



Pickering Soccer Club 2018 Board Report

November 14, 2018



President's Report

As we complete the Pickering Soccer Club's 34th Annual General Meeting and look forward to our 35th year of soccer in the community it seems like an opportune time to reflect on what we have achieved to date as a Club.

The current soccer landscape has changed a great deal since our creation in 1984. From one part-time administrator and a small office on Bayly Street, our programs have grown in sophistication and involvement and our club operations have reflected that. But the soccer environment is a challenging one with growing competition for our players' attention from different sports, other soccer groups and believe it or not, electronic devices. Pickering Soccer Club has adapted with the times, providing better quality programs, the opening of our Pickering Soccer Centre in 2014 and the development of more qualified coaching staff to best assist each player's growth.

As a Club we have always committed to high standards. With that comes the responsibility of not only meeting the requirements of our governing bodies but also making every effort to exceed them and stay ahead of the curve knowing that significant changes are coming. Towards the end of 2018 we were invited to apply for an inaugural Canada Soccer NATIONAL Youth License. We were honored to be invited along with our Ontario Player Development League (OPDL) peers to apply ahead of every other club in the province.

As this is a National Youth License, a successful application will put us among the strongest Clubs not only in Ontario but in Canada and open up further competition and development opportunities for our players - your children.

This licensing system is based on administrative capacity, infrastructure, strong financials with facility resources and a full pathway offering from recreational, competitive and high performance meeting all standards based requirements. Being accredited with such a license will truly set us apart from many clubs in the region and the province.

The Club is constantly evaluating the player, coach and match official pathways that we have in place, blending the expectations of our region and province with the local, community needs of our Club. Not an easy task but one we hope serves you best.

The PSC Board also took a well-timed look at our Club Mission and Vision. These are available to view on the Club website and we believe they best reflect the Club and the expectations of our Members. Underpinning our aspirations are our core Values:

- Respect
- Excellence



- Community
- Player Centered
- Transparency and Integrity

In the near future you will see more information around our strategic objectives as we set the direction of the Club for the next three years. Your participation will be required through specific surveys that can be completed online and at your convenience. We value your feedback and urge you to take part.

Our Club has truly set a high standard for being the definitive community club and we are truly proud of that. In this current year we have offered Recreational, Development, Competitive and High-Performance programs from U3 to Adult in addition to the continued success of our All Abilities program that garners provincial and national recognition. Our exciting In Motion program, generously funded for the first two years by the Government of Ontario, has seen a rapid growth to almost 200 registered participants who meet weekly at the Centre to be active, learn from community leaders and socialize. In Motion has now grown to include a Walk the Dome session and Walking Soccer training twice a week.

The Club recently received an Ontario Trillium Foundation grant to launch a Soccer in Schools program. This will see Pickering Soccer Club build meaningful relationships with our community of schools in order to grow the next generation of coaches and match officials. There is no other program like this in the country and we are excited to see where this can lead. The Durham District School Board and Ontario Soccer are watching closely to see if this is a model that can be rolled out beyond our City boundaries. Look out for more information on this exciting program in the coming weeks and months.

I would like to thank each and every member for your support. 2019 will be the Pickering Soccer Club's 35th anniversary and we will be reaching out to everyone as we seek your contributions in our Club rebranding initiative to commemorate the occasion.

In closing, I would like to personally thank PSC staff, coaches and volunteers for their incredible contributions throughout 2018. As well, I would be remiss not to acknowledge the contributions and leadership of your volunteer Board of Directors.

Regards,

Corrado Roccasalva
President, Pickering Soccer Club



Executive Director's Report

The 2017-2018 year has been a great success on the field for the Club and off the field we have made some strategic changes that we believe will improve the long-term operations of the Club.

