



Executive Director's Report 2019 Saskatoon Youth Soccer Inc.

Office Staff

I, Amanda Probe, Executive Director, have now been with the organization for nearly 13 ½ years and I oversee all staff and operations for the organization as well as grant/sponsorship requisition, policy development, financial management, and strategic planning.

Erin Fehr, Operations Coordinator, has been with us for 16 ½ years and continues to bring efficiencies and tremendous value to our operations in particular in the areas of roster management and reporting, day-to-day financials, standings, and tournament schedules.

Jordan Paul, Administrator, has been with us for nearly two years and provides a tremendous amount of support to the organization especially in the areas of setting up all National Coaching Certification Program (NCCP) clinics, GoalLine form management, discipline, website and social media updates, tournament and event rosters, and travel permit approvals.

Dan Kelly, Program Coordinator, has been with us just over one year and brings his love and passion for the game to our organization with a wealth of technical and administrative knowledge which comes in handy when handling league schedules, various operational committees, non-traditional program coordination, and all casual seasonal staff.

We are into our fourth year of having a fourth full-time staff person, which has increased our staff capacity to be able to offer new programs to the community as well as work more closely with our members.

All staff show great dedication and enthusiasm in their roles and we are fortunate to have such a strong staff team going into 2020.

Program Coordination Committee

The SYSI Program Coordination Committee (PCC) deals with programming and technical items and is composed of 20 members with three members appointed by each of the five zones and five community representatives appointed by SYSI. Over this past year the PCC alongside SYSI staff have continued to improve various aspects of our game at all age groups including technical aspects of the game and player and coach development. At the 2019 Annual General Meeting, SYSI is proposing a bylaw amendment to the composition of this committee to remove community association representation as these positions have been difficult to fill over the years, are often vacant, and puts additional strain on community association volunteer capacity to have reps attend meetings which spend a vast majority of

the time on youth or zone related discussion. Going forward, if the bylaw amendment passes the intention is that the SYSI Office will be expanding the pre-season community association meeting to discuss league related matters to obtain a better representation of feedback related to community league programming. These proposed changes are intended to bring efficiencies to the valuable committee work done by our zone member volunteers as well as bring greater representation from our community associations as a whole at our pre-season meetings rather than two or three filled positions on a committee.

Program Coordination Committee Members:

Zone 1: SUSC Delegates:	Huw Morris/ Michelle Mason / Mark Fdeda	Community: <i>vacant</i>
Zone 2: Hollandia Delegates	Mark Lord / Percy Hoff / Darcy Overland	Community: <i>vacant</i>
Zone 3: Aurora Delegates:	Daniel Cote / Sean Riggs / Mark Schramm	Community: Vijay Tumber
Zone 4: Lakewood Delegates:	Lewis Oteruelo / Amanda Taylor / Melissa Malin	Community: <i>vacant</i>
Zone 5: Eastside Delegates:	Mike Gramiak / Dave Diebert / Kevin Cuff	Community: Alena Sherwood

Mini Development Zone Funding

The Mini Development and Community Head Coach Programs continued to progress.

Effective January 2013, SYSI began a grant application process in which Zones and other non-profit organizations could apply to support mini soccer player development programs. In 2013, SYSI’s reserves were at a point where we were able to allocate certain funds to our members to focus on mini program development with a plan to decrease the reserves by about \$300,000 over the course of five to eight years. SYSI commends all Zones and organizations that have taken part in this funding program and offered development programs to mini players within and around their Zone. In addition to mini development program funding, Zones may also apply to take part in the Community Head Coach Program where SYSI will supply an honorarium of \$500 per season to help off-set the costs of hiring a Community Head Coach who is to work with and mentor mini coaches within their Zone and Community Associations which fall within their zone boundaries. To be eligible, a zone’s mini development program must not make a profit and all revenue and expenses need to be reported in the follow-up along with expense receipts. If a zone was not allotted funding it was either because they did not apply, failed to submit a follow-up report, or their program experienced a surplus.

The following is a list of funding granted by SYSI to zones over the last fiscal year.

