

**CENTRAL ALBERTA SOCCER ASSOCIATION
2021 ANNUAL GENERAL MEETING**

DATE: Wednesday, January 19, 2022

LOCATION: Virtual

Meeting Called to Order: 7:05 pm

Present: **President-** Tracy Everett -**1st Vice President** - Wayne Murphy,
2nd Vice President - Jon Mulder, **Secretary** – Les Sherrer, **Treasurer** – Darla Preston
Executive Director -Tammy Olson, **Technical Director** - Jason Blake, **DRA-** Philip Ignacio

Voting Members: Bashaw – Michelle Hilderman
Bentley – Juanita Bender
Camrose – Amanda Boateng
Clive – Angela Gessleman
Lacombe - Todd Green
Ponoka-Rob McArthur, Lonny Behm
Rimbey – Laurel Barton
Rocky Mountain House – Ryan Jillard
Spruce View – Rolf VanBentham
Stettler – C. J. Oprea
Sylvan Lake – Brandyn Leveque
Wetaskiwin – Tad Kircher

Not Present: Central Alberta Men's Soccer League, Innisfail, Penhold, SC Central Soccer

- 1) Call to Order. The meeting was called to order by President (T. Everett at 7:05 pm)
Roll Call: Roll call was taken with voting members noted above. Twelve of Sixteen members present.
Quorum met.
- 2) President's Opening Remarks – **APPENDIX A**
- 3) Minutes of 2020 AGM were presented and reviewed.
 - No Errors or Omissions noted
Wetaskiwin (T. Kircher) moved that the minutes be accepted as read. J. Mulder seconded. **Carried.**
 - No Business Arising

4) Election

Virtual Voting Procedures Determined.

Text to be sent to Executive Director and 1st Vice President with Delegates Vote, to ensure that the vote remains private.

Tracy Everett – President ran the Election.

First Vice-President

1st Call – Lonny Behm nominated by Ponoka Minor Soccer (Rob McArthur) via Email – Nov 7, 2020

2nd Call- no names put forward

3rd call – no names put forward.

Lonny Behm elected 1st Vice President by Acclimation.

Secretary

1st Call – Les Sherrer will let name stand.

2nd Call- no name put forward.

3rd call – no names put forward.

Les Sherrer elected Secretary by Acclimation.

President (T. Everett) motioned that the Election be closed. **All in Favour. Carried**

5) Financial Report: Presented by Executive Director (T. Olson)

Moving into 2022 in the Rebuild Phase of Soccer within our District, all the Clubs will need to be supportive of initiatives set out by the Executive Board as well as the Technical and Referee Departments. These will ensure that moving into the future CASA remains the strong District that it currently is.

To stay financially viable as we work towards the Outdoor Program, as in the past CASA Clubs will be required to submit prepayments. These payment schedules will be processed based on several factors and will be emailed to the Clubs no later than February 1, 2022.

Although no one wishes to see an increase in Fees at any time, to fulfill mandates from Canada Soccer regarding Coach Education (both certification as well as Respect in Sport Training) a raise in fees will be required.

a) Presentation of New Fee Structure – Discussion

- Sylvan Lake (B. Leveque) questioned why fees needed to be raised
- Blackfalds (W. Murphy) stated that there is an issue within CASA of the money getting to the smaller Clubs in programming. Recommended that the Clubs take initiative in training their Coaches in house. Too many Coaches to be certified.
 - o Added programs means added Administration, addition of two new Clubs in the past year, SC Central and Central Alberta Men's League. This brings the Active Membership to 16 Associations.
 - o Overall costs have increased.
 - o With a 1 ½ years of limited programming CASA needs to rebuild and ensure that they have the funds to work with. The CASA Clubs participating in Soccer during the Pandemic period received a reduction in their fees. We charged lower Administration fees, and the Technical Director was laid off effective April 30, 2020. He has just been re-hired partly through a Grant received from Canadian Tire Jump Start. Without Government and other Grants our District would not have survived the Pandemic.
 - o The New Mandate from Canada Soccer and Alberta Soccer regarding the SQS (Standards of Quality Soccer) Certification will require more funds to initiate. This mandate requires All Coaches to be certified and receive Respect in Sport Training. CASA has a policy with the Member Associations to pay 50% of these costs. Therefore, the Development Program will be allotted a portion of this fee increase.
 - o The \$5.00 increase - \$2.00 to Administration and \$3.00 to Development will assist in covering the costs of these programs
 - o L. Behm (Newly elected 1st Vice President)– CASA cannot face the same situation we have in the past. Higher fees were required, the members did not feel it was necessary. Because of this situation the Executive Director paid CASA costs on her Credit Card and did not receive her Contract wages in full for 5 months, only small increments. If she had not done this the district, would have gone bankrupt. He feels if we are going to move forward the Fees should be increased by more than \$5.00 per player.
 - o League Fees for U11 have been lowered. U13 – U19 Outdoor League Fees covers all Provincial Declarations so is a higher amount.
 - o The JumpStart Grant will be dispersed for Respect in Sport. Every community will receive reimbursement for Coaches taking Respect in Sport (which is a requirement moving forward) Further discussion will be held when we discuss SQS.
- Sylvan Lake, and Blackfalds disagreed with the fee increase and do not support it.