Facility

- Gatorade
The Club turned into a sea of orange during February when we hosted the inaugural Gatorade 5v5 Tournament that sent two OPDL teams to Europe as part of their world finals. The facility was showcased on TSN and acclaimed as a fantastic location for the event. We are excited to confirm we have won the rights to host the 2019 event so make sure you drop in to see the dome in a whole new light.
- Winter Festival
Our Winter Festival and Tournament have now become a staple on the soccer calendar with almost 100 teams competing over the winter break. While many Clubs close up for the festive season our staff are working hard to make sure everyone has a great time indoors.
- Maintenance
The Club has invested heavily in refurbishing the indoor turf field with fresh rubber crumb to ensure the best possible playing surface for the winter season. Additional work has been carried out in the lobby areas, patio gardens and in partnership with the City at the Kinsmen Fields to further improve the environment our members play in.

Grants

The Club continues its rich history with successful grant opportunities as we attempt to establish ourselves as the exemplary community club when it comes to meaningful and rich collaborations with our community.

- In Motion (funded by the Ontario Sports and Community Recreation Fund)
Our highly successful seniors program meets every Tuesday with almost 200 participants on the register and this has now expanded to a Walk the Dome program each Monday and Walking Soccer program on Wednesday evenings and Friday mornings. As we being the second and final year of the grant we are now working hard to find a sponsor and funding model to maintain the program.
- Soccer in Schools (funded by the Ontario Trillium Foundation)
This exciting project will see almost 500 students in high school and elementary school across the City of Pickering experience coaching, officiating and competition led by the Club.



Sponsorship

The Club has retained the services of a third-party company 'Kidspired' to manage the recruiting and retention of club wide and recreational sponsors in the community. Their expertise ensures maximum sponsor activation and support for our events including festival and indoor season activation. Expect to see more of their work in the coming months as we look to do more with the indoor season that we've seen before.

Competitive teams have been provided with more support this season and opportunities for sponsor activation including the attraction of our lobby monitors, social media feeds and newsletter recognition.

Strategy

- Mission, Vision, Values: The Club Board took a long hard look at the Clubs current Vision as work was progressing towards the Canada Soccer national License application. As a result, the Vision was refreshed as well as the addition of a Mission and Club Values. Work will now begin on the Pillars that serve the Vision and in turn establish the Clubs first Strategic Plan.
- Operational Plan: A provisional plan is now in place and this will be refined as the components of the strategic plan fit are finalised. We are excited for the direction this will provide the club staff over the long term and formalise the key areas of development: program, facility and workforce.

The success of 2017-2018 was underpinned by a fantastic army of volunteers that help the Club deliver its many programs throughout the year, we can't do this without you!

Our generous sponsor support enables us to reduce program costs across the Club and to continue delivering quality programs that our membership has grown to expect. We greatly appreciate their commitment to youth sport.

On behalf of the staff we would like to wish you and your family a happy and safe holiday season. We look forward to seeing you around the Club.

Sincerely,

Matt Greenwood

Executive Director, Pickering Soccer Club



Director of Soccer Development Report

The following is a summary of technical programs and activities for the 2017/18 soccer season.

High Performance

2 Female players attending REX program with Canadian Soccer Association.
2 Female players participating in world cup qualifying with Team Guyana U17. (Summer 2018)
OPDL hosted Student-Athlete Showcase Program to Canadian and US tournaments
SAT Preparation sessions with OPDL and Competitive players
High Performance Manager oversight and support
OPDL Annual Performance Review – ‘most improved’ scorecard feedback from Ontario Soccer
5 players selected for 1 st and 2 nd All-Star Team (League 1 Ontario Women)
Coach of the Year award (L10 Women) Ramin Mohammadi
Goalkeeper of the Year Award (L10 Women) Sara Petrucci
1 player was selected to attend Generation Adidas at Real Madrid tournament

Development (U8-U12) and Competitive (U13+)

Ongoing success of our PSC Goalkeeper Academy working with players in training and on match day.
Curriculum established for each stage of development; U8-U12 and U13+
Coaches development for all coaches both on field and classroom session
82 teams Winter Festival and Tournament
25 teams Summer Festival
Inaugural PSC Futsal program (weekly training)

