

**California Soccer Association North, Inc.  
Agenda Transmittal**

**Agenda Item Number:** 3A

**Meeting Date:** August 15, 2020

**Submitted by:** Jan Mullen

**Agenda Title:** Approval of the minutes of the Board meeting of July 18, 2020.

**Detailed Description:** The Members of California Soccer Association North, Inc. are asked to approve the minute of the of the Board meeting of July 18, 2020.

**Financial Impact on CSAN:** None

**CSAN Executive Committee Recommendation:** Approve

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Board Action

Motion by \_\_\_\_\_

Seconded by \_\_\_\_\_

Ayes: \_\_\_\_\_

Abstentions: \_\_\_\_\_

Noes: \_\_\_\_\_

Absent: \_\_\_\_\_

Reagendized For: \_\_\_\_\_

No Action Taken: \_\_\_\_\_

California Soccer Association North  
Board of Director's Meeting Minutes  
July 18, 2020

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1. Call to Order

Meeting was called to order at 11:05 AM.

2. Roll Call

Members Present: Vangie Bond, Alameda County Soccer League  
Martin Esquer, Visalia Soccer League  
Rachel Gonzalez, Monterey Peninsula Soccer League  
Wilton Guevara, Fraternidad Soccer League  
Hector Hernandez, National Soccer League  
Tom Moore, President  
Coco Moya, Golden Gate Women's Soccer League  
Jan Mullen, Secretary  
Ric Olivas, CNRA Representative  
Javier Rodriguez, Treasurer  
Rocio Samayoa, Office Staff  
Norma Sanchez, Office Manager  
Jeff Staben, San Francisco Soccer Football League  
Marcos Yanez, San Joaquin Valley Soccer League  
Alicia Yanow, Member-At-Large  
Juan Zaldana, Vice-President

3. Consent Calendar

A. Minutes of June 6, 2020 Board of Director's Meeting

On page 5, agenda item 5B, Jeff Staben recommends adding "due to the COVID-19 pandemic" to the end of the following sentence: "San Francisco Soccer Football League (SFSFL) made the suggestion for CSAN to provide each league member financial support of 5% of the league total operating costs."

**Motion by Jeff Staben/second by Wilton Guevara to approve the minutes of the June 6, 2020 Board of Director's meeting with the correction recommended by Jeff Staben. Passed unanimously.**

4. Officer, Staff, and Committee Reports

A. President's Report

Tom Moore, CSAN President, reported on the following:

- Since it is now required for any registered adult player to complete a background screening if a minor is registered on the same team, USASA has passed a resolution that states that any registered player who has completed a background screening as a registered referee, USASA and Player's Health will accept the referee background screening for the person both as a referee and player
- Due to the COVID-19 pandemic, U. S. Soccer is considering holding the 2021 Annual General Meeting in February virtually. If this happens, then USASA will likely hold their Annual General Meeting virtually in the Fall of 2020
- It has still to be determined if there will be any financial relief in terms of refunds or credits from the USASA insurance carrier

5. Action Items

A. Length of Board of Director's Meetings

There was discussion regarding the time length of CSAN Board of Director's meetings. Some concerns expressed include written reports vs. verbal reports, repeating instructions for using Zoom conference call features, and length of time spent discussing individual agenda items.

**Motion by Javier Rodriguez/second by Juan Zaldana that the length of CSAN Board of Director's meetings be no longer than three (3) hours, unless a majority of the Board of Director's present at the meeting votes to extend the meeting length. Written reports by officers and instructions on how to use Zoom conference call features are to be included in the board information packet that is mailed prior to the meeting. Passed unanimously.**

B. Annual League and Team Fees

Due to the COVID-19 pandemic and the financial impact it has had on our member leagues, there is a proposal to waive the annual league fees and the team fees for six teams that are paid prior to the CSAN Annual Membership Meeting in August. This would amount to waived fees of \$700 for each returning league and would have a financial impact on CSAN of \$10,000 loss in revenue.

**Motion by Javier Rodriguez/second by Juan Zaldana to waive \$100 annual league fees and \$100 team fees for a minimum of six (6) teams that are paid as membership fees prior to our Annual Membership Meeting. Passed unanimously.**

C. 2019 - 2020 Player Registration Fees

At the June 6, 2020 Board of Director's meeting, it was determined that it would be logistically challenging to refund player registration fees and that applying a credit is more feasible. The CSAN Officers and office staff have explored possible options on providing credit toward future player registrations. Tom Moore presented two alternatives, alternative "X" and alternative "Y". (Attached to these minutes is a copy of the two alternatives presented).

