



**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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**Members Monthly COVID-19 Update**  
**Meeting Minutes for 14A (10:00 AM) and 14B (7:00 PM)**

Tuesday, January 19, 2021

Video Conference Meeting

**Call to order**

**Present Members Meeting 14A**

MHSA- Rob Cavacchia  
CUSA – Pearl Doupe, Raj Uppal  
LSA – Frank Spadavecchia  
EMSA – Mario Charpentier  
SASA – Chris Spaidal  
SPDSA – Debbie Ballam  
Airdrie – Melissa Collinson  
EIYSA – Dan Curtis  
RDCSA – Ado Sarcevic  
CASA – Tammy Olson  
CWSA: Jacquie Hertlein, Rosie Johnson  
Sunny South – Karen Wilde  
Lakeland - Cheri Wolgien  
FMYSA- Macky Singh  
CMSA - Sue Cress  
EDSA – Mike Thome, Brad Odsen  
BRSA – Rob Russell  
CIS – Gord Franson

Guest: Renee Henry, the Vogel Group

ASA BOD: Shaun Hammond, Danny Bowie,  
Dave MacEachran, Julie Beschell

ASA Staff: Richard Adams, Carmen Charron,  
Claire Paterson, David O'Neill, Jeannie  
Hawksworth, Matt Thomas, John Clubb

**Present Members Meeting 14B**

Sunny South - Paul Anwender  
Foothills – Peter Mundy  
NWPSA- Christine Donovan, Ken Loudon  
LSA – Arlene Paiha  
TCSA – James Wolters  
CLSA: Henry Faucher  
FMYSA - Unknown

Life Member: Adrian Newman

Guest: Renee Henry, the Vogel Group

ASA BOD: Shaun Hammond, Danny Bowie,  
Maureen Keough, Julie Beschell

ASA Staff: Richard Adams, Carmen Charron,  
Jeannie Hawksworth, Claire Paterson, Matt  
Thomas, John Clubb, David O'Neill



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## 1. Executive Director Hiring Committee *(Richard Adams/Renee Vogel/Julie Beschell)*

- a. Engaged the Vogel Group as the executive search firm after considering proposals from 6 firms.
  - b. The Vogel Group is seeking input of member values that should be included in the development of ED Profile.
- Some priorities that were expressed included:
    - Strong communications skills for different relationships – BOD, Members, Staff.
    - Understanding of how not-for-profits work vs for-profit model.
    - Ability to build trust and return Alberta Soccer to a position of respect across the country.
    - Leadership which will inspire and repair fractures within the association.
    - Financial/business acumen.
    - Governance experience
  - The expected timeline including development of profile and search is 10- 12 weeks with a selection to be made by March 31<sup>st</sup>.
    - This will be extended if a suitable candidate is not found by then.
    - Public posting will be done and will also do a search via member and Vogel Group networks
    - Will manage background checks on candidates and pre-screening.
    - Long list will then be shortlisted, and recommendations will go to Alberta Soccer
    - Will build offer and do check-ins the first year of employment.
  - Will be using a salary grid created after consultation with other MA's to determine a standard salary and benefits package as a starting point.

*A01 Members will be provided a copy of the last ED posting for reference and a survey link which will be open until January 28th to use if they want to provide their input on ED profile. Responses will be provided to the Vogel Group. (Carmen Charron)*

## 2. Canada Soccer Update

### a. President's Forum Update *(Shaun Hammond)*

- Last Friday the PF submitted a consensus report to the Canada Soccer BOD. This included concerns as follows:
  - Player levy reductions proposed for 2020/21/22 seen as a trojan horse to get MA's to agree to 2023 player registration directly with Canada Soccer and agreement to NSR.



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- The projected impact on registration numbers for 2020 by 9/13 MA's was 41% across Canada (of 2019 numbers) and for 2021 an estimate has been made 61%.
  - Alberta Soccer estimated for 2021 much lower, no indoor, only outdoor registrations totally an estimated 40% Return to Play.
- Canada Soccer needs to back pedal, rethink their strategy on how to collect money, what the numbers look like, communicate better and work to build a vision together.
- Continues to be little support by the PSO's for the NSR as it currently stands.
- Priority for MA's is a National Communications strategy that focuses on Grassroots not the National program success.
  - The PF is now awaiting a response to their presentation.
- There have been some cost reductions made by Canada Soccer around the support of the Women and Men's National Teams, and administrative costs such as reduced hours and staff, but details were not on hand.
- Shaun has not heard a response of what 9if any) portion of Canada Soccer fees are sent up into CONCACAF/FIFA.