Recreational

New Coaches Training Manuals specific to each player stream
Coaching resources uploaded to PSC website
Winter and Summer Development program now including U3 to go with U4-U5, U6, U7, U8 Boys & Girls.
Grassroots Development Skill Centre geared toward Recreational players only has seen 10-15% move up to Development programs.
Recreational Camp for soccer and multi-sport activities held at the Centre and supported by former players as Junior Coaches.
PSC organized U7s Winter and Summer Festivals (ran by DRSA)



Coach Education

12 LTPD coaching certificates achieved both in house and outside of the club
2 National A Licences
1 National B
2 National B Part one
2 National C
1 Technical Director Diploma
1 Canadian Children Licence
1 UEFA A Licence
Female Mentorship program
On going Coach Development both in-house, and through other platforms i.e.: webinar, guest speaker.
Coach Mentorship program for all coaches at every level

PSC Technical Staff

Ramin Mohammadi	Director of Soccer Development	CSA A, USSF A, UEFA A	2 years with the Club
Ravi Dindial	High Performance Manager	USSF National B	5 years with the club
Arman Mohammadi	Grassroots Coordinator	UEFA A	3 years with the club
Adam Whitehead	Goalkeeper Head Coach	National B (Part 1 in training)	10 years with the club
Desi Humphrey	Technical Staff	C License (in training)	2 years with the club
Warren Hutchinson	Technical Staff	C License (in training)	2 years with the club
Barry Donnelly	Technical Staff	National B	10 years with the club
Peter Hogg	Technical Staff	National B	10 years with the club
Elvis Thomas	Technical Staff	National B	10 years with the club
Bayete Smith	Technical Staff	National B Part 1	10 years with the club
John DeBenedictis	Technical Staff	OS Pre B	10 years with the club
Gavin Fredricks	Technical Staff	National B Part 1	8 years with the club
Paul Deabreu	Technical Staff	National B Part 1	10 years with the club



Match Officials

36 qualified match officials at Small Sided Game level
39 qualified match officials at Entry/11v11 level
46 match officials mentored by Club Head Referee and mentor team
1 Club Head Referee (works hand-in-hand with Recreational Administrator for assigning)
15 Match Official Mentors
69 hours of Match Official mentoring this year
1 Match Official promoted to League One duty
Ontario Soccer recognition for best practice in Match Official development

Respectfully submitted by:

Ramin Mohammadi

Director of Soccer Development, Pickering Soccer Club



Recreational Soccer Directors' Report

Indoor Program- U4 to Women's Rec Registration / Team numbers

Age Group	Number of Players	Number of Teams
U4 to U6	72	NA- Development Program
U8 Coed	79	8 teams
U10 Coed	69	6 teams
U12 Coed	55	6 teams
U15 Coed	47	4 teams
U18 Coed	44	4 teams
Women's Rec	99	7 teams
Total	465	35 teams

- Total of 340 games played
- 50 volunteer coaches
- 100% match official attendance
- Hosted TFC Development session for U6 to U10 in December
- Introduced Match Official Mentor Program
 - 23 match officials received at least 1 mentor session
 - 42 mentor sessions
- Introduced Development Program for U4 to U6 players – players participated in weekly 1 hour sessions that focused on Skill development, physical literacy and a 3 v 3 or 4 v 4 game. Focus on having fun, lots of touches of the ball and introducing the game to young players.
 - Club technical staff directed the program with the assistance of volunteer coaches

Outdoor Program

Age Group	Number of Players	Number of Teams
U3 to U6	486	NA- Development Program
U8 Boys/Girls	158/112- 270	16/12
U10 Boys/Girls	117/91- 208	10/8
U12 Boys/Girls	80/78- 158	6/6
U15 Boys/Girls	75/76- 151	4/4
U18 Boys/Girls	54/33- 87	3/2
Women's Rec	93	6 teams
Total	1453	39/42 – total 81 teams