Mini Development Programs - \$10,000 per Zone per year (indoor/outdoor combined)

Zone	Grant	Season	Program Title	Age	Weeks	Participation
SUSC	\$5,669.55	Indoor 2018-19	SUSC Community & D-Program	U5-U9	19	37 players U7-U9 & 4 coaches (zone)
SUSC	\$4,434.28	Outdoor 2019	U7-U9 D-League Program	U7-U9	16	102 players U7-U9D 3 coaches (zone)
Hollandia	\$7,046.28	Indoor 2018-19	Mini Soccer Technical Development	U7-U9	15	68 players U7-U9 & 7 coaches (zone)
Hollandia	\$4,006.40	Outdoor 2019	Mini Soccer & Child License x 2	U7-U9	10-Jan	112 players U7-U9D 10 coaches (zone)
Aurora	\$3,600.00	Outdoor 2019	Child License x 2	n/a	4 wknds	2 coaches (zone)
Eastside	\$8,713.60	Indoor 2018-19	Eastside Mini Program	U5-U9	18	103 players U5-U9 & 22 coaches (zone)

Community Head Coach (CHC) Programs - \$500 per Zone per season to a maximum of \$1,000 per year

Zone	Grant	Season	Program Title	Age	Weeks	Participation
Hollandia	\$250	Indoor 2018-19	Community Head Coach Program	U7-U9	15	0 CA coaches

Zone Mini Development Funding History:

	SUSC	Hollandia	Aurora	Lakewood	Eastside	Open Door Society	TOTAL
BUDGET	\$11,000.00	\$11,000.00	\$11,000.00	\$11,000.00	\$11,000.00	n/a	\$55,000.00
2019	\$10,103.83	\$11,302.68	\$3,600.00	\$0.00	\$8,713.60	n/a	\$33,720.11
2018	\$0.00	\$15,497.02	\$0.00	\$7,500.00	\$8,528.28	n/a	\$31,525.30
2017	\$0.00	\$11,555.70	\$5,184.43	\$8,270.00	\$4,353.71	n/a	\$29,363.84
2016	\$5,821.40	\$12,490.00	\$14,181.29	\$0.00	\$13,020.00	n/a	\$45,512.69
2015	\$5,000.00	\$11,000.00	\$7,943.49	\$0.00	\$11,000.00	n/a	\$34,943.49
2014	\$3,762.50	\$11,106.21	\$7,692.97	\$3,510.11	\$9,551.90	\$4,723.57	\$40,347.26
2013	\$3,380.01	\$9,000.00	\$0.00	\$0.00	\$4,100.00	\$5,088.03	\$21,568.04
Total	\$28,067.74	\$81,951.61	\$38,602.18	\$19,280.11	\$59,267.49	\$9,811.60	\$236,980.73

Leagues

League play is the fundamental attraction to soccer. Kids want to play and parents want to watch them play.

We are pleased with the continued sponsorship from the Tim Horton's Group for the Indoor 2019-20 Under-5 & Under-7 Timbits Mini Soccer Program who has sponsored mini soccer for over 22 seasons.

The U5-U7 community league turf games rolls into its 15th year of operation and the 2nd year of including the U9 community league with five turf games planned in the SaskTel Sports Centre. Thank you to Xtratime Sports / Soccer Locker who has come aboard as a gold sponsor for these events. The U5-U9 community teams are to utilize the turf allocated times similarly to how they utilize all other regular season games scheduled at other locations.

The SaskTel Sports Centre plays host for the Under-5 to Under-9 Community indoor turf games, Under-9 Zone Development indoor leagues as well as the Zone Under-11 through Under 19 indoor and outdoor leagues with both the artificial grass and the occasional smooth court game. The Saskatoon Kinsmen Henk Ruys Soccer Centre hosts the Under-7 and Under-9 Community League indoor games, Under-7 Development indoor league, and five indoor boarded games for the Under-11 age group. This season, all practices are located at both the indoor soccer facilities for the Under-7 and Under-9 Zone Development and Under-11 through Under-19 Zone indoor teams.

This will be the 14th indoor season of having practice time allocated for every youth team in the two soccer centres. This is the second year of welcoming the SSA's Regional Excellence (REX) Program comprised of two female teams to play indoor season exhibition games against our Under-15 Boys Premier teams. We were happy to welcome Valley United Soccer Club (VUSC) and their teams back into the indoor season who took a break from our leagues for the Indoor 2018-19 season due to low player enrollment.

