



**Eastern Ontario Soccer  
Minutes of the Board of Directors Meeting**

Wednesday, May 06, 2025

With full and proper notice given, the Board began meeting at 8:31 pm with a quorum.

**1) WELCOME AND CALL TO ORDER**

| <b>POSITION</b>   | <b>NAME</b>      | <b>PRESENT</b>                      | <b>ABSENT</b>                       |
|-------------------|------------------|-------------------------------------|-------------------------------------|
| Chair             | Ralph Ehlebracht | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| Vice-Chair        | Alison Wark      | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| Treasurer         | Donia Torabi     | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| Secretary         | Lawrence Magnano | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Director at Large | Krystin Hubert   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Director at Large | Adrian Movileanu | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| Director at Large | Angela Joya      | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| <b>Staff</b>      |                  |                                     |                                     |
| Staff             | Vicki Lowe       | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| Staff             | Katrina Martin   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| <b>Guest</b>      |                  |                                     |                                     |

**2) AGENDA**

**MOTION** to approve the agenda  
Motion carried

**3) DISCLOSURE OF CONFLICTS OF INTEREST**

None

**4) CONSENT AGENDA**

- a) Minutes of previous meeting - Meeting, March 26, 2025, were approved through Google Docs
- b) Next Board Meeting – (June 18, 2025 - hybrid)
- c) Operations Report
- d) Financial Update

**MOTION** to approve the consent agenda

**Motion carried**

**MOTION** to go in-camera to discuss items a, b & c, regarding an HR item, an identifiable member, and the Employee manual

**Motion carried**

## **5) IN-CAMERA ITEMS**

### **a) Human Resources**

Direction was given to staff

### **b) Membership Renewal**

Direction was given to Staff

### **c) Employee Manual Approval**

Deferred to June - ACTION - DAL to complete review

## **RISE AND REPORT**

The Board gave direction to Staff

**MOTION** to return to open session

**Motion carried**

## **6) DECISION ITEMS**

### **a) TAG Coordinator**

**MOTION** to Direct staff to engage with the identified contractor as the TAG Coordinator, with the cost not surpassing the Coach and Player Development budget for the 2024/25 fiscal year.

**Motion carried**

### **b) EOSL Indoor League Administration**

Deferred to June

## 7) DISCUSSION ITEMS

a) **Financial Policies Review**

Deferred - ACTION - Treasurer to complete review

a) **Bylaw Changes Update**

Deferred - ACTION - Secretary to complete review

b) **Membership Policy**

The President provided a summary of a meeting held with the EOS President and Secretary, during which several Clubs expressed concerns about the approval of two new Full-Service Member Clubs this year.

c) **KPI Discussion**

The ED asked the Board to consider what KPIs they'd like to see reported monthly, quarterly and/or annually, for discussion at the June Board meeting

## 8) ADDITIONAL ITEMS

Ralph will begin Town Halls with members starting in June. They will be In-person with a virtual option

## 9) UPDATED PENDING ITEMS

| Items            | Objectives   |
|------------------|--|
| Decision Items:  | Employee Manual Update Adoption (DAL Movileanu)<br>Financial Policy Review (Treasurer)<br>Employee Benefits Plan (ED)<br>Scholarship Program Proposal (ED) |
| Discussion Items | Membership Policy Updates (April - sanctions)<br>Bylaw Changes to be Considered (Secretary)<br>KPI (Board)   |

## 10) ADJOURNMENT

The meeting was adjourned at 9:34 pm