- Approx. 632 games
- Approx. 968 match official assignments – close to 100% attendance
- Introduced Development Program for U4 to U6 players – players participated in weekly 1 hour sessions that focused on Skill development, physical literacy and a 3 v 3 or 4 v 4 game. Focus on having fun, lots of touches of the ball and introducing the game to young players.
 - Club technical staff directed the program with the assistance of volunteer coaches
- Club introduced choice of nights for U3 to U10. Merged U7 with U8 and U9 with U10 to allow this to happen. U8 to U10 also provided with a practice night.
- Club technical staff conducted the practice sessions for the U8 group. All teams participated in these sessions on their practice night at a central location. By merging the U8 with the U7 age players the club was able to include the U8 age players in these sessions.
- Introduced player evaluation sessions for the U12, U15 and U18 divisions. Players participated in a game where ratings were provided by Competitive team coaches. This information was used to build the teams. An attempt to get a rating for all players – both returning and new to the club – and to better balance the teams. Process was expanded into the 2018/2019 Indoor Rec program.
- U15 and U18 divisions played in interclub recreational leagues. Ajax FC and PSC had teams in the U15 boys and girls divisions and in the U18 boys and girls divisions. West Rouge had 2 teams in the U18 girls division. All clubs have expressed an interest in continuing this interlock for the 2019 season.
 - Schedules were set up to make sure that teams played majority of their games at fields in their respective community.
 - AFC hosted the U18 Boys Year End & PSC hosted U18 Girls, U15 Boys and U15 Girls.
 - PSC teams won the U18 Boys playoff title and were finalists in the U18 Girls, U15 Boys and U15 Girls.
- Mentorship Program was extended into the outdoor season.
 - 15 senior/older youth match officials served as mentors for 1st and 2nd year small sided game officials and assistant match officials.
 - 85 mentor sessions took place with most completed in the 1st half of the outdoor rec season
 - Officials provided with feedback and direction:
 - Pre game preparation
 - Looking the role/dressed properly
 - Game management
 - Recognition of fouls
 - Communication with players and coaches
 - Use of whistle and signals
 - Proper restarts
 - Feedback on what was good and where improvements could be made



- Sessions were not evaluation or assessment sessions but rather a focus on helping the young official become more consistent, better officials and enjoy the role.
- Under direction of Head Referee Mike Balfour, 8 3rd and 4th match officials were mentored in a full field 11 v 11 game – their first experience being in the middle with assistant referees.
- Feedback from 1st and 2nd year match officials – program was very much appreciated, provided them with support and feedback to be consistent and become better officials, and played a role in helping them decide if they will return in 2019.
- Club hosted a Small Sided Clinic and an Entry Level Match Official Clinic in April. Close to 50 participated in these sessions.

Lisa Soltermann,

Recreational Mini Director, Pickering Soccer Club

Vince Chiofalo,

Recreational Full Field Director, Pickering Soccer Club



Pickering Soccer Club – Play for Life

The Pickering Soccer Club has an Accessible and Inclusive Soccer Strategy with a mandate to provide high quality soccer programs for people of all ages/abilities in our community.

Our mandate: to provide high quality soccer programs for people of all ages/abilities in Pickering and local area.

Programming: all abilities, recreational, competitive soccer (3 years – seniors), summer and elite camps, festivals/tournaments, community club training

Resources: operations and administration manual/systems, HR/governance, strategic plan/policies/procedures (risk management, diversity, integrity, code of conduct, etc), facilities, coach/officials/volunteer training, QuickLaunch accessible club training

Member services: information/referral, special events, learning symposia, scholarships, volunteer, student placement/employment opportunities

This year marks the 10th anniversary of the All Abilities Program of the Pickering Soccer Club. To commemorate the remarkable long-term success of this initiative, this report highlights our achievements over the years.

In 2008, with just 3 athletes, we started one of the first soccer programs for children with disabilities and over 10 years ago and it has since grown to be the largest in the province, if not the country. Our All Abilities Program has become a national leader in development of a wide variety of processes and resources that support all aspects of program delivery, from recruitment of players and volunteers, to specialized training, to innovative programming, research partnerships and extensive knowledge sharing to help many other clubs and organizations to start up similar programs.