The Under-9 Zone Development league has matured as an attractive program for community-based players going into its 6th year and the Under-7 Zone Development league is going into its 3rd indoor season after taking a break and not offering it in Indoor 2017-18. The Under-7 Zone Development League will continue into its 3rd outdoor season coming up in Outdoor 2020.

In Outdoor 2017 we experienced a drastic decrease to our mini team numbers with players exploring other sports and activities. In particular baseball and lacrosse saw significant increases that season due to the success of Saskatchewan Rush in Saskatoon as well as the Toronto Blue Jays doing well. Another drastic decrease in team numbers was experienced in both Indoor 2017-18 and Outdoor 2018 when Canada Soccer Association (CSA) changed to odd age groups (U5, U7, etc.) opposed to even age groups (U6, U8, etc.) with majority of this decrease experienced at the mini age groups in particular the Under-5 age group which was cut in half due to having only one birth year now opposed to two birth years. Youth teams experienced an increase due to receiving an additional birth year with the senior Under-10 birth year moving to odd age group youth Under-11 junior birth year.

On a more positive note, the past three seasons have seen growth in our team numbers most notably in the mini age groups with community association team numbers remaining stable and additional growth in the Zone Under-7 and Under-9 Development Leagues.

Indoor Season	Youth Teams	Mini Teams	Overall Total
2011-12 Indoor Team Registration	136	128	263
2012-13 Indoor Team Registration	139 (+3 teams)	153 (+22 teams)	290 (+27 teams)
2013-14 Indoor Team Registration	136 (-3 teams)	150 (-3 teams)	284 (-6 teams)
2014-15 Indoor Team Registration	132 (-4 teams)	167 (+17 teams)	299 (+15 teams)
2015-16 Indoor Team Registration	118 (-14 teams)	153 (-14 teams)	272 (-27 teams)
2016-17 Indoor Team Registration	122 (+4 teams)	156 (+3 teams)	278 (+6 teams)
2017-18 Indoor Team Registration	135 (+13 teams)	102 (-54 teams)	238 (-40 teams) – Change to odd years
2018-19 Indoor Team Registration	137 (+2 teams)	122 (+20 teams)	257 (+19 teams)
2019-20 Indoor Team Registration	138 (+1 team)	130 (+8 teams)	268 (+11 teams)

Outdoor Season	Youth Teams	Mini Teams	Overall Total
2012 Outdoor Team Registration	132	370	496
2013 Outdoor Team Registration	122 (-10 teams)	392 (+22 teams)	514 (+18 teams)
2014 Outdoor Team Registration	119 (-3 teams)	366 (-26 teams)	486 (-13 teams)
2015 Outdoor Team Registration	107 (-12 teams)	367 (+1 team)	473 (-13 teams)
2016 Outdoor Team Registration	106 (-1 team)	370 (+3 teams)	477 (+4 teams)
2017 Outdoor Team Registration	108 (+2 teams)	322 (-48 teams)	430 (-47 teams)
2018 Outdoor Team Registration	122 (+14 teams)	279 (-43 teams)	401 (-29 teams) – Change to odd years
2019 Outdoor Team Registration	126 (+4 teams)	291 (+12 teams)	417 (+16 teams)

Discipline

Since Outdoor 2018, the SYSI Office Staff have taken over the role of administering discipline which was formerly administered by a committee of volunteer zone reps. This allocation of responsibility has proven to be a more efficient use of time, less zone bias and conflict of interest, as well as less burden on volunteers.

Referees

SYSI and Saskatoon Adult Soccer Inc. (SASI) continue to work closely with the Saskatoon and District Referee Association Inc. (SDSRAI) to ensure we have sufficient qualified referees for our leagues. Zones are reminded that any assigning of tournaments is to be done by SASI and no other third party individuals or organizations.

Field Maintenance & Facilities

With the two outdoor artificial grass fields and the artificial indoor field in full operation, all teams were scheduled to play various league games on the artificial grass surfaces along with natural grass games. SYSI continues to participate on the City of Saskatoon Sports Field Advisory Committee in order to negotiate overall field improvements for soccer.