Motion: Executive Director (T. Olson) motioned that “The Budget and Fee Structure be accepted as presented”,
Seconded by Ponoka (R. McArthur) **CARRIED**

6) Technical Program – APPENDIX B

Presentation by Jason Blake – Technical Director and Assistant Technical Director – Lonny Behm

APPENDIX A

- Key Points

- **Player Training**- a focus on all levels of play from Grassroots, Competitive, and a future in Soccer, whether it be College or beyond
- **Player Retention** – how can we keep them involved
- **Coach Training**
- **Coach Retention**
- **Participation from the Clubs is invaluable**
- **Working to foster a better relationship between Coaches and Referees**

“If we give a **PLAYER** a session, we coach them for a day.

If we teach a **PERSON** to coach, we coach **PLAYERS** for a lifetime.”

7) Referees - Philip Ignacio – DRA

- Since 2019 our Referee membership has dwindled by 94%. One major reason is no Outdoor Season. This is not just within CASA, but throughout the province. Many courses went unfilled. To many people Outdoor Soccer is the actual Season
- Registration of officials’ province wide was at 37% of 2019. Goal is to get to 80% for 2022
- Alberta Soccer developing a Program based on Edmonton and Calgary programs already in place. It will be shared with all Districts. Goal to improve the overall Standard of Referees in Alberta. New Mentorship Program. DRA and Assistant DRA will ensure referees are successful. Districts will benefit from this program. Will be fully subsidized by District’s and Alberta Soccer. Hopefully launching mid-May. Questions- R McArthur Does the License change or remain District. Does not change, is an additional program.
- A course that is longer than two days. The online course assists in this. Once Candidates sign up, they can start studying and answering the questionnaires. After the exam the on-field session occurs.
- Philip has always supported this concept. Two days straight is too difficult. Question: More content? No, they will benefit by being able to learn at their own pace. Improves participation because they have longer to absorb.
- Coaches should be aware of the Laws of the Game and understand situations that the referees face. This will create a better understanding between the two groups, leading to less questioning of the Referees when a call is made.
- CASA has one of the best Executive Directors’ and Executives in all the programs Philip has seen.
- Referee Recruitment is vital. Approaching schools etc.
- So many dedicated referees in CASA. The pandemic has been very difficult for all concerned.

8) EXECUTIVE DIRECTOR PRESENTATION

Canada Soccer and Alberta Soccer have mandated that Soccer Providers within Canada align with the required Standards of offering Quality Soccer Programming. This programming includes Certified Coaches, and Policies and Procedures that Create a Safe Sport Space for our Players. Following the Canada Soccer LTPD programming. This way all Soccer players in Canada receives the same programming.

➤ **Standards of Quality Soccer Provider Certification- Mandated**

- Police Background Check
- NCCP Locker number
- Respect in Sport – Activity Leader
- Making Ethical Decisions
- NCCP Coaching Certificate – appropriate for the age coaching

Discussion:

- Many clubs are concerned about the logistics of Certifying so many Coaches – **There are ways to run your programs for U5 to u9 with less certified Coaches.**
- Concern with the cost of achieving this goal – **CASA has an agreement with the Clubs to pay for 50% of all certifications, the Club pays the additional 50%. CASA also received a Grant from Jump Start Grant**

which has a portion allocated to the Certification of Coaches, all Clubs we receive money for their Coaches to receive this certification.

- The Technical Director as well as the Executive Director will work with the Clubs to ensure that everyone can achieve the standards. Most of the requirements are already in place.
- This program is something we must comply with. It benefits everyone, Players, Coaches, Parents and Clubs/Associations.