As a reminder to league members, CSAN only keeps a portion of player registration fees. For players that register at \$26.00 fee, \$14.00 is sent to USASA to cover insurance costs and \$2 fee to U. S. Soccer, CSAN keeps \$12.00 for their expenses and administrative costs. For players that register at \$31.50 fee, which includes more insurance coverage, \$17.65 is sent to USASA to cover insurance costs and \$2 fee to U. S. Soccer, CSAN keeps \$13.85 for their expenses and administrative costs!

Alternative "Y" credits players who registered between January 2020 to March 2020, which would provide 100% credit of the fees CSAN retains toward future player registrations (\$12.00 or \$13.85). This alternative would have a financial impact of approximately \$40,000 in revenue loss for CSAN.

Alternative "X" credits players who registered between August 2019 to March 2020, which would provide a percentage of a credit of the fees CSAN retains toward future player registrations. The percentage of a credit would be based on the start of the league play and completion of league games played. As an example, the Golden Gate Women's Soccer League completed 50% of their league season, so players would receive a 50% credit of the fees CSAN retains toward future player registrations. This alternative would have a financial impact of approximately \$51,000 in revenue loss for CSAN.

**Motion by Alicia Yanow/second by Javier Rodriguez to table agenda item 5 (C) until more information is obtained from USASA and U. S. Soccer regarding financial assistance for player registrations for 2019 - 2020. Passed unanimously.**

6. Information Items

A. COVID-19 Financial Assistance Grant Program

At the CSAN Board of Director's meeting on June 6, 2020 the Board discussed the possibility of establishing a grant program to financially assist leagues with costs from the cancellation of league play due to the COVID-19 pandemic. CSAN Officers

are in the preliminary stages of developing a grant program, however need to also determine the financial impacts of player registration credits and if there will be any insurance credits or discounts from USASA. As we obtain more information about these unknown quantities, CSAN Officers will put forth a specific proposal to bring to the Board of Directors, hopefully sometime in the fall.

B. U. S. Soccer PLAY ON Program

U. S. Soccer has developed a set of guidelines regarding a return to soccer activities, which has been named "PLAY ON". The PLAY ON program consists of five phases, phase 0 to phase 4. Currently, we are in phase 0, which is no soccer activity. Phase 4 allows for unrestricted soccer play. To date, U. S. Soccer has published protocols and guidelines for Phases 1 to 3 on their website, which can be accessed at:

<https://www.ussoccer.com/playon>

C. Conflict of Interest Disclosure Statement

Norma Sanchez will send out in the mail to all league members a conflict of interest statement to be completed and signed. She will include a prepaid return envelope.

7. Good of the Game

A. Correspondence received by Officers, Directors, and Staff

None.

B. Director's Comments

Jeff Staben has a concern that leagues may begin to lose referees as referees are now required to register through U. S. Soccer, which will require a background screening.

8. Adjournment

Meeting adjourned at 2:00 PM.

Submitted by,

Jan Mullen  
CSAN Secretary

**Player registrations by month and league**

| <b>League</b> | 2019<br><b>August</b> | 2019<br>September | 2019<br>October | 2019<br>November | 2019<br>December | 2020<br>January | 2020<br>February | 2020<br>March |
|---------------|-----------------------|-------------------|-----------------|------------------|------------------|-----------------|------------------|---------------|
| SFSFL         |                       |                   |                 |                  |                  | 34              | 688              | 36            |
| SJVSL         |                       |                   |                 |                  |                  | 594             | 226              | 40            |
| Fiji          |                       |                   |                 |                  |                  |                 | 89               | 56            |
| VSL           |                       |                   |                 | 61               | 8                | 89              | 18               | 0             |
| ACSL          |                       |                   |                 |                  | 76               | 589             | 45               | 18            |
| Fraternidad   |                       |                   |                 |                  |                  |                 |                  | 91            |
| GGWSL         | 567                   | 191               | 19              | 10               | 0                | 2               | 92               | 67            |
| CCSL          |                       |                   |                 |                  |                  |                 | 112              | 43            |
| Albany        | 142                   | 183               | 12              | 2                | 0                | 0               | 11               | 23            |
| SASL          | 295                   | 186               | 16              | 4                | 6                | 39              | 25               | 7             |
| MPSL          | 23                    | 123               | 6               | 4                | 2                | 5               | 5                | 1             |
| Palo Alto     | 6                     | 1                 | 0               | 9                | 17               | ?               | ?                | ?             |
| National      | 74                    | 54                | 35              | 0                | 0                | 19              | 0                | 0             |
| <b>Totals</b> | <b>1033</b>           | <b>684</b>        | <b>53</b>       | <b>90</b>        | <b>109</b>       | <b>1352</b>     | <b>1311</b>      | <b>382</b>    |

|                           |                          |                          |
|---------------------------|--------------------------|--------------------------|
| <b>Player<br/>Reg Fee</b> | <b>CSAN<br/>Retained</b> | <b>Paid to<br/>USASA</b> |
| \$31.50                   | \$13.85                  | \$17.65                  |
| \$26.00                   | \$12.00                  | \$14.00                  |