We have designed and delivered programming specifically for those in our community who cannot or will not play in standard soccer programs. The goals of the program are:

FUN – kids (and parents) learn how to have fun in a safe, healthy environment

All sessions are designed to promote fun – this includes selection of activities (dynamic, abilities-based), equipment (colorful, 3-dimensional) and format (short intervals, non-competitive, low performance anxiety, group-based). Active questioning (of participants and parents) and surveys help us determine if participants are having fun and enjoy the program. In some programs participants are directly involved in designing play activities to increase their level of enjoyment.

FRIENDS – kids make new friends and become friends

Socialization, and in particular increased friendships, are primary goals and outcomes. All programs and sessions are designed to maximize opportunities for participants to actively and intentionally, engage and interact with other children and volunteers. We have introduced fun



activities that promote social interaction, reinforce pro-social behaviors and encourage on and off-field friendships.

FITNESS – kids become more active and healthier and have fun doing it

Physical literacy and building a foundation for being active for life are critical outcomes. To achieve this, all participants are assessed to determine ability and competency and then participate in physical literacy training each session to improve balance, mobility, agility and overall conditioning. Activity level of a sessions are monitored and adjustments made to increase “active” time.

Our program has provided the opportunity for greater community and national impact through many partnerships and grant funding.

Resources and Programming Created through Partnerships

- Adapted Playtools (Sport for Life)
- Igniting Fitness Possibilities (U of T/Holland Bloorview)
- Facilitators Guide for Innovation in Inclusive Sports and Recreation for Children and Youth (Inclusive Design Research Centre, OCAD U)
- Inclusive HIGH FIVE – building quality program standards (Parks and Recreation Ontario)
- Achieving Accessibility: A Guide for Soccer Clubs and Academies - Program Guidelines & AODA Requirements (Ontario Soccer)
https://cdn3.sportngin.com/attachments/document/0125/0382/Achieving_Accessibility_Brochure_FINAL_Web_Reduced.pdf?_ga=2.32590782.1401847590.1541622773-1730535176.1541622773
- Everyone Plays: A Guide to First Involvement and Quality Participation (Ontario Soccer, Parasport Ontario, Variety Village, Canadian Disability Participation Project)
https://cdn3.sportngin.com/attachments/document/0151/0892/Everyone_Plays_Book_web.pdf?_ga=2.31794440.1401847590.1541622773-1730535176.1541622773
- Publication: Kelly P. Arbour-Nicitopoulos, Alex Boross-Harmer, Jennifer Leo, Archie Allison, Ron Bremner, Franco Taverna, Dave Sora & F. Virginia Wright (2018) Igniting Fitness Possibilities: a case study of an inclusive community-based physical literacy program for children and youth, Leisure/Loisir, 42:1, 69-92, DOI: 10.1080/14927713.2017.1414627

Grants (over \$710,000 in grants for accessible and inclusive programming)

- EVERYONE PLAYS - A Guide to First Involvement & Quality Participation (Parasport Strong, \$30,000)
- Accessible Sport research project (Seed Grant awarded by Ontario Trillium Foundation; \$60,000). Key deliverable: research report on effective organizational models for scaling accessible sports and possible roles.



