



ALBERTA SOCCER ASSOCIATION
The Governing Body of Soccer in Alberta

9023 111 Avenue
Edmonton, AB T5B 0C3

Ph: 780 474 2200
Fax: 780 474 6300



ASA Board Minutes

October 24, 2020

9:00 AM – 5:09 PM

Location: Teams Video Conference

APPROVED

In attendance:

Shaun Hammond, President

Julie Beschell, Director of Finance

Phil Michailides, Director-at-Large

Danny Bowie, Director-at-Large

Tammy McNutt, Executive Director, Interim

Maureen Keough, Vice President

Adam Berti, Director-at-large

David MacEachran, Rural Director

Steve Cupit, Rural Director

Guests:

Jason DeVos, Canada Soccer

Dave Nutt, Canada Soccer

Gabrielle Battiste, Battiste Law

1. Call To Order

*M704 Motion: Call meeting to order
M/S/C*

Meeting was called to order at 9:02 AM

2. Canada Soccer Presentation

Jason DeVos and Dave Nutt from Canada Soccer shared presentation on Culture which will be presented to the Alberta National Youth Club License holders in November 2020.

Jason DeVos and Dave Nutt exit the meeting at 10:25am

*M705 Motion: to observe a 15-minute break
M/S/C*

Meeting called back to order at 10:46am

3. Approval of Agenda (Amended)

A. Approval of Minutes

a. September 12, 2020



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- b. September 19, 2020
- B. Approval to Add Email Motions to Record
 - a. Sept 24, 2020 – Rule 26 Request for Underage Player (SPDSA)
 - b. Sept 24, 2020 – Motion: 2020-21 Budget Draft for Approval
 - c. Oct 5, 2020 – Rule 26 Request for Underage Players (Canal Links)
 - d. October 9, 2020 – Motion: Revision to Rule & Regulation on Membership Fees
- C. Review of Action Items
 - a. A499: AYSL Governance – Operational Model
 - b. A501: REX
- D. Current Issues Review (*amendment*)
- E. Committee Updates and Reports
 - a. Finance Committee
 - b. Governance & By-Laws Committee
 - c. Technical Development Committee
 - i. N/A
 - ii. Technical Staff Reports
 - d. Referee Development Committee
 - e. Risk Management Committee
 - i. COVID-19 Update
- F. Other Business
 - a. Executive Director Search
 - b. Canada Soccer Annual Members Meeting
 - c. Alberta Soccer Fall Member Meetings
 - i. Fall Special General Meeting
 - ii. Fall Planning Meetings
 - d. Rule 26 – Underage Players (*amendment*)
- G. Next Meeting(s)
- H. Adjournment

M706 *Motion: To approve the agenda for October 24, 2020 as amended.*
M/S/C

4. Approval of Previous Minutes

M707 *Motion: To approve the September 12, 2020 minutes as presented*
M/S/C

M708 *Motion: To approve the September 19, 2020 minutes as presented*
M/S/C

5. Approval to Add Email Motions to the Record



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M709 Motion: To approve Motions 700, 701, 702, 703 as presented for recording in the minutes of the Alberta Soccer Board of Directors meetings.
M/S/C

6. Review of Action Items

A. Review of Action Items

- a. A499: Alberta Soccer to explore the operations of the AYSL with all stakeholders
 - i. Discussed the importance of member requirements when engaging in operational partnerships.
- b. A501: Alberta Soccer to engage with stakeholders to consider a partnership agreement for the implementation of a REX program in Edmonton & Calgary.

M710 Motion: Executive Director to negotiate a partnership agreement from November 1, 2020 to March 31, 2023 for services related to; both an Edmonton and Calgary female REX U13-U17, boys MLS Academy U13-U15, user-pay U9-12; with expectation that future collaborative efforts will be made with between Whitecaps, Cavalry FC and FC Edmonton.

M/S/C

7. Agenda

A. Committee Updates and Reports

- a. Finance Committee

M711 Motion: To authorize the Director of Financial Operations to transfer funds from the Alberta Soccer Operating account to a new High Yield Savings Account (HYSA).

M/C/S

M712 Motion: To authorize Director of Financial Operations to apply for additional Canada Emergency Business Account (CEBA) loan, subject to the same Board conditions on the first application.

M/C/S

M713 Motion: To accept the Finance Committee Report as presented

M/C/S

- b. Governance & By-Laws Committee
 - i. No Activity
- c. Technical Development Committee
 - i. N/A
 - ii. Technical Staff Reports



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1. Grassroots focus on establishing the Club Licensing Committee and moving forward with the establishing the implementation strategy.
2. Coach Education encouraged by the strong response received to online C-License workshop and video evaluations.

