



ALBERTA SOCCER ASSOCIATION
The Governing Body of Soccer in Alberta

9023 111 Avenue
Edmonton, AB T5B 0C3

Ph: 780 474 2200
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**ALBERTA SOCCER ASSOCIATION
2021 ANNUAL GENERAL MEETING**

9:00 AM

February 28, 2021 (Virtual)

1. Call to Order

1.1 The Annual general Meeting was called to order at 9:35 hrs

2. Roll Call

Regular Members

District 1	Sunny South	Karen Wilde, Paul Anwender
District 2	Medicine Hat	Jeff Vangen, Robert Cavicchia
District 3	Lethbridge	Frank Spadavecchia
District 4	CMSA	Susan Cress, Lyle Waldren
District 4	CUSA	Raj Uppal, Pearl Doupe, Kennedy Mutepfa
District 4	CWSA	Jacque Hertlein, Rosie Johnson
District 5	CASA	Tracy Everett, Tammy Olson
District 6	Big Country	John Brazzale
District 7	Foothills	Peter Mundy
District 8	EDSA	Mike Thome, Brad Odsen, Brian Hagedorn
District 8	EIYSA	Dan Curtis, Uwe Welz
District 8	EMSA	Mario Charpentier, Jay Ruptash, June McNeill, Alisa Comer, Ed Charpentier
District 9	St. Albert	Kevin Jones, Chris Spaidal
District 10	Tri-County	James Wolters, Robin Alley
District 11	Northwest Central	Brad Kelly
District 12	Lakeland	Josh Phillips
District 13	NWPSA	Christine Donovan
District 14	Fort McMurray	Aaron Bessong
District 15	Battle River	Rob Russell
District 16	Sherwood Park	Debbie Ballam, Dave Friesen
District 17	Airdrie	Jamie Dorgan, Melissa Collinson
District 18	RDCSA	Ado Sarcevic
District 19	Canal Links	Henry Faucher, Angie Boyd
Associate	ACAC	Dean Studer
Associate	Universities	Gord Franso



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Life Members

Peter Hancock
Peter McKenzie
Adrian Newman

BOD Candidates

Nabeel Khubutax
Melody Martyn
Catherine Ridgeway
Sharon Evens, Nominations Committee Chair)

Board of Directors

Shaun Hammond, President
Maureen Keough, Vice-President
Julie Beschell, Director of Finance
Danny Bowie, Director-at-Large
Adam Berti, Director-at-Large
Phil Michailides, Director-at-Large
Steve Cupit, Rural Director-at-Large
Dave MacEachran, Rural Director-at-Large

Staff

Richard Adams, (Acting) Executive Director
Jeannie Hawksworth, Director of Financial Operations
Matt Thomas, Manager of Coach Education
Claire Paterson, Coach Program Assistant
John Clubb, Grassroots Development Manager
David O'Neill, Referee Development Office
Carmen Charron, Program & Events Coordinator



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2.1 Shaun Hammond made welcoming remarks, then recognized Life Members in attendance. ASA Board of Directors (BOD) and staff were introduced, and Board of Director Candidates welcomed.

2.2 Director's Phil Michailides and Steve Cupit, who are not running for re-election, were thanked for all of their expertise and hard work, especially over the last year.

3. Approval of Voting Numbers

3.1 Approval of Voting Numbers for the 2020 Annual General Meeting

M01 Motion: To approve the 2020 Annual General Meeting voting numbers for use during the 2021 Annual General Meeting and any 2021 Special General Meeting.

Motion: EDSA
Second: CUSA

Carried

M02 Motion: To limit debate as presented.

Motion: CUSA
Second: SASA

Carried

4. Approval of the Agenda

4.1 Special order for Board of Director elections to start no later than 14:00 hrs, with all agenda items tabled until the Board of Director elections are complete.

M03 Motion: To approve the Agenda as amended, including the special order for beginning elections no later than 14:00 hrs.

Motion: CUSA
Second: CLSA

Carried

Amendment for M03:

To add 2 items to end of meeting under New Business:

- 1. Governance Review*
- 2. Diversity, Inclusion and Equity Training*

4.2 Accept the Nominations Committee slate of candidates for election to the Board of Directors.

M04 Motion: To accept the Nominations Committee slate of candidates for election to the Board of Directors.