➤ **Future of Soccer in CASA – Presented by Tammy Olson Executive Director – APPENDIX C**

- Revitalization
- Player recruitment
- Modernizing of By-Laws, Rules, and Regulations
- Defining duties of elected officials

- Moving on after the Pandemic, the CASA Board is proposing a modernization of the Organization. We must remember that this is a small business, with over 3000 Player Members and 16 separate Clubs/ Associations
- This entails work that may not be always visible to the Membership but ensures that we remain successful and at the forefront of Soccer in Alberta.
- With a Modernization of By-Laws, Rules, and Regulations as well as Policies, Procedures that align with the reality of Sports today.
- FULL PRESENTATION - APPENDIX C

New Business:

A reminder by the President regarding contacting the Executive Director / Executive – this can be found on the CASA Website.

Player/Parent ----- Coach ----- Local Club ----- CASA Executive Director / Executive

Next Meeting: Spring Planning-Technical – February 23, 2022

Meeting Adjourned: 9:18 pm

APPENDIX A:

President's Opening Remarks- Tracy Everett

The last year has seen a lot of changes, we went from cohorts to being able to have league games. We still had to follow government regulations but to be honest the associations who participated followed these restrictions so that the children could get back to enjoying the sport we all love. Our numbers were about 50% with four communities participating in a mini league and four communities had in house programs during our spring summer season. Our indoor programs had to see changes from a normal year to a development season. We still have seen lower than normal numbers but with the addition of Jason Blake I feel we will continue to grow our numbers.

Covid had us close to closing our doors but with the support of our associations and the demanding work of our Executive Director Tammy Olson finding us grants we are able to continue to serve Central Alberta.

Thank you to all the associations who supported the district financially. Thank you, Tammy, for all the demanding work that not everyone has seen, securing grants for the district, attending weekly meetings with ASA sometimes multiple meetings, working to reduce costs and streamline our finances moving forward and all of this without being under contract until December 2021.

Many people have asked why we have an executive director, if it were not for Tammy doing the day-to-day operations, emails, banking, updating schedules, updating player registrations, and dealing with ASA we would

not be able to run a successful program. This is the reason we have an executive director, Tammy also works on our web page, deals with other districts and leagues so our teams have smooth transitions when they go outside CASA. E.g. (tournaments, provincials and out of district leagues) I know I am missing a lot of what Tammy does for us and how she has kept CASA going through out the years.

My goal for 2022 is to see Jason Blake (Technical Director) implement his calendar for development opportunities, allowing all CASA players and coaches to benefit from his knowledge. Be able to assist in getting CASA player numbers closer to normal number in our youth program, assist the adult league were possible to grow their numbers so more people can enjoy the great sport of Soccer.

APPENDIX B

TECHNICAL DEPARTMENT VISION

- Support and guide the CASA membership in coach education and player development programming.
- Promote Canada Soccer's coaching pathway and coaching good practice curriculum.
- Encourage the return to participation for CASA members through positive programming and engagement.
- Grow the game of soccer throughout Central Alberta in cooperation with the CASA members.

TECHNICAL CO-ORDINATORS

- Each CASA Association to nominate a Technical Co-ordinator-does not need to be a member of their board
- Technical Co-ordinators point of contact for Technical Department
- Regular Technical Co-ordinator group calls with Technical Department
- Technical Co-ordinators responsible for internal communication with their Association coaches.
- Technical Co-ordinators do not have to be a board member of their Membership Association but could be worth consideration.

TECHNICAL CALENDAR

- Develop a yearly calendar appropriate to indoor & outdoor scheduling
- Created with the input and feedback from CASA members
- Deliver monthly coach focused training events
- Webinars & Webinars
- Player Development Activities

WEBINARS & WORKSHOPS

Leaning Topics

- Warmups
- Match Management
- Small Sided Games
- Session Management
- Coaching Behaviours
- Parent Influence & Involvement
- Welcome to Coaching Induction

PLAYER DEVELOPMENT ACTIVITIES

- Skills Centers
- Festivals
- Tournaments
- Soccer Camps

CASA PRE-SEASON DEVELOPMENT LEAGUE

- 8 Week program
- Preparation for CASA outdoor season
- U9 Pilot recommended (would consider U11 if enough interest)
- 90-minute sessions (30 mins tech with Jason & 60 mins games program)
- 5v5 format with 10-minute games (4 per session)
- Seven players per squad (player participation is priority)

INTRODUCTION TO SOCCER (HOUSE LEAGUE)