*M714 Motion: To accept the Technical Staff reports as presented
M/C/S*

- d. Referee Development Committee
 - i. Significant work and energies have been invested in developing the Return to Play strategies for referees.
 - ii. Initial discussion at the RDC related to what, if any risks, are associated with coaches stepping in to officiate games in the absence of referees. Discussions regarding modules for coaches to assist them with this task. May be brought forward to the Risk Management Committee in the future.

*M715 Motion: To accept the Referee Development Report as presented.
M/S/C*

Board calls a break at 12:25pm for lunch to reconvene in 40 minutes
Meeting called back to order at 1:09pm with remaining Agenda items reorganized

- e. Risk Management Committee
 1. COVID Update moved under Other Business
- B. Other Business
 - a. Executive Director Search
 - i. Six responses from recruitment firms received and will be short-listed to three
 - ii. Executive search in member-based organizations include a member engagement portion and pathway for internal applicants, if applicable.
 - b. Canada Soccer Annual Member Meeting
 - i. President has received documentation and agenda; no amendments to Canada Soccer Bylaws on the agenda.
 - c. COVID-19 Update
 - i. Internal staff committee has reviewed Return to Play to identify gaps and/or larger revisions required.

M716 Motion: To move the resolutions Items #1-4

1. That legal counsel be retained to assist ASA in reviewing and responding to its current Privacy Disclosure Requests in the following way:



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- a. Advise ED and Board throughout on legal requirements and best practice in responding;
 - b. Review and assess all information found through search of ASA records and determine whether and why to release any information in accordance with PIPA and ASA Policy; and
 - c. Provide any recommendations on process moving forward.
2. That the retention of legal counsel on this issue be retroactive to October 6, 2020.
 3. That the Executive Director has full authority to engage with legal counsel on this matter and to direct the response on behalf of ASA to the PIPA requests.
 4. That the Executive Director provide updates in camera to the Audit & Risk Committee and to the Board at each meeting until the issues are fully resolved.

M/S/C

- ii. Appeal by BTB of EMSA's Revocation of Support & by Individuals of Suspension

Gabrielle Battiste joins meeting at 2:15pm

M717 Motion: To move the resolutions, Issue Two - Items #1-4

1. That legal counsel be retained to assist ASA in determining whether BTB can appeal the revocation of support by EMSA and whether the individuals can appeal their suspensions; and, if so, the appropriate process for appeal and any recommendations on process and changes to Bylaws, Rules, Regulations, Guidelines and Policies moving forward.
2. That the retention of legal counsel on this issue be retroactive to October 6, 2020.
3. That in order to comply with its Objectives and Code of Conduct Values; the Board approves an extension of time for BTB to file an appeal of EMSA's revocation of its support, which appeals must be filed in accordance with Section 2, ASA Rules & Regulations on Appeal no later than seven (7) calendar days from notice of extension.
4. That the Executive Director provide all necessary information and assistance to BTB in filing its appeal.

M/S/C

- iii. Issue Three – Appeal by Individual Players/Coaches of Suspension

M718 Motion: That the Board hereby stays the suspensions of the four (4) Individuals suspended on September 29, 2020 pending determination of the BTB appeal if such appeal is filed within the new timelines; seven (7) calendar days from notice extension to BTB Academy.

M/S/C



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M719 Motion: That the Executive Director suspend enforcing Rule 28.B.iii.i until such time as a review is done of ASA Bylaw, Rules & Regulations and Policies, including Member Bylaws, Rules, Regulations and Policies, to determine whether they comply in spirit and intent with the ASA Code of Conduct, Objectives and Values.

M/S/D Defeated

M720 Motion: That the Executive Director proceed to enforce Rule 28.B.iii.i consistently and in the same manner in other arising cases.

M/S/C

iv. Issue Five – Process for Complaints Against ED & President

M721 Motion: To move the resolutions, Issue Five - Items #1-5

1. That the Board hereby appoints a Complaints Review Committee to review any complaints of breach of Employee or Board Code of Conduct, to consist of the following three Board Members: Maureen Keough, Dave MacEachran, Danny Bowie
2. That legal counsel be retained to conduct an impartial review of the complaints against both the Executive Director and the Board President, and to provide a report and recommendations to the Complaint Review Committee.
3. That the Complaint Review Committee have delegated authority to make a decision as to whether any provisions of the Employee Code of Conduct or the Board Code of Conduct were breached and to decide any appropriate actions by the Board as a result.
4. That the Complaint Review Committee report back to the respondents and to the Board on its decisions.
5. That the Vice President respond to the Canadian Soccer Association's request for information on the complaint against the Board President with the support of legal counsel, identifying the steps being taken by the Board in relation to its request for information.

