



Executive Director's Report 2023 Saskatoon Youth Soccer Inc.

Office Staff

I, Amanda Probe, Executive Director, have now been with the organization for 17 ½ years and I oversee all staff and operations for the organization, advertising, and promotion of soccer, grant and sponsorship requisition, policy development, fiscal management, and strategic planning. In addition to the above, I am also the organization's Administrative Lead for CSA Club Licensing requirements.

Erin Fehr, Operations Coordinator, reached a 20-year milestone with SYSI in May of 2023 and continues to bring efficiencies and tremendous value to our operations in the areas of roster management and reporting, day-to-day financials (accounts payable, receivable, and deposits), standings, and tournament schedules.

Jordan Paul, Program Administrator, has been with us for nearly six years and provides a tremendous amount of support to the organization in the areas of social media and communications, RAMP and website administration, newsletter and awards, provincials and PSL roster approvals, program and National Coaching Certification Program (NCCP) clinic field bookings and registration, academy and PSL administration, equipment and clothing coordination, payroll assistance, meeting minutes, and discipline and complaints.

Dan Kelly, Technical Lead, has acquired CSA's Child and Youth License and National B License. Dan has an in depth understanding of the SYSI structure and culture and has built strong relationships with our zone members and technical directors over the past five years and continues to work towards SYSI achieving CSA's National Youth Club License. Dan brings his love and passion for the game to our organization with a wealth of technical and administrative knowledge which proves to be highly valued in program development and oversight (Community School Dream League, Kids in the Park, Parent and Tot, Alliance and City Leagues, Alliance Academy, and under-15 and under-17 PSL teams), strategic coach development, player pathway and development, leading operational committees, zone and community association technical matters, and National Youth Club Licensing support.

Tianna Raduloff, League Administrator, joined us in September 2023 as a new position to help bring further capacity to our staffing resources. Tianna provides a tremendous amount of support to the organization in the areas of main reception and communications, coach certification compliance, referee assigning of U11-U13 league games, reschedule and game cancellations, volunteer honorariums, player requests (transfers/late maturation) and travel permits, player ID cards, pre-season info packages/coach packages/tournament packages, daily game sheet preparation and checks.

Having five full-time dedicated staff has increased our capacity to be better serve our members and provide quality programming such as the indoor and outdoor leagues, Alliance Academy, Dream League

after-school program, summer Kids In the Park program, and Parent-Tot program. We have also been able to move the assigning of referees of U11 and U13 league games in-house and provide greater focus on ensuring our programs are meeting Safe Sport Roster requirements.

All staff show great dedication and enthusiasm in their roles, and we are fortunate to have such a strong staff team going into 2024.

Advisory Committee

The SYSI Advisory Committee was established in February 2022, with zone representation whose purpose is to provide recommendations and feedback on SYSI program and technical matters. All previous operational committees such as the Program Coordination Committee, Alliance Technical Committee, and PSL Structure Committee were dissolved at the same time and replaced with the Advisory Committee. This change was necessary in establishing SYSI's governance and authority over its programs and decisions.

The former SYSI Alliance Technical Committee was instrumental between November 2020 and February 2022 in creating a framework for an academy to be under the SYSI umbrella where players from all zones come together to receive high quality supplemental training sessions complimentary to the league and zone practice schedules. The committee was comprised of all five zone technical directors, zone presidents, the SYSI president, and SYSI staff.

The Advisory Committee is consulted throughout the season and year on technical topics, division alignment, rules of the game, and academy/PSL related matters. Zone Presidents (or their designate) have one vote per zone on providing recommendations to SYSI.

Alliance Academy

In February 2020, Saskatoon Youth Soccer along with the five zones founded the Saskatoon Alliance. The Saskatoon Alliance's purpose is to provide enhanced playing and training opportunities that promotes growth, enjoyment, and retention for youth soccer players in Saskatoon.

The Alliance Academy is overseen by SYSI's zone technical directors, the SYSI technical lead, hired head coaches, hired assistant coaches, and volunteer mentor coaches.

The indoor academy is in its third year of operation offering training to under-11 through under-19 players on weekday afternoons from November to March. Under-11 was offered this season in a weekend format providing four sessions throughout the season; however, with insufficient zone technical personnel commitment, SYSI made the unfortunate decision of cancelling these and will reevaluate the under-11 program offering for next indoor season. Weekly training was held on a day which did not conflict with the age group's game day or zone practice schedule making it possible for families to fully participate in both club commitments and supplemental academy training. As for the intake process, registration opens in August and under-11 players are accepted until available spots are filled; under-13 to under-19 players attends player assessments in September or early October. The training includes a minimum of eight to 13 goalkeeper training sessions at the under-13 to under-19 age groups.

Indoor 2023-24 marks an exciting season for the under-17-19 girls and under-17 boys as we pilot a

morning weekday league comprised of an eight-game schedule with 11v11 full field format and have invited Astra Academy and SSA’s Excel program to participate. On the girls’ side we have four teams with two Saskatoon Alliance Academy teams, one ASTRA Soccer Academy team, and one SSA EXCEL Female team. On the boys’ side we have five teams with two Saskatoon Alliance Academy teams, two ASTRA Soccer Academy teams, and one SSA EXCEL Male team. This league will provide great benefit to player development leading into the under-17 Provincial Soccer league (PSL) season as well as significant referee development of middle and assistant referees throughout the indoor season better preparing them for the outdoor full pitch games.

The outdoor academy welcomes non-PSL players in the under-11 to under-19 age groups. Players do not attend outdoor assessments and are accepted until available spots are filled. During the outdoor season, the under-15 and under-17 PSL players do not take part in the academy as they have multiple weekly training sessions and PSL games to focus on.