**Alternative X**

| Total       | Credit<br>Percent | Cost in lost<br>future<br>revenue |
|-------------|-------------------|-----------------------------------|
| 758         | 100%              | \$10,498.30                       |
| 860         | 100%              | \$11,911.00                       |
| 145         | 100%              | \$2,008.25                        |
| 176         | 75%               | \$1,828.20                        |
| 728         | 100%              | \$8,736.00                        |
| 91          | 100%              | \$1,092.00                        |
| 948         | 50%               | \$6,564.90                        |
| 155         | 100%              | \$2,146.75                        |
| 373         | 50%               | \$2,238.00                        |
| 578         | 50%               | \$3,468.00                        |
| 169         | 50%               | \$1,014.00                        |
| 33          | 50%               | \$228.53                          |
| 0           | 0%                | \$0.00                            |
| <b>5014</b> |                   | <b>\$51,733.93</b>                |

**Alternative Y**

| 2020 Total  | Credit<br>Percent | Cost in lost<br>future<br>revenue |
|-------------|-------------------|-----------------------------------|
| 758         | 100%              | \$10,498.30                       |
| 860         | 100%              | \$11,911.00                       |
| 145         | 100%              | \$2,008.25                        |
| 107         | 100%              | \$1,481.95                        |
| 652         | 100%              | \$7,824.00                        |
| 91          | 100%              | \$1,092.00                        |
| 161         | 100%              | \$2,229.85                        |
| 155         | 100%              | \$2,146.75                        |
| 34          | 100%              | \$408.00                          |
| 71          | 100%              | \$852.00                          |
| 11          | 100%              | \$132.00                          |
| 0           | 100%              | \$0.00                            |
| 19          | 100%              | \$263.15                          |
| <b>3064</b> |                   | <b>\$40,847.25</b>                |

| CSAN<br>Retained |
|------------------|
| \$13.85          |
| \$13.85          |
| \$13.85          |
| \$13.85          |
| \$12.00          |
| \$12.00          |
| \$13.85          |
| \$13.85          |
| \$12.00          |
| \$12.00          |
| \$12.00          |
| \$13.85          |
| \$13.85          |

5014

**California Soccer Association North, Inc.  
Agenda Transmittal**

**Agenda Item Number:** 4A

**Meeting Date:** August 15, 2020

**Submitted by:** Tom Moore

**Agenda Title:** Appointment of CSAN Representative to the State Referee Committee

**Detailed Description:** Consider appointing Mr. Ric Olivas as the CSAN Representative to the State Referee Committee for another one-year term.

**Financial Impact on CSAN:** None

**CSAN Executive Committee Recommendation:** Approve

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Board Action

Motion by \_\_\_\_\_

Seconded by \_\_\_\_\_

Ayes: \_\_\_\_\_

Abstentions: \_\_\_\_\_

Noes: \_\_\_\_\_

Absent: \_\_\_\_\_

Reagendized For: \_\_\_\_\_

No Action Taken: \_\_\_\_\_



**California Soccer Association North, Inc.  
Agenda Transmittal**

**Agenda Item Number:** 4B

**Meeting Date:** August 15, 2020

**Submitted by:** Tom Moore

**Agenda Title:** CSAN Calendar for 2020-2021

**Detailed Description:** Consider approving the CSAN Calendar for 2020-2021.

**Financial Impact on CSAN:** None

**CSAN Executive Committee Recommendation:** Approve

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Board Action

Motion by \_\_\_\_\_

Seconded by \_\_\_\_\_

Ayes: \_\_\_\_\_

Abstentions: \_\_\_\_\_

Noes: \_\_\_\_\_

Absent: \_\_\_\_\_

Reagendized For: \_\_\_\_\_

No Action Taken: \_\_\_\_\_



Founded in 1902

## 2020–2021 CSAN Calendar

(Updated August 15, 2020)