M/S/C

v. Issue Four – Review of Bylaws, Rules & Regulations, Policies and Procedures

M722 Motion: For the President, Vice President, and Interim Executive Director to develop the Terms of Reference for the Bylaws, Rules & Regulation, Policies and Procedures Committee.

Gabrielle Battiste leaves meeting at 4:37pm

- d. Fall Planning Meetings
 - i. Special General Meeting



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M723 Motion: to call a virtual Special General Meeting of the members for Wednesday, November 25, 2020 at 7:30pm
M/S/C

ii. Fall Planning Meeting

M724 Motion: to host a virtual planning meeting for the members on Saturday, November 28, 2020
M/S/C

e. Rule 26 – Underage Players

- i. Request for four 2015 born players to participate in the CWSA league for Indoor 2020-21 season due to the absence of a REX program in the south.
- ii. The Board did not consider an exemption for the players as it did not meet the Rule 26 conditions.

8. Next Meeting

- A. November 3, 2020 – Risk Management Committee 6:00PM
- B. November 10, 2020 – COVID – 19 Member Updates 10:00AM & 7:00PM
- C. November 17, 2020 – Risk Management Committee 6:00PM
- D. November 25, 2020 – Special General Meeting 7:30PM
- E. November 28, 2020 – Fall Planning Meeting
- F. December 5, 2020 – Board of Directors Meeting 9:00AM

9. Adjournment

M725 Motion: To adjourn the BOD Meeting
M/S/C

Adjournment 5:05PM



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Catalogue of Motions

- M704 *Motion: Call meeting to order*
M/S/C
- M705 *Motion: to observe a 15-minute break*
M/S/C
- M706 *Motion: To approve the agenda for October 24, 2020 as amended.*
M/S/C
- M707 *Motion: To approve the September 12, 2020 minutes as presented*
M/S/C
- M708 *Motion: To approve the September 19, 2020 minutes as presented*
M/S/C
- M709 *Motion: To approve Motions 700, 701, 702, 703 as presented for recording in the minutes of the Alberta Soccer Board of Directors meetings.*
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- M710 *Motion: Executive Director to negotiate a partnership agreement from November 1, 2020 to March 31, 2023 for services related to; both an Edmonton and Calgary female REX U13-U17, boys MLS Academy U13-U15, user-pay U9-12; with expectation that future collaborative efforts will be made with between Whitecaps, Cavalry FC and FC Edmonton.*
M/S/C
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- M712 *Motion: To authorize Director of Financial Operations to apply for additional Canada Emergency Business Account (CEBA) loan, subject to the same Board conditions on the first application.*
M/C/S
- M713 *Motion: To accept the Finance Committee Report as presented*
M/C/S
- M714 *Motion: To accept the Technical Staff reports as presented*
M/C/S
- M715 *Motion: To accept the Referee Development Report as presented.*
M/S/C
- M716 *Motion: To move the resolutions, Issue One - Items #1-4*
M/S/C
- M717 *Motion: To move the resolutions, Issue Two - Items #1-4*
M/S/C
- M718 *Motion: That the Board hereby stays the suspensions of the four (4) Individuals suspended on September 29, 2020 pending determination of the BTB appeal if such appeal is filed within the new timelines; seven (7) calendar days from notice extension to BTB Academy.*
M/S/C



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M/S/D *Defeated*
- M720 *Motion: That the Executive Director proceed to enforce Rule 28.B.iii.i consistently and in the same manner in other arising cases.*
M/S/C
- M721 *Motion: To move the resolutions, Issue Five - Items #1-5*
M/S/C
- M722 *M722 Motion: For the President, Vice President, and Interim Executive Director to develop the Terms of Reference for the Bylaws, Rules & Regulation, Policies and Procedures Committee.*
M/S/C
- M723 *Motion: to call a virtual Special General Meeting of the members for Wednesday, November 25, 2020 at 7:30pm.*
M/S/C
- M724 *Motion: to host a virtual planning meeting for the members on Saturday, November 28, 2020*
M/S/C
- M725 *Motion: To adjourn the BOD Meeting*
M/S/C

Catalogue of Actions

N/A