	Alliance Academy - BOYS					Alliance Academy - GIRLS					TOTAL Overall
	U11B	U13B	U15B	U17-19B	Total Boys	U11G	U13G	U15G	U17-19G	Total Girls	
Indoor 2021-22	14	28	31	12	85	13	26	20	20	79	164
Indoor 2022-23	15	15	25	63	118	14	25	23	24	86	204
Indoor 2023-24	0	21	27	40	88	0	15	38	37	90	178
Total Indoor 3 Years	29	64	83	115	291	27	66	81	81	225	546

	Alliance Academy - BOYS					Alliance Academy - GIRLS					TOTAL Overall
	U11B	U13B	U15B	U17-19B	Total Boys	U11G	U13G	U15G	U17-19G	Total Girls	
Outdoor 2022	27	13	7	0	47	21	14	3	0	38	85
Outdoor 2023	26	21	14	12	73	17	13	6	0	36	109
Total Outdoor 2 Years	53	34	21	12	120	38	27	9	0	74	194

Under-15 and Under-17 Saskatoon Alliance (PSL)

During the outdoor season 2021, SYSI launched part of the Alliance structure which encompassed the formation of citywide Saskatoon Alliance Provincial Soccer League (PSL) teams in the under-15 and under-17 age groups with two teams in under-15 boys, and one team in under-17 boys. With the delay of the PSL season due to the pandemic which led to a season extension into late summer months, registrations and interest in this league were lower on the girls’ side. CSA’s club nationals were cancelled in 2021 due to COVID-19.

During the outdoor season 2022, SYSI formed five teams to compete in the PSL: two under-15 boys’ teams, one under-15 girls’ team, one under-17 boys’ team, and one under-17 girls’ team. Two of which, under-15 boys Saskatoon Alliance Weber and under-17 girls Saskatoon Alliance, represented our province at CSA’s club nationals in October 2022.

During the outdoor season 2023, SYSI formed seven teams to compete in the PSL: two under-15 boys’ teams, two under-15 girls’ team, two under-17 boys’ team, and one under-17 girls’ team. The under-17 boys Saskatoon Alliance Weber represented our province at CSA’s club nationals in October 2023 and finished in sixth place!

	Saskatoon Alliance PSL – BOYS Teams			Saskatoon Alliance PSL – GIRLS Teams			TOTAL Teams
	U15B	U17B	Total Boys Teams	U15G	U17G	Total Girls Teams	
Outdoor 2021	2	1	3	0	0	0	3
Outdoor 2022	2	1	3	1	1	2	5
Outdoor 2023	2	2	4	2	1	3	7
Total Teams 3 Years	6	4	10	3	2	5	15

We are looking forward to seeing how PSL season 2024 turns out. We hope that all players involved in the past couple of years of Alliance Academy and PSL have had fun, experienced meaningful competition, and have made lifelong friendships and memories!

SYSI wishes to extend a huge thanks to DSG Power Systems and Xtratime Sports Soccer Locker for committing to a three-year financial investment into the Alliance Academy and under-15 to under-17 Saskatoon Alliance PSL teams.

SYSI Athlete Fund & Sustainability Committee

In the fall of 2021, with the launch of the Alliance Academy and league restructure underway, SYSI started the SYSI Athlete Fund, to provide financial assistance to eligible athletes taking part in additional training with the U11-U19 Alliance Academy and/or participate with a U15 or U17 Saskatoon Alliance PSL teams in the outdoor season.

Beginning fall of 2023, after three years of successfully building the fund to \$26,000, SYSI has made the fund available to those taking part in the SYSI indoor or outdoor leagues and the application form is available on our website.

SYSI wishes to thank Alliance Academy and PSL coaches and managers who have generously donated their time and honorariums to the fund, those who have made donations to the fund or have chosen to sponsor specific players in need, Jumpstart Charities and KidSport for their continued support of our athletes, those who supported the various SYSI 50-50 raffle efforts, and last but not least, the SYSI Sustainability Committee who were instrumental in the success of our largest fundraiser yet, the Rock the River 50-50 raffles in August 2023 which brought in \$16,000.

Over the past three years, SYSI has raised a total of \$49,548.66 and has funded a total amount of \$18,897.32 for players in need taking part in the Saskatoon Alliance PSL and Alliance Academy. In addition to player funding, SYSI provided an opportunity for the Saskatoon Alliance PSL teams to take part in a spring 50-50 raffle in 2023 and provided them 20% of the profits amounting to \$3,087.34 in team funding which was used to help offset their PSL season travel expenses.

The Sustainability Committee is comprised of SYSI directors and the committee looks forward to the year ahead and putting in place new fundraising ventures to support the SYSI Athlete Fund.

SYSI wishes to thank the soccer community for their ongoing support of our fundraising efforts which

help benefit players in need from all SYSI zone and community association members.

Season	Raised	Funded	Fund Balance
Indoor 2020-21 - SSA Raffle – % of earnings from SSA’s raffle aimed at supporting SSA members	\$ 1,326.50	\$ -	\$ 1,326.50
Indoor 2021-22 - \$2,185 - Alliance Academy coach honorarium donations (Dan Weber, Lewis Oteruelo, Mark Millard, Shaun Eaton) - \$2,000 - Mark Millard Art donation - \$790 - Mark Lord donated to sponsor specific players - \$ 65 - MK Academy donation	\$ 5,040.00	\$ 3,712.50 Athletes	\$ 2,654.00
Outdoor 2022 - \$2,980 - Alliance PSL coach honorarium donations (Dan Weber & Len Lewko) - \$1,265 - Jumpstart & KidSport provided funds for specific players - \$1,280 - Mark Lord donated to sponsor specific players	\$ 5,525.00	\$ 3,575.00 Athletes	\$ 4,604.00
Indoor 2022-23 - \$3,281.54 SYSI Indoor Raffle – celebrate Men’s World Cup - \$2,026.25 - Alliance Academy coach honorarium donations (Dan Weber, Len Lewko, Nammi Nguyen, Kevin Cuff) - \$1,500 - KidSport provided funds for specific players - \$400 - PCS Inc. donated to sponsor specific player - \$255 - Mark Lord donated to sponsor specific players - \$ 65 - U of S earnings from players selling Huskie tickets	\$ 7,527.79	\$ 4,742.82 Athletes	\$ 7,388.97
Outdoor 2023 - \$15,939.28 - Rock the River Raffle earnings - August - \$6,858.64 Alliance PSL Raffle - celebrate Women’s World Cup - \$1,953.50 - Alliance PSL coach and manager honorarium donations (Dan Weber, Kevin Cuff, Colin Melnyk, Mark Lord, Eric Li, Totie Daplas) - \$ 300 - Jumpstart provided funds for specific players - \$1,295 - Mark Lord donated to sponsor specific players - \$235.45 Mark Millard donation - \$ 65 - Dan Weber donated to sponsor specific players	\$ 26,646.87	\$ 4,780.00 Athletes \$ 3,087.34 Teams \$ 7,867.34	\$ 26,168.50
Indoor 2023-24 - \$1,900 - KidSport and Jumpstart provided funds for specific players - \$1,205 - Mark Lord donated to sponsor specific players - \$ 500 - Benevity Community Impact donated funds - TBA - Alliance Academy coach honorarium donations Dec 2023 & Mar 2024 - TBA - Raffle coming up Nov-Dec 2023	\$ 3,605.00	\$ 3,105.00 Athletes	\$ 26,668.50
Total raised and athletes funded	\$ 49,548.66	\$ 18,897.32 Athletes \$ 3,087.34 Teams \$ 21,984.66	

