



# STRATEGIC PLAN

2023 - 2026

*PMSC*



## **PMSC STRATEGIC PLAN 2023 - 2026**

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The Port Moody Soccer Club (PMSC) provides soccer programs in the Tri-cities district serving the residents of Port Moody, Anmore and Belcarra and surrounding areas. We offer professional training programs designed to develop children's love of the game regardless of the level of play.

Our club is proud to offer programs for soccer players of all ages for children as young as two years old and adults looking to rekindle their love of the game. PMSC also provides an adaptive soccer program suited for children with special needs. Our in-house technical staff develops players at all skill levels, from grassroots, who are just learning to play, to elite level players looking to enhance their skills.

The Port Moody Soccer Club believes that soccer is a fantastic tool to help our players develop their soccer skills and make friends and learn valuable life lessons that they will carry with them through their lives. Our programs and the game of soccer offer terrific lessons like teamwork, pride, loyalty, respect and community – each of which forms the cornerstone of our club and our programs.

### **Mission**

*Our mission is to positively impact our community by providing excellence in soccer and life-enriching opportunities to young players of all ages, aspirations, and playing abilities. The PMSC's goal is to encourage, inspire and empower each player and coach to reach the highest level possible within the game and in life while helping create leaders and individuals that will inspire others to do the same.*

### **Vision/Philosophy**

*Our philosophy is to provide a welcoming, enjoyable, safe, and competitive youth soccer experience for players, parents, coaches, and referees. We emphasize long-term player development of the Four Corner Model: Physical, Technical, Psychological and Social elements. We believe an optimal positive team sport experience will promote a youth's self-confidence and self-esteem beyond the soccer field. We emphasize individual skill development, teamwork, game concepts and sportsmanship. We try to provide a healthy perspective on both winning and losing. Success is defined by improvement, effort, competitive spirit and team play.*

### **Values**

*Our Club is committed to instilling the qualities of **ambition, leadership, teamwork, equity, respect, service** to others and the pursuit of **excellence**.*

- **◆ Ambition** is the strong drive for success and improvement in everything we do. We will set goals and then set about achieving them. Commitment, discipline, and motivation are essential values, but ambition inspires us to succeed.



- ♦ **Leadership** is guiding, motivating, or inspiring others to improve the performance or the achievement of a common goal. Leadership is being consistent, leading by example, performing under pressure and doing the right things the right way every day.
- ♦ **Excellence** is the gradual result of the continuous effort to learn and improve each day. We will work hard to be outstanding at everything we do as players, coaches, teams, referees, and clubs.
- ♦ **Teamwork** is the commitment to a common goal or mission. Teams can achieve what individuals cannot. We want our coaches and players to understand that working enthusiastically and hard toward team goals and team success will also reach new heights as an individual.
- ♦ **Equity**, in its simplest terms, means fairness. As a club, we will strive to create a community in which equity and inclusion are embedded in all areas of our work and play, enabling all to participate and reach their full potential.
- ♦ **Respect** is the ability to see and appreciate the value in ourselves and others. It means showing encouragement to your teammate and applauding their effort even when things are not going well. To be genuinely successful in soccer – and in life – you must treat all the people around you with courtesy, respect, and empathy.
- ♦ **Service** of others is looking for a need and filling it to make positive change on your team, club, family, or community. Leaders know a team, club, or group is more important than themselves, and they set a good example and lead by doing needed service to the group or team.

**Strategic Plan 2023- 2026**

# STRATEGIC PLAN 2023 - 2026

- Player Development
- Referee Development
- Coach Development
- Community Development
- Facilities and Equipment Development





## STRATEGIC GOAL I: PLAYER DEVELOPMENT

OBJECTIVES / INITIATIVES	GUIDING PRINCIPLES	MEASURES OF SUCCESS	TARGET COMPLETION DATE
Implement regular Video Analysis sessions for divisional players.	Utilize Veo cameras and technology to support Technical / Tactical player development and provide position specific learning.	BCSPL coaches will do video analysis with their teams once per month. The club will provide support to coaches on use of Veo cameras, and basic analysis of home games.	2024
Develop appropriate Injury Prevention and Injury Management Programs.	Teach injury prevention and Injury Management skills to our players and coaches. Reduce the risk of injuries.	Injury Prevention and Injury Management documents will be posted on the website. Coaches and players will be taught warm-up and cool-down exercises. Assessment will be mandatory for BCSPL.	2024
Maintain Technical Development Plan.	Ensure Long Term Player Development of all our players and improve players' overall experience.	Technical Development Plan will be posted on the website and shared each year with coaches and managers. Review by ED and TD annually.	2026
Ensure quality, inclusive, and barrier free opportunities to participate in sport for players of all ages and all abilities.	Increase overall programming and develop new initiatives to meet the needs of PMSC members and the community.	Registration numbers continue to grow. Target is 1000 youth members by Fall/Winter 2026.	2026