Motion: CUSA
Second: EDSA
Carried

5. Minutes from previous meetings

5.1 Annual General Meeting 2021

M05 Motion: To approve the February 23,2020 AGM minutes as presented.
Motion: SPDSA
Second: CUSA
Carried

6. Business Arising out of Minutes

6.1 There is no new business arising out of minutes.

7. Strategic Plan Review

7.1 Strategic Plan Progress Report for 2020

7.1.1 Completion process for 2020 was severely limited due to pandemic.

- 14 Partial Completions
- 23 Incomplete

7.1.2 For 2021 the Board of Directors, with staff support, will be focusing the strategic plan on stability and return to play over the next 20 months, until October 2022.

- Pillars will remain the same – DEVELOP, GOVERN, GROW
- Objectives will be narrow and focused
- Starting in January 2022, the Strategic Plan Committee and membership will be working towards a new strategic plan for 2023 – 2026.

Discussion:

- The current strategic plan states that Alberta Soccer will support and participate in the National Soccer Registry. Some members expressed issues with it being included in the plan, EMSA for one not being in support of NSR in its entirety, but past discussions indicate others may just be more concerned about one part of it – direct registration.
- Canada Soccer is trying to activate the NSR with 2 parts:
 - Registration data flow from Club – District - Province - Canada Soccer
 - Direct player registration and fees to Canada Soccer starting in 2023. This has received significant pushback from all provinces including Alberta.



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- When Canada Soccer first brought forward their NSR plan it did not include the direct registration fee component.
- Canada Soccer's deadline to comply is this summer and outside of Quebec and Alberta most other provinces are expected to sign off on the agreement.
- Action item at last BOD meeting that an ad hoc Committee be struck with District Members to look at working toward a solution to this issue.
- May need to look at ways the membership can sign off on the agreement in principle if that is the main issue but not the direct registration portion.
- This plan was approved by the members in 2019 with this language included. As this plan is almost at completion and the planning to start for 2023-26 to start soon, it may not be worthwhile to look at changing it now.

M06 Motion: To amend the current strategic plan by changing 'Support and participate in the National Soccer Registry' to 'Review the support and participation in the National Soccer Registry'.

Motion: EDSA

Second: EMSA

Carried

8. Financial Review

8.1 2019-20 Audit Presentation

8.1.1 General findings

- Givens LLP performed the external audit of the 2020 financial statements.
- No significant reporting or accountability issues reported.
- No adjustments made.
- One unadjusted error identified in January when a late invoice was received.

8.1.2 2020 in Review

- 4.5 months of 'normal' operations before pandemic hit.
- Quick spending adjustments required to conquer significant anticipated revenue losses.
- Financial priorities identified.
 - Support financial stability of members.
 - Extension on indoor fee payment
 - Reduction of outdoor fee rates
 - Maintain healthy cash reserves.
 - Cut costs where possible.



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- Decreased Human Resources with staff reductions as of May 1st and government subsidies reducing costs 42% from 2019 cost/43% from 2020 Budget.
- All GIC's have been cashed in due to the very low return rate and so funds were more accessible if required. These funds were put into high interest savings account with a higher rate than any GIC was offering.

8.1.3 Looking Forward – key 2021 budget assumptions:

- No casino proceeds.
- Reduced operating grant from Government of Alberta.
- Conservative federal subsidy estimates.
- Player Numbers
 - Budget assumes 2021 outdoor player numbers equivalent to % of 2019 outdoor:
 - Youth – 50%
 - Senior – 40%
- Cash Reserves
 - Budgeted \$345,000 loss in fiscal 2021
 - Currently projecting \$375,000 loss
 - Removed indoor membership fee.
- ESFSO Grand Funds
 - \$40,000 reserved for Communications/marketing Campaign
 - \$60 - \$90,000 not applied will go to reducing participant costs, such as reduced referee registration fees (50% of 2020 rate).

8.1.4 Looking Forward – Outdoor 2021

- 2021 Outdoor membership fees
 - For now, will maintain the approved price list voted in at 2020 AGM.
 - Rates will not be higher regardless of what transpires but could possibly be lowered depending on circumstances.