* Outdoor 2023 - \$3,087.34 funded Alliance PSL team funding from the raffle profits as part of their fundraising efforts

Zone Funding

From January 2013 to July 2021, SYSI provided 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 took part in this funding program and offered development programs to mini players within and around their zone which really assisted zone members in the creation and development of under-7 and under-9 development leagues and programs. In addition to mini development program funding, zones also took part in the community head coach program where SYSI supplied an honorarium of \$500 per season to help off-set the costs of hiring a community head coach who would work with and mentor mini coaches within their zone and community associations which fall within their zone boundaries; a program of which had been in place prior to the reserve funding initiative. To be eligible, a zone’s mini development program could not make a profit and all revenue and expenses were 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.

In July 2021, SYSI completed the benchmark of \$300,000 reserve spending for mini development programs. Zones have begun finding other ways of ensuring their D-Leagues are sustainable moving forward beyond 2021 now that this funding is no longer available.

SYSI continues to apply for SSA MAP Grant Special Projects funding to assist SYSI and Zone projects. If your Zone wishes to put forth future applications for special project funding to be funnelled through SYSI, we will welcome such applications received by March 1 of each year.

Beginning in the fall of 2021, with the launch of the Alliance, SYSI committed to providing annual honorariums to zones in recognition of the technical directors' support and dedication to the academy and PSL season through attending player assessments, committee meetings, and mentorship of academy groups and PSL teams.

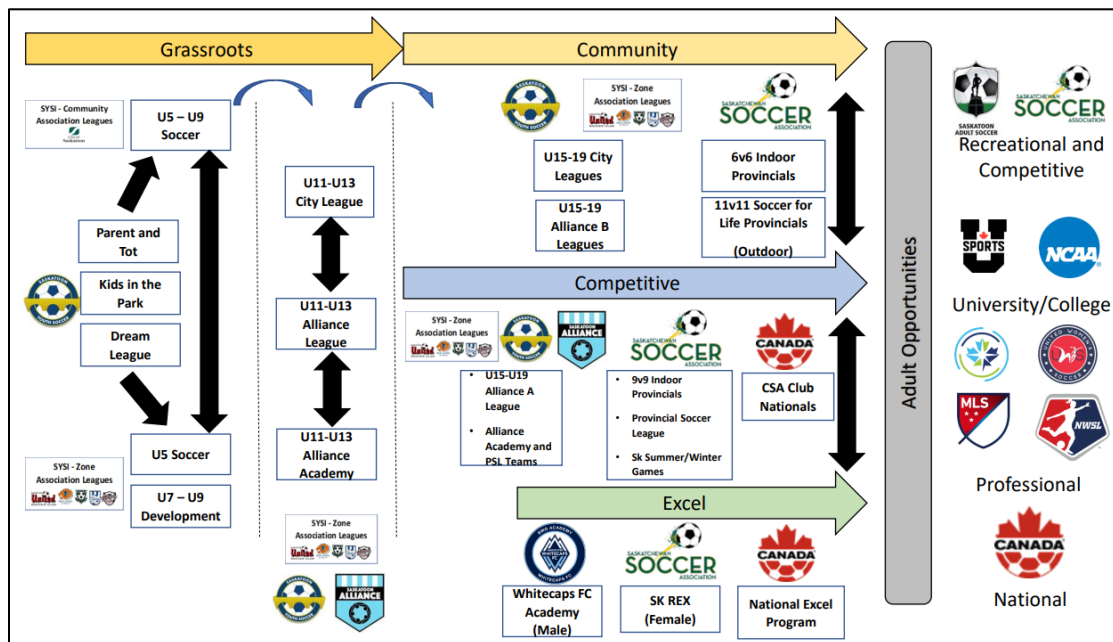
Beginning indoor 2023-24, SYSI is providing incentive honorariums to zone technical directors who show a commitment and presence during Alliance Academy training sessions. Their involvement in the program provides great mentorship, support, and oversight of the program alongside SYSI's technical lead.

YEAR	SUSC	Hollandia	Aurora	Lakewood	Eastside	Other	TOTAL	Project
2023	\$720.00 Alliance	\$930.00 Alliance	\$870.00 Alliance	\$765.00 Alliance	\$1,200.00 Alliance	n/a	\$6,797.50	Alliance zone honorariums & funding projects
	\$462.50 FSQ	\$462.50 FSQ	\$462.50 FSQ	\$462.50 FSQ	\$462.50 FSQ	n/a		
2022	\$1,167.50	\$1,167.50	\$1,167.50	\$1,167.50	\$1,137.50	n/a	\$5,807.50	Alliance zone honorariums
2021	\$7,351.44	\$7,264.56	\$11,794.67	\$11,794.67	\$11,794.66	n/a	\$50,000.00	Reserve spending to support zone development leagues
2020	\$10,000.00	\$9,885.15	\$10,000.00	\$0.00	\$10,000.00	n/a	\$39,885.15	
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	Reserve spending to support mini development
2012	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$1,000.00	n/a	\$3,000.00	Community head coach programs
2011	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$500.00	n/a	\$2,500.00	
2010	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00	n/a	\$1,000.00	
2009	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00	n/a	\$1,000.00	
Total	\$49,769.18	\$103,661.32	\$62,896.85	\$33,469.78	\$87,362.15	\$10,274.10	\$346,970.88	

Zones who received less funding or no funding in any given year was a result of either not applying, or submitting a follow-up report, or they experienced a program surplus and were not eligible for funding.