## **b. Administrators Meetings (Richard Adams)**

- Previously these were attended by Tammy McNutt. Richard will be attending upcoming meetings.
  - i. Canada Soccer National Champions Volunteer Recognition Campaign
- Alberta submitted four nominations and the winner was Roxanne Boyce from St. Albert Soccer Association.
  - Some surprise about level of engagement on this as higher numbers of nominations were expected from Alberta.
  - Members are encouraged to participate in any future initiatives.
- ii. National Return To Play Campaign
- Canada Soccer is finalizing the best timeline for release, which was at first to be aligned with a National Team event.
  - This will occur when the country can return to the field and registrations are occurring at the grassroots level which are most impactful. Grassroots needs to be the target.
  - This is an agenda item for the next Administrators meeting.
- iii. Futsal & Club Nationals
- A final decision on Futsal Nationals will be made very soon.
  - With such little play and travel still an issue, it's not likely to happen.
- Toyota National Championships on the radar, but it is to early to make a decision.
  - Announcement of cancellation of 2020 Nationals was not made until June 23<sup>rd</sup>.
  - The PSO's are pushing for decisions to be made much earlier as it impacts schedules and expectations of participants.



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### 3. Government Alberta/AHS Update (*Richard Adams*)

- As of January 19, the province-wide mandatory measures announced Dec 8, 2020 remain in effect.
- Soccer activities remain suspended until mandatory health restrictions on in-person team sports are lifted.

### 4. Return To Play Guidelines (*Richard Adams*)

#### a. Return to Play - Indoor

i. Will restrictions lift in time to recover a partial indoor season?

- Unfortunately, Alberta Soccer receives updates from government through public announcements the same as every individual Albertan. Therefore, we don't know if we will be able to recover a portion of our indoor season.
- There is a hope that restrictions will be lifted, but sports have not been noted in recent AHS updates and our Sport Consultant is not hearing anything either.
  - Alberta Soccer and other sports are advocating for re-opening. Soccer successfully operated with protocols in place previously.
- What we do know is that we are monitoring daily and have been working to keep our Return to Play Guidelines updated to ensure a quick turnaround.

#### b. Updates to Return to Play Guidelines

- Our goal is to be prepared as much as possible for any changes to restrictions.
- Along with the COVID-Response staff committee, Tammy McNutt will be doing some consulting work for Richard until he is up to speed on the Return to Play details.

#### i. Return to Train

- Return-to-Train protocols have been updated to reflect changes in health guidelines since its first publication in June 2020.
  - The new version will be published within 24 hours\* of lifting of mandatory restrictions that would permit a Return-to-Train.

\*assumes that applicable SPAR guidelines and/or CMOH Orders are available for reference.

#### ii. Return to Modified Games

- Return-to-Modified Games will be updated to reflect any changes in health guidelines since the last iteration in November PLUS requirement for coaches to wear a mask while on the bench during matches.
  - New version will be published within 24 hours\* of lifting of mandatory restrictions that would permit a Return-to-Modified Games.



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\*assumes that applicable SPAR guidelines and/or CMOH Orders are available for reference.

- Richard will be reaching out members to get feedback on the current protocol documents and to see if there is interest in sitting on the COVID-19 review committee that meets weekly.

*A02 Research the impact of restrictions on other sport, specifically hockey which seems to have some programs operating in some private/academy situations despite the restrictions. (Richard Adams)*

## ii. Additional

- Shaun has followed up with the GoA a number of times about his enquiry about the possibility of COVID liability protection for sport but is not getting a response so far.

## 5. Operational Updates

### a. Entry Level Courses

- New Entry Level format for 2021 and beyond will be more efficient and accessible because it does not have to take up a full weekend.
- 5 hybrid courses were offered in the Fall 2020 successfully, but with a lot of manual work required.
- New format will substantially decrease workload for administrators and instructors.
  - 80% of instruction time is now online.
  - Self-directed Laws of the Game modules and quizzes (factual/law-based material) plus a 2.5-hour webinar examining Fouls and Misconduct with live instructors.
    - 5 – 7 hours estimated to complete all requirements prior to on-field session.
  - Laws of the Game exam is taken online and marked automatically in Refcentre.
  - 3-hour practical field session rounds everything off. This is where the 'how to be a ref' is taught and badges presented.
  - New format will increase the 'start to finish' timeframe to 14 days minimum.
  - In house mentoring programs continue to be important in supporting new officials.
- Two payment models will be available.
  - Student pays course host, Alberta Soccer invoices course host. (current system)
  - Student pays Alberta Soccer directly when registering for the course. (new option)
- Member associations will still be the course hosts and request them, but will only need to book 3 hours for the practical session.
- Membership Referee Round Table Discussion on January 26<sup>th</sup> at 7 PM.
  - Invitation has been sent out to all ED's/General Managers to iron out preferred financial and operational course details/processes.