- Ontario Plays: Inclusion and Innovation Training for Sports and Recreation. (Grant awarded by Ontario 150 Community Partnerships Fund, \$87,400).
 - Ontario Plays will help the province create a more accessible and inclusive sport and recreation community by developing new accessible training programs to share with Ontario sport organizations. Partners include High Five, the Accessibility Committee, City of Pickering and the Inclusive Design Research Centre of the Ontario College of Art and Design.
- Systemic Change in Accessible and Inclusive Sports. (Collective Impact Stage 1 grant awarded by Ontario Trillium Foundation; \$30,000). Partners include Variety Village, UofT, UOIT, Grandview Kids, City of Pickering, Abilities Centre, Parasport Ontario, Sick Kids Hospital.
- In Motion: (Ontario Sports and Recreation Community Fund. \$103,812)
 - Adults in Motion is a year-round, low-impact, active living program for 55+ adults in Pickering that creates opportunities to stay active through walking soccer, badminton, lawn bowling and other physical activity while promoting social interaction based on Active for Life principles.
- All Abilities Program - Let Them Play. Canadian Tire/Jump Start Charities, 2017 (\$24,000)
- All Abilities Program - Let Them Play. Canadian Tire/Jump Start Charities, 2018 (\$32,500)
- "Making "IT" Happen: CS4L Young Coaches Project. (\$82,625 grant from Ontario Sport and Recreation Communities Fund)
- Escalating Impact (Ontario Trillium Foundation, \$140,100) To expand soccer programs and volunteer training to support special needs athletes.
- Playing 4 Life and Volunteering 4 Life (Ontario Trillium Foundation, \$116,600) Two program aimed to make soccer accessible to people with disabilities

Awards

- Region of Durham Accessibility Award, September 26, 2017.
- Leading Women/Leading Girls Building Communities Award. The Honourable Tracy MacCharles, M.L.A. for Pickering-Scarborough East, Minister Responsible for Women's Issues and Accessibility awarded to program volunteers – 3 years in a row.
- City of Pickering Civic Award for Accessibility 2016
- Pickering Civic Award Youth Volunteer Award to program volunteer
- City of Pickering Civic Award for Accessibility 2014 to program volunteer

Franco Taverna

Vice President, Operations, Pickering Soccer Club



Competitive Soccer Report

2018 was another busy year at the Pickering Soccer Club. Our development/competitive programs continued to excel under the leadership of our Director of Soccer Development, Ramin Mohammadi and his staff.

As you will see in our Technical Report we have had a large number of coaches attending and being successful in a variety of coaching courses. Having coaches who are dedicated to their own professional development has a cascading effect on all around them, thus making our players better. This is evident in the paragraphs that follow.

We had 23 players selected from our OPDL program for the Ontario Soccer Provincial Screening Process. That's 23% of our available OPDL players who were selected! A fantastic achievement from all involved. As this report goes to print, those players are still in the trial phases with Ontario Soccer and we wish them all the best.

On the international stage we had two players represent Guyana at the 2018 CONCACAF Girls Under 15 Championships in Florida. What a fantastic experience for them!

2018 saw another milestone for our player development program as we had one player selected full time into the Toronto FC Academy. We were one of a handful of clubs across the province that had player(s) selected full time.

This past summer was a terrific summer on the team side. Our U8-12 development programs continue to grow and have passed all testing required from Ontario Soccer. A number of teams were very successful on either winning their division or securing promotion to the next level. We would like to congratulate the following:

- 2004 Girls – Ontario Futsal Cup Champions
- 2003 Boys – Cherry Beach Tournament Champions
- 2000 Boys – Frank Sobil Tournament Champions
- 2006 Boys Green – USA Cup Champions (beating two Mexican teams on route)
- 2006 Boys Gold – USA Cup Semi-Finalist (beating one Mexican team on route)
- 2005 Girls promotion to CSL and Division Champion
- 2003 Girls promotion to CSL and Division Second Place
- 2001 Girls League Champions, promotion to CSL
- 2005 Boys promotion to CSL
- OWSL Ontario Cup Finalist
- League 1 Women League Champions
- 2004 Girls OPDL Charity Shield Champions



Your competitive directors will continue to work alongside our Technical Department as we head into the 2018/19 season. We will not rest on our above success; we will continue to strive to be one of the best clubs in Ontario and make Pickering Soccer Club the #1 choice in Durham Region.

Thank You

John Antonopoulos

Girls' Competitive Director, Pickering Soccer Club

Barry Donnelly

Boys' Competitive Director, Pickering Soccer Club