* 2013 and 2014 "Other" funding for Open Door Society to engage in soccer programming for newcomers.

SYSI Player Pathway



League Restructure: Alliance & City League

SYSI and its zones introduced a league restructure in indoor 2021-22 and outdoor 2022. The league structure created further opportunities to address the needs of all players by providing two league types for under-11 to under-19: the City League and the Alliance League. The City League provides one weekly Friday (with some Sundays) game with optional practices resulting in a league which requires less time commitment for multi-sport athletes, those who take part in other academies and find regular league difficult to fit into their schedule, those who simply wish to play, or those who are looking for a more affordable option. The City League is also more 'relaxed' in that it does not have player evaluations yet still provides fun competition with referees as well as standings for under-13+. The Alliance League requires player evaluations to group players onto skill-based teams of group A and group B in each age. The Alliance League places a greater emphasis on player development by offering two weekly training sessions and one weekly game all within the soccer centres. City League teams account for roughly one third and Alliance League teams account for two thirds of overall U11 – U19 team registrations.



League Registrations

For a recap on the pandemic and how it affected the leagues from 2020 to 2022, feel free to read the [Executive Director's Report 2022](#) pages 6 – 7.

The past two outdoor seasons experienced drastic growth with a 600 player increase in outdoor 2022 and another 985 player increase in outdoor 2023 exceeding pre-covid 2019 participation numbers, with an estimated player total of 5,044.

The past two indoor seasons experienced astounding growth as well with a whopping 800 players in Indoor 2022-23 and another 575 players in Indoor 2023-24, with an estimated player total of 3,872, numbers which not only far exceed pre-covid 2019 numbers but are numbers we have not seen since the Saskatoon Sports Centre opened its doors 17 years ago! This increase in registrations has both soccer centres buzzing with activity and excitement especially Saskatoon Kinsmen Henk Ruys Soccer Centre on Sundays where you will see all four fields utilized with 20 soccer teams coming and going every hour from noon to late afternoon. The fields are split into twos for the under-9 who are playing 5v5 and into thirds for the under-5 and under-7 who are playing 3v3. These smaller sided games create a more appropriate playing size for these age groups and the soccer centre staff recently installed curtains to ease the task of splitting the fields opposed setting up and tearing down physical barriers. The barriers last season and curtains this season both have contributed to fewer interruptions in play from adjacent flying soccer balls. Another big shout out to all the zone and community coaches for setting up and cleaning up flags used for goals at the start and end of each Sunday!

This marks the 18th indoor season of having practice time allocated for every youth team in the two soccer centres. We were happy to once again to welcome Valley United Soccer Club (VUSC) and their teams into our leagues for both indoor and outdoor seasons.

The zone development leagues have matured as an attractive program for under-9 programming going into its 10th year and under-7 programming going into its seventh year.

INDOOR	Mini Teams	Mini Player Est	Youth Teams	Youth Player Est	Total Teams	Total Player Est	Team Variance	Player Est Variance	Seasonal Notes
2011-12 Indoor	128	1280	136	1904	264	3184	n/a	n/a	
2012-13 Indoor	153	1530	139	1946	292	3476	28	292	Olympic Bronze
2013-14 Indoor	150	1500	136	1904	286	3404	-6	-72	
2014-15 Indoor	167	1670	132	1848	299	3518	13	114	
2015-16 Indoor	153	1530	118	1652	271	3182	-28	-336	
2016-17 Indoor	156	1560	122	1708	278	3268	7	86	
2017-18 Indoor	102	1020	135	1890	237	2910	-41	-358	Change to Odd Age Groups
2018-19 Indoor	122	1220	137	1918	259	3138	22	228	
2019-20 Indoor	130	1300	138	1932	268	3232	9	94	
2020-21 Indoor	71	710	118	1652	189	2362	-79	-870	COVID-19 Impact
2021-22 Indoor	93	930	113	1582	206	2512	17	150	Olympic Gold & COVID-19 Impact
2022-23 Indoor	149	1490	129	1806	278	3296	72	784	
2023-24 Indoor	159	1590	163	2282	322	3872	44	576	

OUTDOOR	Mini Teams	Mini Player Est	Youth Teams	Youth Player Est	Total Teams	Total Player Est	Team Variance	Player Est Variance	Seasonal Notes
2012 Outdoor	370	3700	132	1848	502	5548	n/a	n/a	
2013 Outdoor	392	3920	122	1708	514	5628	12	80	Olympic Bronze
2014 Outdoor	366	3660	119	1666	485	5326	-29	-302	
2015 Outdoor	367	3670	107	1498	474	5168	-11	-158	
2016 Outdoor	370	3700	106	1484	476	5184	2	16	
2017 Outdoor	322	3220	108	1512	430	4732	-46	-452	
2018 Outdoor	279	2790	122	1708	401	4498	-29	-234	Change to Odd Age Groups
2019 Outdoor	291	2910	126	1764	417	4674	16	176	
2020 Outdoor	0	0	0	0	0	0	-417	-4674	COVID-19 Season Cancelled
2021 Outdoor	198	1980	106	1484	304	3464	304	3464	COVID-19 Impact
2022 Outdoor	245	2450	115	1610	360	4060	56	596	
2023 Outdoor	307	3070	141	1974	448	5044	88	984	

Discipline

Since 2018, the SYSI office staff has administered 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.

Since outdoor 2022, SYSI has had greater capacity in checking game sheets for various infractions. In doing so, SYSI has placed greater importance on going over game sheet infractions and permit rules during pre-season SYSI Coach Nights. The past three consecutive seasons of this has led to fewer and fewer game sheet infractions and a greater understanding amongst team personnel of proper game sheet procedures.

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.