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## **b. Staff**

- Alberta Soccer staff continue to work remotely due to mandatory health restrictions.
  - Email is best way to contact them at this time.
    - Voicemails can be left but could have a longer response time.
  - Richard Adams can be contacted via email or his cell number 780-991-3634.

## **6. Other**

### **a. Governance Committee Update – Rule 28**

- Background: The governance committee was tasked with reviewing the content of Rule 28, with specific focus on Rule 28.B.iii following recent discipline action using this rule against organizers of unsanctioned activity.
- Committee: Maureen Keough (Chair), Julie Beschell, Scott Chen, Chris Spaidal, Raj Uppal, Jacquie Hertlein, Brad Odsen, Susan Cress, Richard Adams (staff)
- 3 Meetings Since December 10, 2020
- Discussion on District value in Rule 28, intent of Rule 28 and current enforcement of Rule 28
- Review of Rule 28 in its entirety & Review of other provinces experiences with unsanctioned activity
- Development of Short-Term Goal & Long-Term Goal for membership Review
  - Short Term Goal: Presentation of Rule 28 amendments to the membership at the AGM with focus on maintaining the spirit of the current rule but recognizing that the enforcement and fairness of the rule need to be considered in the amendment.
    - Target Date – February 28, 2021 Alberta Soccer AGM
  - Long Term Goal: Presentation of Rule 28 amendments that will have the rule rest with districts but also be transparent to potential new members and allow for a judicial review process, managed by Alberta Soccer, for denied applications.
    - Target Date – November 2021 SGM

### **b. Finance Committee Update – Fees & Reporting**

- 2020-2021 Indoor Fees
  - \$8 flat fee
  - If soccer re-starts by February 1, 2021 and, the season finishes uninterrupted through March 31, 2021 Alberta Soccer will charge a fee to players who participated in soccer activity this year.
  - If restrictions continue past February 1, 2021 there will be no indoor fee for the 2020 – 2021 season.
- 2020-2021 Outdoor Fees
  - Will remain as per the approved price list.



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- Member concerns that if half or less of the OD season cannot be completed, they will need to refund players but would still be expected to pay full ASA fee.
  - Suggestion to set rates now dependent on percentages to simplify budgeting now for members.
- BOD/Finance Committee worked through scenarios, what would be reasonable expectations in what is a dynamic environment.
- There was a need for some certainty in managing Alberta Soccer budgets and cover what needs to be covered operationally/administratively to support members. The same is required for Members to manage their budgets without waiting for a last-minute decision.
- Members can choose how to manage fees, i.e. passing it on to their members, not passing it down, passing a portion down, etc.
- Reporting
  - Alberta Soccer would still like districts to report player numbers this year and we would like the reports to be broken up as per the definitions below.
    - **Indoor Registrant:** any player who registers for a fee with an Alberta Soccer member club, community and/or district for an indoor program, regardless of whether the player participated in any soccer activity.
    - **Indoor Participant:** Any Registrant from whom any portion of the registration fees were retained is considered a participant.
  - The purpose is to provide statistics to the GOA, Canada Soccer and others to demonstrate the impact of the government restrictions.
  - Offline conversations with Richard encouraged to discuss how to manage associations who register players by team, not individual.
  - Jeannie Hawksworth will reach out soon to request this information.
- c. **AGM Voting**
  - Proposal to use the 2019 AGM Voting Numbers, as presented last year, as the voting numbers for the 2021 AGM. This would ensure equal representation by all members.
  - 2020 Player numbers being used would mean some members without a vote and some significant changes for those who ran limited programming because of the pandemic.
    - 2020 AGM – 382 Actual Votes
      - 101,109 Players
    - 2021 AGM – 84 Actual Votes
      - 21,435 Players
      - Puts 3 Members with no votes
      - Puts Associate Members on par with some Regular Members and in some cases with more votes.



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- Election Buddy platform has been engaged to manage for voting the AGM.
  - Some members have already used this platform for their own elections successfully.

*A03 Research Roberts Rules of Order to ensure the correct voting methodology is used during AGM.  
(Richard Adams)*

## **7. Next COVID-19 Update Meetings**

- Tuesday, February 9<sup>th</sup>
- Tuesday, March 9<sup>th</sup>

## **8. Adjournment**

14A – 11:12 hrs.

14B – 19:59 hrs.

### *Summary of Action Items*

*A01 Members will be provided a copy of the last ED posting for reference and a survey link which will be open until January 28th to use if they want to provide their input on ED profile. Responses will be provided to the Vogel Group. (Carmen Charron)*

*A02 Research the impact of restrictions on other sport, specifically hockey which seems to have some programs operating in some private/academy situations despite the restrictions. (Richard Adams)*

*A03 Research Roberts Rules of Order to ensure the correct voting methodology is used during AGM.  
(Richard Adams)*