|                      |   |
|----------------------|---|
| Fall, 2020           | USASA Virtual Annual General Meeting, specific date to be determined.                                 |
| October 2, 2020      | Deadline for submission of items for Board meeting on October 17, 2020.                               |
| October 17, 2020     | <b>11 am, Virtual CSAN Board of Director’s Meeting.</b>   |
| November 20, 2020    | Deadline for submission of items for Board meeting on December 5, 2020.                               |
| December 5, 2020     | <b>11 am, CSAN Board of Director’s Meeting, location TBD.</b>   |
| Winter, 2021         | USASA Region 4 Virtual Workshops, specific dates to be determined.                                    |
| January 22, 2021     | Deadline for submission of items for Board meeting on February 6, 2021.                               |
| February 6, 2021     | <b>11 am, CSAN Board of Director’s Meeting, location TBD.</b>   |
| February 12-14, 2021 | US Soccer Federation Annual General Meeting, Atlanta, GA. Likely will be held virtually or postponed. |
| March 19, 2021       | Deadline for submission of items for Board meeting on April 3, 2021.                                  |
| April 3, 2021        | <b>11 am, CSAN Board of Director’s Meeting, location TBD.</b>   |
| May 21, 2021         | Deadline for submission of items for Board meeting on June 3, 2021.                                   |

|                 |   |
|-----------------|---|
| June 3, 2021    | <b>11 am, CSAN Board of Director's Meeting, location TBD.</b>                   |
| July 30, 2021   | Deadline for submission of items for Annual General Meeting on August 14, 2021. |
| August 14, 2021 | <b>11 am, CSAN 2021 Annual General Meeting, Visalia, CA.</b>                    |
| September, 2021 | USASA Annual General Meeting  |

**California Soccer Association North, Inc.  
Agenda Transmittal**

**Agenda Item Number:** 4C

**Meeting Date:** August 15, 2020

**Submitted by:** Tom Moore

**Agenda Title:** CSAN Goals for 2020-2021

**Detailed Description:** Consider approving the attached list of goals for 2020-2021 and suggesting additions, deletions or modifications.

**Financial Impact on CSAN:** To be determined.

**CSAN Executive Committee Recommendation:** Approve

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Board Action

Motion by \_\_\_\_\_

Seconded by \_\_\_\_\_

Ayes: \_\_\_\_\_

Abstentions: \_\_\_\_\_

Noes: \_\_\_\_\_

Absent: \_\_\_\_\_

Reagendized For: \_\_\_\_\_

No Action Taken: \_\_\_\_\_



Founded in 1902

**Annual General Meeting  
11:00 am, August 15, 2020  
Via Virtual Zoom Meeting  
Cyberspace, Earth 00000**

## **DRAFT Goals for Fiscal Year 2020/2021**

### COVID-19 Response

- Ensure that CSAN remains solvent in light of the COVID-19 crisis.
- Complete the development of a process for and implement a one-year player credit in accordance with direction from the Board of Directors.
- Determine the financial feasibility of a CSAN grant program to provide some amount of financial assistance for member leagues severely affected by the pandemic.
- Ensure staff uses some of the pandemic “down time” to better organize office records and files and receive additional training in appropriate software applications.

### Office Facility

- Replace the point of sale (POS) system with an easier to use and less expensive POS system.
- Finish collecting and put up in the conference room photos and names of the members of the Board of Directors.
- Begin digitizing and improving the physical storage of CSAN’s historic photos, documents and records.
- Replacement of outdated computer that hosts the Quickbooks accounting system.
- Upgrade the Quickbooks software.
- Consider replacing current merchant account service for charge card processing with a less expensive and/or more efficient service.

### Registration Improvements

- Consider reducing player registration fees by \$2 or \$3 for players who do their own online player pass purchase (when it requires no intervention from CSAN staff other than printing and issuing the player pass).
- Continue to insist that Affinity improve its password security rules.
- Continue to ask Affinity to make the graphical user interface (GUI) for player self-registration more intuitive.
- Research the capabilities of alternate player registration software.

### 2021 CSAN State Cup Competitions

- Convene the CSAN State Cup Committee in January, 2021 and begin planning well in advance of the dates of the competition.
- Plan a successful CSAN Women's State Cup Competition.

- Make the following improvements for the 2021 State Cup Competitions:
  - Have blank PAI claim forms available on game days in case of accidental injuries.
  - Consider developing some type of recognition for the best referee team(s).
  - Send out press releases to local newspapers and media outlets in advance.
  - Own and bring set of pennies in case a team forgets to have any for their bench personnel.
  - Obtain good quality video clips from the State Cup Competition for use in future marketing.

### Marketing

- Consider changing the provider of web hosting services for csan.net.
- Ensure entire website is translated into Spanish.
- Affiliate 1-2 more adult leagues and at least one more women's league.
- Continue updating applicable content on [csan.net](http://csan.net).
- Provide advertising booths for the Fan Zones of any future US National Team games in Northern California.
- Manage the distribution of any complimentary tickets we can obtain to games in Northern California involving the San Jose Earthquakes, other lower division professional teams and US National teams.
- Research and consider the possibility of establishing a Bay Area Walk Soccer league directly owned and managed by CSAN.