Beginning indoor 2023-24, SYSI gained greater staff capacity with the fifth position, League Administrator, enabling our association to take on the responsibility of assigning referees for under-11 and under-13 league games. This provides SYSI greater flexibility in re-balancing or making any necessary changes to the younger division indoor schedules mid-season. Having an SYSI staff person responsible for these younger age groups also helps lessen the workload on the SASI referee assignor and enables SYSI to work closely with the SDSRAI in ensuring our newest referees are being provided adequate mentorship and support. In addition to the above benefits, the savings SYSI experiences from not having to pay SASI for assigning referees for under-11 and under-13 league games, helps offset the cost of the new position significantly.

Field Maintenance & Facilities

Outdoor Season

All under-11 to under-19 teams play half of their outdoor games on City of Saskatoon natural grass fields and the other half is played at the Saskatoon Sports Centre (SSC) with under-11 to under-13 played indoors on smaller fields and under-15 to under-19 played outdoors on full size artificial turf fields. Since outdoor 2022, SYSI has front loaded all schedules with SSC games at the start of the season and had most games completed in April and May which historically are cooler months leaving the hotter months outdoors on natural grass fields. Natural grass fields are preferred in the heat due to better air circulation opposed to indoor turf and less heat radiating off the field opposed to outdoor turf recycled tire infill. SYSI plans to continue this practice going forward with having majority of SSC games at the start of the outdoor season. Providing a longer break from natural grass fields at the start of the season also allows the fields to better establish roots which improve field quality and longevity. SYSI continues to advocate for fair allocation of fields and field improvements with the City of Saskatoon.

Indoor Season

The Saskatoon Kinsmen Henk Ruys Soccer Center is now entering its 25th year of operation and will host the indoor season under-5 to under-9 community leagues, the under-7 development leagues, under-9 girls' development league, a handful of boarded under-11 to under-17 City league games, several zone practices, and the Hollandia Off the Wall tournament.

The Saskatoon Sports Centre is currently in its 18th year of operation and will host our indoor season under-9 boys' development league, under-11 to under-19 Alliance leagues, parent-tot program, Dream league wrap-up events, countless zone practices, NCCP coach clinics, the Alliance Academy, indoor 6-aside and 9-aside SSA provincials, and several zone and SYSI ran tournaments.

Community associations continue to utilize school gyms for their community team practices.

Coach Certification

YSI continues to ensure all SYSI coaches are certified according to the CSA standards and Safe Sport Roster requirements.

	Outdoor 2022	Indoor 2022-23	Total 2022	Outdoor 2023	Indoor 2023-24	Total 2023	Total Over 2 Years
Active Start & Fundamentals	87	26	113	58	20	78	191
Learn 2 Train	20	9	29	19	13	32	61
Soccer 4 Life	12	5	17	12	3	15	32
MED hosted by SYSI	8	36	44	19	30	49	93
Totals	127	76	203	108	66	174	377

RAMP, the common registration system managed by the SSA assists SYSI in verifying Respect in Sport, NCCP certifications, and criminal record check requirements.

YSI Team Personnel Requirements as of Indoor 2023-24:

Task or certification to complete prior to first game or practice: Abbreviations: HC = Head Coach, AC = Assistant Coach, App/Dev = Apprentice/Developmental Coach, PSL = Provincial Soccer League	FULL Safe Sport Roster Requirements Teams in SYSI Local League who <u>ARE</u> entering tournaments/provincials & Dedicated Player or Skill Centre Coaches		Modified Safe Sport Roster Requirements Teams in SYSI Local League who are <u>NOT</u> entering tournaments other than U5-U9 FOS/SISCO	
	Head Coach Assistant Coach Development Coach	Manager Gender Rep	Head Coach Assistant Coach Development Coach	Manager Gender Rep
RAMP registration each season	REQUIRED	REQUIRED	REQUIRED	REQUIRED
Criminal Record with Vulnerable Check uploaded into RAMP	REQUIRED	REQUIRED	REQUIRED	REQUIRED
Respect In Sport online module (every five years) - free	REQUIRED	REQUIRED	REQUIRED	REQUIRED
Gender Rep - one per team at all times	REQUIRED	REQUIRED	REQUIRED	REQUIRED
CSA's NCCP Coaching Soccer in Canada Online Module	REQUIRED	n/a	REQUIRED	n/a
CSA's NCCP Age Appropriate Online Module U5 - Active Start - \$20 reimbursed by community or zone U7-U9 - Fundamentals - \$20 reimbursed by community or zone U11-U13 - Learn to Train - \$30 reimbursed by community or zone U15-U19 - Soccer for Life - \$30 reimbursed by community or zone	REQUIRED	n/a	highly recommended	n/a
CSA's NCCP Age Appropriate On-Field Clinic U5 - Active Start - free for SYSI coaches hosted by SYSI U7-U9 - Fundamentals - free for SYSI coaches hosted by SYSI U11-U13 - Learn to Train - free for SYSI coaches hosted by SYSI U15-U19 - Soccer for Life - free for SYSI coaches hosted by SYSI U15-U19 Provincials (6v6/11v11) - Soccer for Life	REQUIRED	n/a	highly recommended	n/a
NCCP Making Ethical Decisions (MED) Online Clinic - MED hosted by Coaches Association of Sask - \$50 reimbursed by community or zone - MED hosted by SYSI - free for SYSI coaches	REQUIRED	n/a	n/a	n/a
NCCP Making Ethical Decisions Online Evaluation - free complete evaluation online after attending online clinic	REQUIRED	n/a	n/a	n/a
NCCP Making Head Way Concussion Online Module - free	REQUIRED	n/a	n/a	n/a
NCCP Understanding the Rule of Two Online Module - free	REQUIRED	n/a	n/a	n/a
NCCP Emergency Action Plan Online Module - free	REQUIRED	n/a	n/a	n/a
Indoor 9-Aside Provincials Under-15 - Under-19 - HC B-License Part 1 certified or CSA Youth License trained; AC C-License certified; App/Dev C-License in training and cannot be gender rep coach Gender Rep - Minimum 1 coach and 1 non-coach on the bench	REQUIRED	n/a	n/a	n/a

Festivals

With the adoption of the new governance model and strategic plan in June 2008, this was the 15th year that decisions based on tournaments or festivals are made by the office staff. A pat on the back goes out to SYSI staff that did a fantastic job with all SYSI special events. The hard work done by our staff has helped make these events a great success. Due to the limitations of available turf fields during the indoor season, SYSI no longer organizes or offers youth tournaments as there are plenty of zone-ran youth tournaments. SYSI does however continue to organize mini festivals for under-5 through under-9 teams registered in the SYSI leagues.