M07 Motion: To accept the 2019-20 Alberta Soccer Association audited financial statements as presented.
Motion: CUSA
Second: FMYSA
Carried

M08 Motion: To accept Givens LLP as the 2020-2021 Alberta Soccer Association auditors.
Motion: CUSA
Second: Airdrie
Carried

- 2020-21 Price List is the basically the same as rates approved in 2019-20



Discussion:

- To ensure inclusiveness for kids who can't afford fees, Clubs/Districts are letting them play for free, but CSA/ASA fees still apply for those players.
 - ASA can't speak for CSA but can look into reducing or not charging fees for those players in future.
 - Budget for the next year is developed after the price list is approved and prepared in advance for presentation to the membership 45 days prior to the next fiscal year.

A01 Action Item: Recirculate current 2020-21 budget to members. (*J. Hawksworth*)

M09 Motion: To approve the 2020-21 Price list as presented.

Motion: SPDSA

Second: CUSA

Carried

9. Amendments to Governance Documents

Appreciation was expressed to all Governance Committee members who have put in a lot of hours this year; Maureen Keough – Chair; Julie Beschell, Brad Odsen, Scott Chen, Chris Spaidal, Susan Cress, Raj Uppal, Jacque Hertlein, Richard Adams (Staff Liaison).

9.1 By-Laws Amendments

9.1.1 Article IV Amendments (Board Composition) – EMSA white paper.

M10 Motion: To approve the amendments to Article IV of the ASA By-laws as presented.

Moved: EMSA

Seconded: EDSA

Discussion:

EMSA: This proposal was made to address the communication issues between BOD and Members. Having District representation on the BOD would ensure there is a better understanding by the BOD of what is happening and issues at the local level and the impacts their decisions have. The representative groupings were based on registration numbers, so that there is equal representation by each group. EMSA does not feel there would be issues with groups agreeing on who would be their elected representative. This may not be a perfect proposal but would not come into effect until 2022 so there would be time to adjust it before then.

Other Members:

- If a District group under the EMSA proposal can't agree on who their representative would be then each District within that group could put forward a name, and a vote would be put to the other ASA members to determine who would be that groups representative.



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- While in agreement that there are communication issues and numerous leadership changes over the last few years which indicate that there are structural issues, this proposal may not fix them.
- A more overarching governance review should be done by an outside party to look at membership, BOD structure and elections, geographical representation, governance rules and regulations, etc. before a change to the BOD structure is considered.

M11 Motion: To table the EMSA white paper until July 2021 at which time an independent consultant will bring forward findings and recommendations from a review regarding the governance structure of ASA and work with the governance committee to present a revised structure to the membership. Funding of up to \$25,000 will be provided for this initiative out of the ASA reserve fund. An SGM to be held in July 2021 to review independent consultant's findings.

Moved: EMSA

Seconded: EDSA

Carried

9.2 Governance Policy Amendments

9.2.1 No amendments to the current Alberta Soccer Association Governance policy.

9.3 Rules & Regulations Amendments

9.3.1 Rule 28.B.III

M12 Motion: To approve the amendments to the General Rules & Regulations Rule 28 as amended

Motion: EDSA

Second: CUSA

Amendment for M12:

Additions under bullet 8, 1st offence – 6 months suspension after the date that unsanctioned activities are ceased, and under 2nd offence, 1 year's suspension after the date that unsanctioned services are ceased.

Discussion:

- Only addresses what happens to members under Alberta Soccer, what happens with people who are operating outside of Alberta Soccer who then want to be endorsed?
 - Members can refuse to allow them to register (provide services) if they know they are operating unendorsed soccer programs as these people would be in breach of Rule 28 by doing so.
- More work on processes and more complex issues needs to be done by the Governance Committee this Spring/Summer.

Carried

9.3.2 Rule & Regulation on Member Fees

9.3.2.1 Outdoor 2020 Fee Amendments

M13 Motion: To ratify the Board of Directors amendments to the Rules & Regulations on membership Fees outdoor 2020 fee structure as presented.