The Saskatoon Kinsmen Henk Ruys Soccer Center is now entering its 21st year of operation and will host the Under-7 and Under-9 Indoor Community Leagues, the Under-7 Development League, as well as several zone practices and the occasional tournament. The SaskTel Sports Centre is currently in its 14th year of operation and will host our indoor Under-11 to Under-19 youth leagues as well as the Under-9 Zone Development league, U5-U9 community turf games once a month, several tournaments, and practices.

Coach Certification

SYSI continues to work to ensure all SYSI coaches are certified according to the CSA standards. The SYSI Office organizes Active Start and Fundamentals clinics for the Under-5 to Under-9 coaches, Learn to Train clinics for Under-11 and Under-13 coaches, and “Soccer for Life” clinics for Under-15 to Under-19 coaches.

GoalLine, the common registration system managed by the SSA has also assisted SYSI in verifying Respect in Sport, NCCP certifications, and criminal record check requirements.

SYSI Team Personnel Requirements as of Indoor 2019-20:

Age Groups	NCCP Certification	Respect In Sport Online Certification	Making Ethical Decisions Course (MED - Step 1)	Making Ethical Decisions Online Evaluation (MED - Step 2)	Making Headway e-learning Module	Same Gender Rep	GoalLine Online Registration	Criminal Record Check
U5	Active Start Recommended 1 coach	Mandatory All team personnel	Not required	Not required	Not required	Mandatory Minimum 1 on the bench	Mandatory All Team Personnel To Register EACH Season. Any individual who sits on the bench during an SYSI league game assists the team during SYSI league play.	Mandatory Minimum every 2 years or sooner if Zone policy differs. Any team personnel interacting with players must provide criminal record check with vulnerable sector to their zone or community.
U7 – U9	Fundamentals Mandatory Minimum 1 coach		Mandatory Minimum 1 coach	Mandatory Minimum 1 coach				
U11 - U13	Learn to Train Mandatory Minimum 1 coach				Mandatory Minimum 1 coach			
U15 - U19	Soccer for Life Mandatory Minimum 1 coach							
Provincials U15 - U19	Soccer for Life Mandatory All head, assistant, and apprentice/developmental coaches	Mandatory All team personnel	Mandatory All head, assistant, and apprentice/developmental coaches	Mandatory All coaching staff	Mandatory Minimum 1 coach and 1 non-coach on the bench			

Tournaments

SYSI will continue to promote the SISCO and Mini FOS Tournaments and will offer the half field game for the Premier tournaments which has proven to be very popular. The indoor tournaments were well

received and ran smoothly in 2018-19. The SaskTel Sports Center proved again to be a great venue to hold these tournaments. In Indoor 2018-19, SYSI discontinued offering the Division II & III SISCO Tournaments due to dropping registrations over the past five years. With the discontinuation of the Division II & III Tournaments, this opened up the opportunity for the Aurora Soccer Club to host an indoor tournament, Lakewood moved their indoor tournament later in the season into February. New this season, SYSI has moved our Mini SISCO tournament into March after city finals in order to free up a weekend for youth league games which formerly took place on a weekend in February.

Indoor 2019-20 Tournaments include:

Jan 10 – 12, 2020	U11 – U19 SISCO Premier Boys
Jan 17 – 19, 2020	U11 – U19 SISCO Premier Girls
Mar 13 – 15, 2020	U5 – U9 Mini SISCO

Outdoor 2020 Tournaments include:

June 12 – 14, 2020	U5 – U9 Mini FOS
Sun June 23 or 28, 2020	U5 & U7 Tim Hortons Jamboree (to be finalized)

A special thanks to Xtratime Sports / Soccer Locker who was our Diamond title sponsor for both the 2018-19 Youth and Mini SISCO tournaments and continue to show their support and commitment to the Saskatoon soccer community with being our Gold sponsor for the 2019-20 Youth SISCO Premier Tournaments and the Diamond title sponsor for the 2020 Mini SISCO! We would also like to thank the Concorde Group for the Pizza Hut team pizza party prizes they offer for the poster contests with the Youth SISCO Tournaments. For the upcoming Indoor 2019-20 Youth Premier SISCO Tournaments we are also pleased to announce that the Saskatoon Travelodge, Best Western Plus Eastside, and the Delta Downtown by Marriott are our proud sponsor host hotels.