Mini SISCO & Mini FOS Festivals

SYSI offered the Mini SISCO Festival in March 2023 as well as the Mini Festival of Soccer (FOS) tournament in June 2023; both of which had Xtratime Sports Soccer Locker as a Platinum sponsor and Brandt came on as the title Diamond sponsor for the Mini FOS. Both events consisted entirely of under-5 to under-9 community and zone teams who were in the SYSI league. The Mini SISCO had 134 teams and the Mini FOS had 270 teams.

Mar 15 – 17, 2024 Mini SISCO (under-5 to under-9 community and zone)

June 7 – 9, 2024 Mini FOS (under-5 to under-9 community and zone)

June 23, 2024 Tim Hortons Jamboree (under-5 to under-7 community)

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.

Three consecutive seasons of provincials were cancelled in outdoor 2020, indoor 2020-21, and outdoor 2021 due to the COVID-19 pandemic.

Up until indoor 2023-24, SYSI has always alternated each indoor season between hosting the 6-aside and the 9-aside indoor provincial events. For example, we hosted the Soccer for Life 6-aside Indoor Youth Provincial Championships Mar 4 – 6, 2022 and we hosted the Soccer for Life 9-aside Indoor Youth Provincial Championships Mar 10 – 12, 2023. In doing so, SYSI would receive a hosting grant from SSA and be responsible for the field rental expenses, recruitment (and expense) of first aid workers, admission staff, and an SYSI rep throughout the weekend who would be responsible for running game sheets and any other tasks assigned by SSA. With the hosting grant and admission revenues, SYIS would just barely breakeven at this annual event but did so for the benefit of our athletes in being able to have a local provincial competition and being free from travel expenses and has allowed us to showcase our top-notch facilities to other teams around the province, and generate revenue for our economy in Saskatoon.

Over the years, SYSI has found this event to be increasingly burdensome on our staff to coupled with the ever-increasing demand for turf, it was becoming difficult to set aside fields to host this event annually. As a result, SYSI released this hosting obligation to SSA staff to run going forward in exchange for SYSI's cooperation in allowing SSA to book a consistent weekend for this event to be held in Saskatoon each year, which will be February 22 – 25, 2024 during the winter school break. The February break weekend was chosen by SYSI as it is far less disruptive to SYSI's end of season league schedule, playoffs, and Mini

SISCO in March.

We wish to thank SSA for the many years of providing SYSI the opportunity of hosting this event and wish them all the best in their hosting/coordination efforts going forward.

Community Engagement Projects

Kids in the Park:

Saskatoon Youth Soccer Inc. provided the 16th summer of O'Reilly Insurance and Financial Services and the Co-operators Kids In the Park soccer program, a free drop-in soccer program, which ran from July 4 to August 17, 2023 and took place at 44 locations in Saskatoon.

The program was coordinated by four energetic soccer program leaders with coaching certifications and a desire to make soccer fun and enjoyable in the parks.

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Total Over 16 Years
Child 0-12	785	1,141	1,401	2,580	2,040	2,101	2,464	2,165	1,697	2,412	2,422	2,826	152	2,733	2,819	2,473	32,211
Youth 13-19	0	149	82	231	62	71	40	56	116	48	34	64	0	45	95	80	1,173
Adult	122	329	426	359	312	293	489	256	253	654	746	797	162	1,195	1,048	913	8,354
Total	907	1,619	1,909	3,170	2,414	2,465	2,993	2,477	2,066	3,114	3,202	3,687	314	3,973	3,962	3,466	41,738

Over the course of 16 years, this program has reached a total of 33,384 children and youth as well as 8,354 parents or guardians.

Each summer this program is intended to increase the enjoyment and participation in soccer through eliminating financial and transportation barriers and providing positive mature role models for those who may not have otherwise tried the sport. This program also aims to increase the soccer "hype" during the summer leading into indoor for current and potential future soccer players. Participant certificates were provided to each participant at the end of each session with information regarding registration for soccer and how to access KidSport funding. We consistently receive positive feedback from participants thankful that this program offered during the summer months.

This past summer's participation numbers, although lower than the previous year, are still significant considering the number of days we had air quality issues due to forest fires as well as several extreme heat waves. For the past three indoor seasons, we have seen considerable growth in registrations, and this program no doubt, has helped with this increase by making soccer more visible in the communities throughout the summer months. The consistent participation in the program over the years as well as the increase in registrations leading into the fall season shows how greatly needed this program is in the community.

For this summer's Global News footage of the program in action click [here](#) (a video or photo says a thousand words!) For more information on the program click [here](#).

This program wouldn't be possible without the support of our sponsors and grant providers. Thank you to the 2023 diamond title sponsor O'Reilly Insurance and The Co-operators; three platinum level sponsors RE/MAX Bridge City Realty, Saskatchewan Indian and Gaming Authority, and Nu-Trend Industries Inc. & Carrier; six gold level sponsors Affinity Credit Union, Merlin Ford Lincoln, MN Fence + Deck, Panago Pizza, Saskatoon Adult Soccer Inc., and Virtus Group LLP; and three community in-kind sponsors Tim Hortons, Rawlco Radio, and CTV Saskatoon. We would also like to thank our grant providers Government of Saskatchewan's Community Initiative Fund, City of Saskatoon's Saskatchewan Lotteries Community Grant, and the Saskatchewan Soccer Associations' Membership Assistance Grant through Saskatchewan Lotteries.

SYSI looks forward to running this program again in the summer of 2024 and is actively seeking sponsors. For a sponsorship package please click [here](#).

Community School Dream League:

In the fall of 2016, we announced a new program aimed at reaching underrepresented youth in Saskatoon and the Dream League was born.

SYSI had to put this wonderful program on hold during the pandemic for two years but were excited to launch back into the community schools last indoor season 2022-23 and again this upcoming indoor season 2023-24.

