teams have hurried to get rep started in the spring to prepare for the Ice Breaker tournament in Kelowna, but this would change that schedule and rep soccer would not start until after Easter. In addition, rep would end after the Little Bear tournament at the beginning of September and allow KUFA to start practising mid-September and get some outdoor field time. KUFA teams would then be taken to a Thanksgiving tournament (Vernon, Penticton). Rep coached will be invited to sit on the bench and in the event a KUFA coach is not available, they would be in a position to coach.

5. Adjournment:

Motion to adjourn:

Moved by: Scott Rothermel
Seconded by: Cindy Lindstrom
Motion carried
Meeting adjourned at 8:11pm

Next Meeting: December 1, 2025 at the NDCU