With the adoption of the new governance model and strategic plan in June 2008, this was the 11th year that decisions based on tournaments were made by the office staff. A pat on the back goes out to current and former staff that did a fantastic job with all SYSI tournaments and special events. The hard work done by our staff has helped make these tournaments a great success. The office hires the help of tournament coordinators (mainly office staff), first aid responders, field marshals, and admission workers to assist with the tournaments.

Provincial Championships

The provincial championship format was changed in 2014 from separate premier and division II & III championships to an open format for 9-aside half field and 6-aside quarter field. The SSA changed the format to reflect different league structures through the province. SYSI hosted the S4L 6-aside Indoor Youth Provincial Championships Feb 22 – 24, 2019 and will be hosting the S4L 9-aside Indoor Youth Provincial Championships this coming Feb 28 – Mar 1, 2020. The tournaments reflect the same level of competition as in the past. Typically, the 9-aside tournament is attended by premier level teams and the 6-aside tournament is attended by division II and III teams.

For the upcoming S4L 9-aside Indoor Youth Provincial Championships this coming Feb 28 – Mar 1, 2020 we are also pleased to announce that the Saskatoon Travelodge, Best Western Plus Eastside, and Delta Downtown by Marriot are our proud sponsor hotels and there are blocks of rooms set aside with exclusive team group rates.

Community Engagement Projects

Soccer Kids In the Park Program:

Saskatoon Youth Soccer Inc. is proud to announce the success of the 12th Annual O'Reilly Insurance and The Co-operators Soccer Kids In the Park summer program, which ran from July 2nd to August 22nd, 2019 and took place at 47 various City of Saskatoon playground site locations. The program reached 2,890 youth (aged 4 to 18), an increase of 434 participants from last year and 797 adults. The program was coordinated by four energetic soccer program leaders with coaching certifications and a desire to make soccer fun and enjoyable in the neighborhood parks. The Soccer Kids In the Park program participation numbers continue to increase each summer. This program wouldn't be possible without the support of our sponsors and grant providers. Thank you to our 2019 sponsors O'Reilly Insurance and The Co-operators, Yokohama Tires, Affinity Credit Union, Xtratime Sports Soccer Locker, Saskatchewan Indian Gaming Authority, Merlin Ford Lincoln, Virtus Group LLP, Sherwin Williams, Tim Hortons, Rawlco Radio (C95, Rock102, CKOM), and CTV Saskatoon. We would also like to thank our 2019 grant providers Government of Saskatchewan's Community Initiative Fund, City of Saskatoon's Saskatchewan Lotteries Community Grant, KidSport Community Grant, and the Saskatchewan Soccer Associations' Membership Assistance Grant through Saskatchewan Lotteries.

This program was created with the intention of increasing the enjoyment and participation in soccer through eliminating financial barriers and providing positive mature role models. This program also aims to increase the soccer "hype" during the summer leading into indoor for current and potential future soccer players.

Saskatoon Youth Soccer Inc. has full intention of running this program again in the summer of 2020 and is actively seeking sponsors.

Community School Dream League:

This will be the 4th indoor season of offering an after school soccer league which will take place in school gyms in partnership with six community schools and SaskSport's Dream Broker program. The league will benefit five boy's teams for Nov-Dec and four to five girl's teams for Jan-Feb made up of approximately 45 boys and 45 girls ages 8 and 9. The league is funded entirely with the help from KidSport's Community Grant and the participant jerseys, shorts, socks, soccer balls, and medals are provided by Tim Horton's Timbit sponsorship program. The league is led by four certified coaches and transportation is covered by the Dream Brokers. We are very excited to offer a league to children who normally are unable to participate in soccer due to financial and transportation barriers. The aim of this program is to expose soccer to underrepresented children in hopes that they will love the game and apply for KidSport funding in future years to join our main league with the help of transportation from Dream Brokers. We have also received confirmation from the SSA again this year, notifying us that they will cover the expense of player and team personnel registration costs for this league.