## STRATEGIC GOAL 2: REFEREE DEVELOPMENT

OBJECTIVES / INITIATIVES	GUIDING PRINCIPLES	MEASURES OF SUCCESS	TARGET COMPLETION DATE
Maintain a Referee Mentorship program.	Ensure that the young referees feel supported, confident, and enjoy their experience.	Club's Referee in Chief will host referee mentorship nights in September, November, January, and May.	2024
Increase referee membership.	Improve the ratio of referees to players at our club.	The club will have a minimum of five referees from each age group (U13-U18).	2026
Increase female referee participation.	Improve the ratio of female referees to male referees at our club.	The club will have a minimum of 2 female referees from each age group (U13-U18).	2026
Develop elite level referees.	Provide Development opportunities and pathways for our referees to develop and referee high-level games.	The club will develop 2 referees for the BC SPL.	2026







## STRATEGIC GOAL 3: COACH DEVELOPMENT

OBJECTIVES / INITIATIVES	GUIDING PRINCIPLES	MEASURES OF SUCCESS	TARGET COMPLETION DATE
Provide learning opportunities to support coach education and establish a coach support network.	Maintain a coach mentorship program and monthly coach nights.	In post-season questionnaire 80% of the coaches who respond feel supported by the club's Technical Staff.	2024
Provide regular coach education workshops and mentoring collaboration opportunities for the coaches.	Provide regular coach workshops (Canada Soccer Grassroots Courses, Respect in Sport, Making Ethical Decisions, Keeping Girls in Sport).	100% of the teams will have 1 coach certified to the appropriate age group certification level. Once per month volunteer coaches will have staff coach mentor at practice.	2024
Establish a grade 11 and 12 volunteer program.	Provides volunteerism opportunities to youth members.	In post-season questionnaire 80% of the coaches who respond feel supported by the club's Technical Staff.	2025
Ensure that coaches feel supported and that all our club's training sessions follow best Long Term Player Development practices.	Provide all coaches with Age-Appropriate Technical Plan, curriculum, and weekly Session Plans.	All Coaches have access to the Technical Plan and the Age-Appropriate Session Plans.	2026
Increase Female Coach participation.	Improve the ratio of female coaches to male coaches at our club.	30% of girls' teams will have a female head coach.	2026



## STRATEGIC GOAL 4: COMMUNITY DEVELOPMENT STRATEGIES

OBJECTIVES / INITIATIVES	GUIDING PRINCIPLES	MEASURES OF SUCCESS	TARGET COMPLETION DATE
Establish Structures in place that will support registration fees.	Every youth and adult will have barrier free opportunities to play soccer and achieve success at Port Moody SC.	The club supports members with financial hardships with registration fees.	2024
Provide Low-Cost, Barrier-Free. After School Opportunities for Elementary School students in partnership with Moresports and SD43.	Introduce the game of soccer, promote healthy living, exercise, teach social skills, and introduce Port Moody SC to elementary school students.	The club will run 15 school programs per year.	2026
Establish structures that will support members with financial hardships access to used uniforms, boots, and goalie gloves.	Every youth and adult will have barrier free opportunities to play soccer and achieve success at Port Moody SC.	Through the club website members can donate used jerseys, soccer boots and gloves.	2026
The club supports local charities and community events.	Port Moody SC teaches lifelong skills and global citizenship to our members.	The club is present at community events and supports local initiatives.	2026
Organize Annual Coach and Manager World Cup nights and social opportunities.	Port Moody SC Community values our coaches, managers, and volunteers.	75 coaches / managers attend annual Coaches and Managers WC game.	2026
Provide club bursaries to graduating players.	To support graduating youth members to continue in higher education.	Continue with a minimum of 2 bursaries per year.	2026



## STRATEGIC GOAL 5: FACILITIES AND EQUIPMENT

OBJECTIVES / INITIATIVES	GUIDING PRINCIPLES	MEASURES OF SUCCESS	TARGET COMPLETION DATE
Cover for the Storage Areas.	New roof structure to cover the storage areas at Trasolini turf and Heritage Woods Secondary turf, where mannequins and goals are stored.	Storage Areas have cover installed.	2024
Inlet Field turf built.	Additional turf fields will further enhance the programming and support the club's growth in our rapidly growing community.	Turf field built.	2026
New Club House build.	Replacing the old clubhouse with the new clubhouse will provide us with more space to hold team meetings do video analysis, board meetings, and community events.	Clubhouse Built.	2026
Replenishment of worn inventory.	Maintain the level of quality of equipment to support the long-term player development.	Annual review of equipment inventory to determine replacement and new requirements.	2026