The Dream League is an after-school soccer league which takes place in school gyms in partnership with five to six community schools and SaskSport's Dream Broker program. The program benefits four boys' teams for a six-week league in Nov-Dec and four girls' teams for a six-week league in Jan-Feb made up of approximately 45 boys and 37 girls ages eight and 10. 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. SSA has also helped support this program by covering the expense of player and team personnel registration costs for this league.

SSA's CEO and Sporting Director, Rahim Z Mohamed, had the following to say about this program in past years, "SSA is pleased to partner on this initiative. SYSI's 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. Like past years, athletes and team personnel that are active in SYSI programming and 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. The program is sponsored by Tim Hortons through in-kind jerseys, soccer balls, and medals.

SYSI had to put this wonderful program on hold during the pandemic for two years, but we were excited to have it launched back into the soccer centres in the fall of 2022 and onward. Prior to the pandemic the program offering only provided daytime weekday options which catered to a very select group of parents or caregivers who could make it work during the day. After the pandemic, we expanded the program offering to include daytime, weeknight, and weekend offerings, and we have seen immense growth as a result!

	Indoor 2022-23	Outdoor 2023	Indoor 2023-24	Totals Over 3 Seasons
Tuesday evenings	46	48	49	143
Wednesday mornings	23	23	9	55
Saturdays	46	0	72	118
Totals	115	71	130	316

The program consists of 45min sessions once a week for six weeks. This program is imperative in making lasting impressions and sparking a love for the game at a very young age to hopefully carry them through their youth and into adulthood loving soccer.

Volunteer Appreciation & Recognition

Coach Pre-Season Nights

In addition to providing important pre-season announcements and information, the SYSI Coach Nights allows SYSI the opportunity to show our appreciation to the countless coaches and volunteers by providing treats/refreshments, announcing door prize winners, presenting “Friend of Soccer Awards” (Outdoor Zone Coach Night), and presenting “Years of Service Pins”. These meetings are great opportunity for coaches and team personnel to connect with SYSI staff and other zone team personnel and volunteers. It’s also a nice opportunity for SYSI to acknowledge and celebrate the great work that is being done by our volunteers!

During the pandemic we held these meetings through Zoom online (for three years) and saw an increase in attendance due to the ease of joining from an online device. Nonetheless we decided it was important to get back to in person and began doing so again in outdoor 2023 season where we also began including a Community Coach Night which follows the Zone Coach night. We continue to provide a pre-season slideshow on our website of important season items for those unable to attend the in-person meeting.

Years of Service Pins

In the fall of 2017 SYSI began awarding volunteers and staff persons with “Years of Service Pins” in recognition of their dedication and time served in the soccer community either with a community association, soccer zone, or with SYSI. Eligibility is defined by someone who volunteered or worked with a zone, community association, and or SYSI as a coach, assistant coach, trainer, team manager, board member, committee member, administrator, registrar, technical director, or staff member. We offer a 5-year pin, 10-year pin, 15-year pin, and a 20-year pin and provide these at the Indoor and Outdoor Pre-

Season Coach Nights. If you or someone you know wishes to obtain a pin for their years' of service please contact the SYSI Office.

Volunteer Honorariums

Between 2017 and 2021 we provided incentive 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 was a one-time per individual honorarium. Once an individual had taken advantage of the full \$50 honorarium available per person per lifetime, they were no longer eligible to apply. This incentive program reached its full allotment, saw a decrease in applications year-over-year as return coaches reached their allotment, and is no longer offered.

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 SYSI deadlines and RAMP 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 in February and June of each year.

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.

YEAR	TEAM PERSONNEL	ADMINISTRATORS & COORDINATORS	TOTAL
2022-23	n/a	\$1,815.00	\$1,815.00
2021-22	n/a	\$1,830.00	\$1,830.00
2020-21	\$650	\$1,995.00	\$2,645.00
2019-20	\$885	\$2,104.95	\$2,989.95
2018-19	\$1,589.33	\$4,076.06	\$5,665.39
2017-18	\$1,828.54	\$3,309.56	\$5,138.10
2016-17	\$2,710.00	n/a	\$2,710.00
Total	\$7,662.87	\$15,130.57	\$22,793.44

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 (and staff) involved with youth soccer in Saskatoon. In 2016, SYSI expanded the award to include five “Friends of Soccer” recipients 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 or staff member of a zone or community association who have demonstrated a prominent 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	Celeste Glasser-Cook	Hernan Tapia	Alex Hein	Garnette Weber	Angele Thiessen
2020	Michele Mason	Randy Poelzer	Dan Cote	Melanie Scott-Kwan	Jodi Blackwell
2021	Morgan Reagan	Alicia Osses	Crystal Shendaruk & Steph Hnatiw	Samantha Lamborn	Michael Diegel
2022	Cory Clapson	Darcy & Erin Pederson	Mukasa Bagonluri	Tim Wong	Dean Stanzel
2023	The 2023 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 Mon Feb 26, 2024. 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 22, 2024. Awards will be presented at the Outdoor Coaches’ Night in April of 2024. Any questions about the award can be directed to the SYSI Office.				

CSA’s Club Licensing

In October 2019, all zones including SYSI applied for and achieved CSA’s Club Licensing Quality Soccer Provider which is the introductory level of CSA’ Club Licensing and is now a requirement of SSA’s to qualify for their funding grant which SYSI applies for each year.

In March 2021, Aurora Soccer Club, Lakewood Soccer Association, and Saskatoon United Soccer Club all achieved Club Licensing requirements for CSA’s Club Licensing Member Association Level 1 designation; and Eastside Youth Soccer Association and Hollandia Soccer Club achieved CSA’s Club Licensing Member Association Level 2 designation. SYSI is very proud of our zones who achieved these levels of Club Licensing this year.

In July 2021, SYSI applied for CSA’s Club Licensing Member Association Level 1 designation and were approved positioning SYSI to host Saskatoon Alliance under-15 and under-17 PSL teams.

In October 2022, SYSI further applied for CSA’s Club Licensing Member Association Level II as well as CSA’s National Youth Club Licence. SYSI expects to receive results and feedback on our application from SSA/CSA in early December.

Beginning in 2022, Club Licensing Member Association Level 1 designation was required of SSA Member Organizations who wish to participate in 9v9 Youth Indoor Provincials and the PSL.