SSA's Director of Soccer, Rahim Z Mohamed, is excited to hear the continuation of this program, "It is wonderful to hear that SYSI will be running this initiative again this year. SSA would be pleased to partner on this initiative again. Your efforts to provide soccer opportunities to youth who face barriers to participation as well as supporting the development of coaches through this initiative are laudable. The SSA will cover the full provincial registration cost for the participants (players and coaches) in the program that would not otherwise register with SYSI. Similar to last year, athletes and team personnel that are active in SYSI programming and also participate in this league would be expected to register as usual."

Parent-Tot Timbits Program:

In the fall of 2016, we announced a new program for stay-at-home parents/guardians and their toddlers to learn fundamental movement skills through a physical literacy program instructed by certified coach during daytime hours during the week. Last year's program was sponsored by Tim Hortons through in-kind jerseys, shorts, socks, soccer balls, and medals.

SYSI runs an October-November program with 45min sessions once a week for six weeks. We offer two sets of programs with one on Tuesday mornings and the other on Thursday mornings with a maximum of 15 participants in each; both of which filled up fast and reached maximum registration numbers. We plan on continuing to offer this program in January-February, March-April, and potentially May-June.

Volunteer Appreciation & Recognition

Friend of Soccer Award

The Saskatoon Youth Soccer "Friend of Soccer" Award was first handed out in 1989. The award was created to recognize the contributions of the outstanding volunteers involved with youth soccer in Saskatoon. Last year SYSI announced that the award has been expanded with five "Friends of Soccer" recipients awarded each year. There is one award to recognize a volunteer from each of the five geographical zones in Saskatoon. People who are eligible to be nominated include any current or former volunteer member of a Zone or Community Association who have demonstrated a high level of dedication to the development and support of youth soccer in Saskatoon.

PAST RECIPIENTS:

1989 – Al Day	1998 – John Tomchuk	2007 – Bob McAllister
1990 – Jill Postlewaite	1999 – Garry Harder	2008 – Hal Lackie
1991 – Bob Speed	2000 – Lawrence Martz	2009 – Terry Carruthers
1992 – Ross Wilson	2001 – Bernadette Garrity	2010 – Tom LaPointe
1993 – Ken & Carol Wagner	2002 – Pat Gillies	2011 – Joe Garcea
1994 – Jim Cook	2003 – Gloria Rowan	2012 – Edward Halyk
1995 – Percy Hoff	2004 – <i>not awarded</i>	2013 – Mark Lord
1996 – Huw Morris	2005 – Mike Grevers	2014 – Bob Rohachuk
1997 – John Riggs	2006 – Brett Mario	2015 – Wilf McDougall

Year	Zone 1 - SUSC	Zone 2 - Hollandia	Zone 3 - Aurora	Zone 4 - Lakewood	Zone 5 – Eastside
2016	<i>No nominations</i>	Sean Wilson	Mark Schramm	<i>No nominations</i>	Trevor Conquergood
2017	Lorena Walls	Paola Kobussen & Sean Wilson	Shaun Eaton	Leonard Lewko	David Chan
2018	Shawn Dyky	Leigh Saunders	Kevin Foster	Dan Weber	Lynne Gelner
2019	The 2019 nomination form can be found under the " Forms " section on our website. All completed forms are to be submitted to your respective Zone Board on or before Fri Feb 28, 2020. Each Zone Board will decide on who their Zone's recipient of the award will be and will communicate their decision to SYSI no later than Fri Mar 20, 2020. Awards for 2019 will be presented at the Outdoor Coaches' Night in April of 2020. Any questions about the award can be directed to the SYSI Office.				

Volunteer Years of Service Pins

In the fall of 2017 SYSI began awarding volunteers with "Years of Service Pins" in recognition of their dedication and time served as a volunteer in the soccer community either with a community association,

soccer zone, or with SYSI. A volunteer is defined by someone who volunteered with a zone or community association with a team as a coach, assistant, trainer, and/or manager; with a zone organization as a board member, committee member, and/or administrator/registrar; and/or with SYSI as a board member and/or committee member. We offer a 5-year pin, 10-year pin, 15-year pin, and a 20-year pin. If you or someone you know wishes to obtain a pin for their years' of service please contact the SYSI Office.