Motion: Foothills



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Second: CLSA
Carried

9.3.2.2 Indoor 2020-21 Fee Amendments

- M14 Motion: To ratify the Board of Directors amendments to the Rules & Regulations on membership Fees indoor 2020-21 fee structure as presented.
Motion: FMYSA
Second: CLSA
Carried

9.3.3 Rule & Regulation on Player Movement - Temporary revision to open contact period (Expired) - NOT MOVED

9.3.4 2020 Outdoor Provincial Competition Rules – Temporary revision for pandemic conditions (Expired) - NOT MOVED

9.3.5 2020-21 Indoor Provincial Competition Rules - NOT MOVED

9.3.6 2021 Outdoor Provincial Competition Rules
9.3.6.1 Youth

- M15 Motion: To approve the Rules & Regulations on 2021 Youth Outdoor Provincial Competitions as amended.
Motion: EMSA
Second: TCSA
Carried

Amendment for M15:
5.3.1 - Add missing month

9.3.6.2 Senior

- M16 Motion: To approve the Rules & Regulations on 2021 Senior Outdoor Provincial Competitions as presented.
Motion: EDSA
Second: SSSA
Carried

10. Election of Officers

General procedures

- Elections run by Maureen Keough.
- Scrutineers: Carmen Charron and David O'Neil (ASA Staff)



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- 10.1 Election for the position of President (2-year term):
10.1.1 Candidate 1: Shaun Hammond (incumbent)
10.1.2 Candidate 2: Adam Berti

Shaun Hammond was re-elected as President of the Alberta Soccer Association Board of Directors

- M17 Motion: To destroy the ballots for the election of President of the ASA at the 2021 ASA AGM.
Motion: EIYSA
Second: FMYSA
Carried

- 10.2 Election for the position of Director-at- Large 1 (2-year term):
10.2.1 Candidate 1: Melody Martyn
10.2.2 Candidate 2: Nabeel Khudabux
10.3.3. Candidate 3: Adam Berti

Adam Berti is elected as Director-at-Large of the Alberta Soccer Association Board of Directors.

- M18 Motion: To destroy the ballots for the election of Director-at- Large 1 of the ASA at the 2021 ASA AGM.
Motion: CASA
Second: SASA
Carried

- 10.3 Election for the position of Director-at-Large 2 (2-year term):
10.3.1 Candidate 1: Melody Martyn
10.3.2 Candidate 2: Nabeel Khudabux

Nabeel Khudabux is elected as Director-at-Large of the Alberta Soccer Association Board of Directors.

- M19 Motion: To destroy the ballots for the election of Director-at- Large 2 of the ASA at the 2021 ASA AGM.
Motion: LSA
Second: Foothills
Carried

- 10.4 Election for the position of Rural Director-at-Large (2-year term):
10.4.1 Candidate: Catherine Ridgeway

Catherine Ridgeway is elected as Rural Director-at-Large of the Alberta Soccer Association Board of Directors.

- M20 Motion: To destroy the ballots for the election of Rural Director-at- Large of the ASA at the 2021 ASA AGM.
Motion: SASA
Second: BCSA
Carried



11. New Business

11.1 Life Membership Nominations

- M21 Motion: To elect Graham Wood as an Alberta Soccer Life Member.
Motion: SASA
Second: NWC
Carried

12. Annual Report

12.1 Annual Report

- 12.1.1 No questions or comments were recorded relative to the Annual Report.

13. Addition to Agenda

13.1 Governance Review

- 13.1.1 This was discussed earlier in the meeting - see 9.1.1.

13.2 Diversity, Inclusion and Equity Training

Discussion:

Susan Cress: This topic came up within the Governance Committee meetings when discussing Rule 28 over the last 6 months. The recent letters to District Members and BTB Academy from the BOD/Richard Adams state that this type of training will be mandated for Alberta Soccer and its Membership. This is an identified issue that needs to be addressed and will be a key business driving in growing soccer. It's important that resources be allocated toward it.

- M22 Motion: Diversity, equity and inclusion training will be provided to the ASA membership and funded out of the ASA reserves with a budget up to \$5,000. This training should be completed by all District Members by the Fall Planning Meeting.
Motion: CMSA
Second: FMYSA

Discussion:

- Member comments that some people are just 'playing the racist card to get their way' was offensive for those who have faced this kind of discrimination in the soccer community.
 - An apology was made by a member who expressed that he had not intended to cause offense when expressing his frustration with the program he was speaking about.