SYSI is currently in the application and review process to achieve National Youth Club License status, however it is proving to be a longer process than anticipated given the unique structure of our

association and zone members. Our next submission for meeting further criteria in the application process will be in April 2024.

Strategic Plan Progress

The following is an update on the progress made on the Strategic Plan objectives. Listed are the projects that have been completed under each strategic theme and objective. The strategic plan currently needs to be reviewed and updated by the SYSI board which will occur over the upcoming year.

Strategic Theme: *Fun For All*

Objective	Initiative	Comments
It's a Blast for All Ages	Have all five zones offering under-7 to under-9 developmental programs	<ul style="list-style-type: none"> •Under-9 development leagues started in 2014 with all five zones offering the program since 2015. •Under-7 development leagues started in 2016 with all five zones offering the program since 2019.
	Re-structure league to ensure all player needs met	•Re-structured league to have Alliance A & B and City leagues to address variety of player needs with City league having lower price and commitment option and Alliance league providing two weekly practices and one weekly game with focus on higher commitment and skill development.
	Offer a parent-tot program	•Began in fall 2016 and expanded program in 2022 to include not only daytime programming but also weeknight and weekend programming.
Community-Driven Programming	Develop an after-school soccer league for community schools	•Began in fall 2016 and continue to offer it in 2022 with six community schools involved and 45 boys and 45 girls benefiting from program.
	Continue to offer the summer Soccer Kids In the Park program to all community areas throughout Saskatoon	•Offered since 2008. This program has reached a total of 31,038 children and youth as well as 8,354 parents or guardians of those participants over the past 16 years.
Build the Soccer Culture	Increase participation of soccer through the summer Soccer Kids In the Park program	•Has been offered since 2008 and heightens the presence and participation of soccer in 44-47 park locations citywide throughout the summer months.
	Create brand presence and pride	•Alliance brand born in 2021 creating stronger bond between SYSI and its member zones and excitement among membership to be involved in the "Alliance".

Strategic Theme: *Player Development*

Objective	Initiative	Comments
Implement LTPD	Have all under-7 and under-9 developmental programs have a 2:1 practice game ratio	<ul style="list-style-type: none"> •Under-9 development leagues started in 2014 with all five zones offering the program since 2015 •Under-7 development leagues started in 2016 with all five zones offering the program since 2019.
Enhance Mini Development	Have all five zones offering under-7 and under-9 developmental programs	
Parent Education	Provide important communications through RAMP email to parents	The use of RAMP email is more regularly used for communications.

Strategic Theme: *Quality Programming*

Objective	Initiative	Comments
Qualified Coaches	Meet SSA compliance for all coaches to be certified NCCP and RIS	•Ongoing – Safe Sort Roster requirements implemented
	Provide adequate number of coach certification clinics each season	•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	•Processed six applications since 2016

	and ensure members of SDSRAI are aware funding	
	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	SYSI and Advisory Committee to continually evaluate leagues and programs	<ul style="list-style-type: none"> •League restructure implemented in 2021 with City League and Alliance League in order to further meet the needs of all players of varying abilities and commitment levels •Alliance Academy born in 2021 to provide players citywide quality supplemental training to compliment Alliance League and zone team training schedules

Strategic Theme: Strengthening our Community

Objective	Initiative	Comments
Contribute to community-based Initiatives	Have a soccer presence at community association “fun days”	Since 2017, attended 27 community fun days offering fun soccer activities and presence in the community
	Develop an after-school soccer league for community schools	Began in fall 2016 and continue to offer it in 2022 with six community schools involved and 45 boys and 45 girls benefiting from program.
	Continue to offer the summer Soccer Kids In the Park program to all community areas throughout Saskatoon	Offered since 2008. This program has reached a total of 31,038 children and youth as well as 8,354 parents or guardians of those participants over the past 16 years.

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. •All staff and directors completed Respect In the Workplace certification as per Club Licensing
Promote Governance Board	Actively recruit diverse directors to serve on the board	<ul style="list-style-type: none"> •There is a diverse board of ten directors – four of which are female
Educate membership on role of a governance Board	Zones reps attend SYSI board meeting to better ensure communication and understanding of the board’s role	<ul style="list-style-type: none"> •Zone liaisons have been attending board meetings since Nov 2016 with positive feedback
Create Marketing Capacity	Increase staff capacity to handle marketing initiatives	<ul style="list-style-type: none"> •Added a fourth staff person in 2016 and a fifth position in 2023 to create more capacity for the executive director to focus on marketing and for remaining staff to develop and support operations.
	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 •Billboards, posters, radio, and TV campaigns •Joint advertisements in Leisure Guides with Saskatoon Adult Soccer and Saskatoon Soccer Centres. •Greater focus on digital ad campaigns will start in Feb 2024.
	Create stronger soccer presence in the communities	<ul style="list-style-type: none"> •Started attending community fun days in 2017 •Began offering after school free Dream League for ages 8-10 in community schools in 2016. •Soccer Kids in the Park has been offered since 2008
	Offer programs other than leagues to promote the participation of new soccer players	<ul style="list-style-type: none"> •Dream League began in 2016 targeting Indigenous and new Canadian players. •Parent & Tot started in 2016 targeting at home parents and young children and expanded in 2022

		<p>to appeal to a larger target audience.</p> <ul style="list-style-type: none"> • Soccer Kids in the Park has been offered since 2008 bringing soccer out to 10 parks a day all summer long making the sport accessible to all.
Efficient Use of Resources	Promote the adoption of RAMP to all members	<ul style="list-style-type: none"> • All participating zones and community associations now have a RAMP platform as of 2020
	Use of technology to increase efficiencies	<ul style="list-style-type: none"> • More and more forms have been made electronic making form submission more efficient for volunteers and staff alike.

The Year Ahead

With 17 ½ years with SYSI as executive director, I look forward to another upcoming year. It is motivating and energizing to see the outstanding growth in registration numbers these past couple years. Our zone members and SYSI have become closer and stronger over the past four years with the formation of the Alliance. Together we have achieved milestone accomplishments in growing the game within SYSI.

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 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, and offer our players the best playing environment.

Thank you,

Amanda M Probe
Executive Director