Volunteer Honorariums

We started a new initiative in 2017 to encourage zone and community association team personnel to obtain their necessary and required certifications in exchange for applying for an honorarium as appreciation for their time spent in coaching clinics. The honorarium is a one-time per individual honorarium. Once an individual has taken advantage of the full \$50 honorarium available per person per lifetime, they are no longer eligible to apply. The deadline for Indoor 2019-20 team personnel honorarium applications is Fri Nov 29, 2019.

In 2017, we also started an honorarium to thank and recognize community association coordinators and zone registrars for their hard work and efforts in meeting all of our deadlines and Goalline roster criteria. Coordinators and registrars are eligible each season for this honorarium and the amount is dependent on how many criteria they have met each season to a maximum of \$200 each per season. The deadline for these honorarium applications is Fri Feb 14, 2020.

Honorariums are paid out at the end of the season in the form of a cheque and are mailed out. Applicants have the option to have their amount donated to KidSport.

Zone Coach Night Appreciation

In 2017, in addition to treats, refreshments, and great door prizes we added a short awards celebration of giving out the "Friend of Soccer Awards" where we recognized one stand-out volunteer per zone. We also started the practice of providing "Years of Service Pins" at each pre-season coach night. This pre-season meeting is a great opportunity for coaches and team personnel to connect with SYSI staff and other zone team personnel and volunteers, receive important season updates and announcements, have a chance to receive a door prize. It's also a nice opportunity for SYSI to acknowledge and celebrate the great work that is being done by our volunteers!

CSA's Club Licensing

SYSI as well as all five member zones are well underway in the process of achieving Canada Soccer's Club Licensing program requirements. SYSI was successful in supporting our zones with the development of required documentation for the Quality Soccer Provider application. SYSI and all zones submitted required materials for the Quality Soccer Provider application on October 1, 2019 to Sask Soccer (SSA). The SSA should be done their review of the SYSI and each of the zones' applications including any requests for supporting documentation from applicants by December 1 with results of successful applicants communicated to everyone by December 15, 2019. The next step will be for Zones to obtain Club Licensing PTSO Level 1 or 2 which will be required for organizations wishing to have their teams partake in Provincial Soccer League (PSL), Club Nationals, and 9v9 Indoor Provincials will be required to have Club Licensing PTSO Level 1 or 2 to be eligible come 2021.

Strategic Plan Progress

The following is an update on the progress made on the Strategic Plan 2015 – 2020. Listed are the projects that have been completed under each Strategic Theme and Objective.

Strategic Theme: Fun For All

Objective	Initiative	Comments
It's a Blast for All Ages	Have all five zones offering U7-U9 developmental programs	<ul style="list-style-type: none"> •U9 D-League started in Indoor 2014/15 with 4 zones and Outdoor 2015 with 5 zones and has had all 5 zones participate in the U9 D-League ever since. •U7 D-League started in Indoor 2016-17 with 3 zones and Outdoor 2017 with 4 zones and has had all 5 zones participate in the U7 D-League since this past outdoor season 2019.
	Offer a parent-tot program	<ul style="list-style-type: none"> •Began in fall 2016 and have offered it for four years now.
Community-Driven Programming	Develop an after-school soccer league for Community Schools	<ul style="list-style-type: none"> •Began in fall 2016 and have offered it for four seasons now.
	Continue to offer the summer Kids in the Park program to all community areas throughout Saskatoon	<ul style="list-style-type: none"> •Offered since 2008. This program has reached a total of 24,987 children and youth as well as 5,036 parents or guardians of those participants over the past 12 years.
Build the Soccer Culture	Increase participation of soccer through the summer Kids in the Park Program	<ul style="list-style-type: none"> •Has been offered since 2008 and heightens the presence and participation of soccer in 47 park locations citywide throughout the summer months.

Strategic Theme: Player Development

Objective	Initiative	Comments
Implement LTPD	Have all U7-U9 developmental programs have a 2:1 practice game ratio	<ul style="list-style-type: none"> •U9 D-League started in Indoor 2014/15 and Outdoor 2015.
Enhance Mini Development	Have all five zones offering U7-U9 developmental programs	<ul style="list-style-type: none"> •U7 D-League started in Indoor 2016-17 and Outdoor 2017.
Parent Education	Publish a monthly newsletter to help educate parents on SYSI initiatives and news	<ul style="list-style-type: none"> Published in Fall 2016. Discontinued in 2017 without any negative feedback.