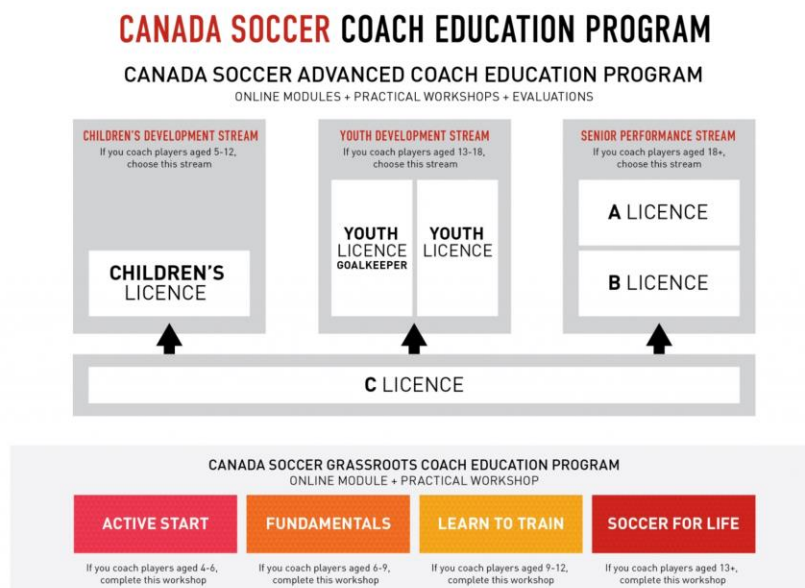
Assistant Technical Director – Lonny Behm Suggested Program

- 8-week standardized training program.
- For house league U5-U9 for clubs.
- Festival or station based.
- Will help ease inexperienced coaches' soccer parents' volunteers into training appropriate sessions.
- Kids trained the same.
- Will help associations that struggle to find content, or volunteers.

CASA COACHES GROUP

- Aim to improve communication and engagement with and between CASA coaches
- No cost to coaches
- Facebook Group or WhatsApp Group
- Monitored and administrated by Technical Department
- Friendly and respectful place for discussion and connection
- No abusive behaviour will be accepted

COACHING QUALIFICATIONS



CLUB LICENCING (SQS)

- Club licensing will raise standards to help grow the game and provide participants with a better experience.
- Club licensing competence will take work for each Association and CASA
- Technical Department will support CASA members with the Club Licensing process.

OFFICIALS & COACHES GROUP

- Need to create greater appreciation and understanding of each department.
- Improve communication between departments.

SOCCER FUTURISTS

- Majority of coaches are vital and valuable volunteer parents.
- Central Alberta has many impressive young people who are proactive towards learning and participation.
- We must offer support to these young people with guidance, education and opportunity.
- We can enhance lives and create career opportunities in sport for Central Albertans.

APPENDIX C

Recommended Board Structure

Modernizing the Executive Board to better Align with Duties

President

Vice President

2ND Vice President (Change to Director)

Secretary: (Change to Director)

Treasurer: (Change to Financial Director)

The Directors-at-Large shall have such duties as prescribed. **NEW**

Executive Director

Technical Director

Referee Director - District Referee Assistant (DRA)

President: Chairman CASA District & Executive Board

Ex-officio of all committees:

District Representative on Provincial Level

Chair Board Meetings

Duties of Executive

- Each Executive Member will be Head of a Committee - Attends all CASA Board Meetings (approximately 5 per year) Attend Executive Meetings when called
- Meeting with their respective committees – this would vary depending on time of year and requirements of the committee.
- Executive Director – Day to day operations of District – Financial Operations - Liaison to Alberta Soccer - ASA Committees

2. Committees

Discipline – Vice President Chair – Committee consists of members of Clubs

Technical – CASA Director Chair -Technical Director (Administrative, Educational, Alberta Soccer Technical Liaison)– Technical Assistants – Club Technical Leads

Referee – CASA Director Chair –DRA (Administrative, Educational, Alberta Soccer Referee Liaison) - Assistant DRA – Club Referee Mentors

Governance – CASA Director Chair (By-Laws, Rules & Regulations) Committee consists of members of Clubs

Competitions – CASA Director Chair - Committee consists of members of Clubs

Finance- CASA Finance Director Chair – Executive Director

- **Technical Director** – Administrative, Educational, Technical Liaison to Alberta Soccer
 - Assistant Technical Lead
 - Club Technical Leads
- **Referee** - DRA - Administrative, Educational, Alberta Soccer Referee Liaison
 - Assistant DRA
 - Club Referee Mentors- Each Community where possible should have a Referee Mentor
 - CASA has four Qualified Instructors; their talents need to be utilized for Mentorship and Evaluations

- **Governance**- Governance Committee works on Modernizing and revitalizing of By-Laws, Rules, and Regulations
 - o Committee consists of members of Clubs
- **Competitions** – Committee oversees the Set up of the Provincial Qualifier / U11 Championship and any other CASA run tournaments (the exact requirements will be worked out)
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- **Finance**- Executive Director deals with day-to-day financials as well as creating budgets, price lists in discussion with Finance Committee.
 - o Executive approves these before presentation to Membership