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- Diversity, Equity and Inclusion training as we learn to make things better and individuals and the BOD need to look at the facts carefully when presented with issues.
- The motion as presented does not clarify who exactly who needs the training (staff, BOD, etc. in the Association overall and possibly enough funds to make it achievable by the Fall Planning Meeting.
- The Members previously approved that all coaches take the Respect in Sport module by September 2022.

(Friendly) Amendment:

For Alberta Soccer to assign a \$5,000 budget to engage a professional consultant on Diversity and Inclusion, to work with a committee to develop a Diversity and Inclusion strategy for Alberta Soccer to be presented at the 2021 Fall SGM.

Carried

13.3 Staff Recognition

- Carmen Charron – 10 years
- Shaun Lowther – 9 years
- Tammy McNutt – 9 years

14. Adjournment

M23 Motion: to Adjourn the 2021 Alberta Soccer Annual General Meeting
Motion: Sherwood Park
Second: EMSA
Carried

Meeting adjourned: 1:11pm

Minutes Prepared by: Carmen Charron

Summary of Action Items:

A01 Action Item: Recirculate current 2020-21 budget to members. (*J. Hawksworth*)

Summary of Motions:

M01 Motion: To approve the 2020 Annual General Meeting voting numbers for use during the 2021 Annual General Meeting
Motion: EDSA
Second: CUSA
Carried

M02 Motion: To limit debate as presented.
Motion: CUSA
Second: SASA
Carried



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- M03 Motion: To approve the Agenda as amended, including the special order for beginning elections no later than 14:00 hrs.
Motion: CUSA
Second: CLSA
Carried
- Amendment for M03:
To add 2 items to end of meeting under New Business:*
- 1. Governance Review*
 - 2. Diversity, Inclusion and Equity Training*
- M04 Motion: To accept the Nominations Committee slate of candidates for election to the Board of Directors.
Motion: CUSA
Second: EDSA
Carried
- M05 Motion: To approve the February 23,2020 AGM minutes as presented.
Motion: SPDSA
Second: CUSA
Carried
- M06 Motion: To amend the current strategic plan by changing 'Support and participate in the National Soccer Registry' to 'Review the support and participation in the National Soccer Registry'.
Motion: EDSA
Second: EMSA
Carried
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Motion: CUSA
Second: FMYSA
Carried
- M08 Motion: To accept Givens LLP as the 2020-2021 Alberta Soccer Association auditors.
Motion: CUSA
Second: Airdrie
Carried
- M09 Motion: To approve the 2020-21 Price list as presented.
Motion: SPDSA
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Carried



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Second: CUSA
- Amendment for M12:
Additions under bullet 8, 1st offence – 6 months suspension after the date that unsanctioned activities are ceased, and under 2nd offence, 1 year's suspension after the date that unsanctioned services are ceased.*
- Carried**
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Motion: Foothills
Second: CLSA
Carried
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Motion: FMYSA
Second: CLSA
Carried
- M15 Motion: To approve the Rules & Regulations on 2021 Youth Outdoor Provincial Competitions as amended.
Motion: EMSA
Second: TCSA
Carried



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- M16 Motion: To approve the Rules & Regulations on 2021 Senior Outdoor Provincial Competitions as presented.
Motion: EDSA
Second: SSSA
Carried
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Motion: EIYSA
Second: FMYSA
Carried
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Motion: CASA
Second: SASA
Carried
- M19 Motion: To destroy the ballots for the election of Director-at- Large 2 of the ASA at the 2021 ASA AGM.
Motion: LSA
Second: Foothills
Carried
- M20 Motion: To destroy the ballots for the election of Rural Director-at- Large of the ASA at the 2021 ASA AGM.
Motion: SASA
Second: BCSA
Carried
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Second: FMYSA



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(Friendly) Amendment:

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Carried

M23 Motion: to Adjourn the 2021 Alberta Soccer Annual General Meeting

Motion: Sherwood Park

Second: EMSA

Carried



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