Strategic Theme: Quality Programming

Objective	Initiative	Comments
Qualified Coaches	Meet SSA compliance for all coaches to be certified NCCP and RIS	<ul style="list-style-type: none"> •Ongoing
	Provide adequate number of coach certification clinics each season	<ul style="list-style-type: none"> •Another clinic is added to meet demand when there are wait lists
Qualified Referees	Administer the Referee Development and Recruitment Fund in partnership with SASI and ensure members of SDSRAI are aware of the funding available	<ul style="list-style-type: none"> •Processed 4 applications since 2016
	Ensure SDSRAI is informed of all league rules and any applicable changes each season in advance of their clinics	<ul style="list-style-type: none"> •League rules are provided in advance of the clinics prior to each season
Ongoing Program Review	Program Coordination Committee to continually evaluate leagues and program formats	<ul style="list-style-type: none"> •Ongoing

Strategic Theme: Strengthening our Community

Objective	Initiative	Comments
Contribute to community-based Initiatives	Have a soccer presence at Community Association "Fun Days"	<ul style="list-style-type: none"> Attended 3 in 2017, 8 in 2018 and 11 in 2019

Strategic Theme: Excellence in Governance and Management

Objective	Initiative	Comments
Continuous Improvement	Seek continuous professional development opportunities for Board members and staff	<ul style="list-style-type: none"> • Opportunities are offered to Board members and staff on a regular basis. Staff members have attended coaching certification training, leadership and human resource management training, and training for administration.
Promote Governance Board	Actively recruit diverse directors to serve on the Board	<ul style="list-style-type: none"> • There is a diverse Board of eight directors – two of which are female
Educate membership on role of a governance Board	Invite reps from Zones to attend SYSI Board meeting to better ensure communication and understanding of the Boards role	<ul style="list-style-type: none"> • Zone liaisons have been attending Board meetings since November 2016 with positive feedback from members
Create Marketing Capacity	Increase staff capacity to handle marketing initiatives	<ul style="list-style-type: none"> • Added a 4th staff person in 2016 to create more capacity for the Executive Director to focus on marketing and for Program Coordinator to develop new programs
	Create a soccer promotional video to increase soccer presence through advertising in community	<ul style="list-style-type: none"> • Created and used since summer 2016
	Create stronger soccer presence in the communities	<ul style="list-style-type: none"> • Started attending Community Fun Days in 2017
	Offer programs other than leagues to promote the participation of new soccer players	<ul style="list-style-type: none"> • Community school Dream League began in 2016 targeting Indigenous and New Canadian players • Parent & Tot started in 2016 targeting at home parents and young children • Kids in the Park has been continuing since 2008
Efficient Use of Resources	Promote the adoption of GoalLine to all members	<ul style="list-style-type: none"> • 22 out of 27 community associations have a GoalLine platform as of 2019

The Year Ahead

With 13 years with SYSI as Executive Director, I look forward to another upcoming year. Over the next six months we will be implementing SSA's new content management system, RAMP, which will be replacing GoalLine's registration system and website across all SSA member organizations. Our Zone members will also be working on requirements and criteria necessary for obtaining the next level of Club Licensing over the next 10 months.

We have a very competent and skilled Board of Directors and staff to achieve the Strategic Plan. I would like to extend a huge thanks to all those involved on the SYSI Board and committees, staff, and countless Zone and Community Association volunteers. There aren't enough words to characterize your supreme dedication to the well-being and the enjoyment of our players and to the betterment of our sport movement. It is our volunteers' efforts and endless hours behind closed doors or on the field that continue to drive this sport despite all of its challenges. Your continuous contributions that benefit our players and our sport are highly appreciated. Let's continue to work together to advance past our challenges, maintain our leadership in the province, and offer our players an even better playing environment.

Thank you,

Amanda M Probe
 Executive Directors
 Saskatoon Youth Soccer Inc.