### Financial Management

- Keep Board of Directors apprised of CSAN financial status.
- Continue to follow best financial management processes in order to protect CSAN financial assets.
- Consider establishing a formal policy regarding financial reserves.

### Governance and Business Processes

- Find methods to assist member leagues in obtaining and maintaining corporate and tax exempt status with the State of California and the Internal Revenue Service.
- Continue seeking improvements in office business processes and governance.
- Start planning 2021 CSAN AGM in January and re-establish the Hall of Fame celebration.
- Finish drafting and approving Sections 6 – 10 and 12 of the CSAN Policy Manual.
- Participate in more meetings of the Board of Directors of the California Youth Soccer Association.

### Training

- Develop the curriculum and teaching materials for a clinic on the concussion protocol, the Safe Sport Act and the recent changes in the IFAB Laws of the Game.
- Test out these teaching materials in at least one league.
- Develop incentives for team managers, coaches and league leaders to attend this training.
- Seek grant funding for this curriculum development and training from local hospitals and health care networks.

#### California North Referee Administration Activities

- Continue participating in the meetings of the Board of Directors of California North Referee Administration.
- Coordinate with CNRA to provide referees for the CSAN State Cup Competition.

#### U.S. Adult Soccer Association and U.S. Soccer Federation Activities

- Send delegates to the US Soccer Federation Annual General Meeting and National Council Meeting and advocate for more open governance at the Federation level.
- Send delegates to the U.S. Adult Soccer Association Annual General Meeting and National Council and Adult Council meetings.
- Participate in the 2021 USASA Region 4 Workshops if they are held.

**California Soccer Association North, Inc.  
Agenda Transmittal**

**Agenda Item Number:** 4D

**Meeting Date:** August 15, 2020

**Submitted by:** Tom Moore

**Agenda Title:** Consider finalizing a one-year player registration credit program for specified players who registered in 2019/2020.

**Detailed Description:** In two prior meetings, the Board considered a number of possible approaches to this issue. In these previous meetings the Board determined that the following principles would be followed:

- Some sort of credit process would be developed for certain previously registered players.
- The amount of the credit would be in some way roughly connected to the number of quarters of that league’s registration year during which a player was unable to play due to the pandemic.
- We must forecast the amount of future revenue loss due to the credit and determine if CSAN can afford this amount of loss in 2021.

In the most recent Board meeting the Executive Committee offered two alternatives. In Alternative X, all the players who registered in the league’s most recent registration you would receive the credit, but the amount of credit would be the same for all players who registered in that league regardless of registration date and the amount of the credit would be based on how many quarters of that league’s registration year was lost to the pandemic shut down.

In Alternative Y, only players who registered in January, February or March of 2020 would get the credit, but the credit would be 100% of the portion of the player’s \$26 or \$31.50 registration fee that was not passed through to the US Adult Soccer Association.

At this meeting the Board should choose between Alternative X and Alternative Y and also consider setting a specific expiration date for the future use of the authorized credit amount by a player for his next annual registration.

**Financial Impact on CSAN:**

**CSAN Executive Committee Recommendation:**

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Board Action

Motion by \_\_\_\_\_

Seconded by \_\_\_\_\_

Ayes: \_\_\_\_\_

Abstentions: \_\_\_\_\_

Noes: \_\_\_\_\_

Absent: \_\_\_\_\_

Reagendized For: \_\_\_\_\_

No Action Taken: \_\_\_\_\_



## California Soccer Association North, Inc.

## Profit &amp; Loss

07/23/20

September 1, 2019 through July 23, 2020

Accrual Basis

|   | <u>Sep 1, '19 - Jul 23, 20</u> |
|---|--------------------------------|
| <b>Ordinary Income/Expense</b>            |                                |
| <b>Income</b>                             |                                |
| <b>4100 · Player Registrations</b>        |                                |
| 4101 · Registration/player                | 77,081.50                      |
| 4102 · Releases/player                    | 1,180.00                       |
| 4103 · New Card player                    | 685.00                         |
| 4105 · Insurance/player                   | 51,985.50                      |
| 4107 · Transfers                          | 3,660.00                       |
| 4108 · Additional Insurance               | 13,322.60                      |
| 4100 · Player Registrations - Other       | 452.00                         |
|   | <hr/>                          |
| <b>Total 4100 · Player Registrations</b>  | 148,366.60                     |
| <b>4200 · Team Registrations</b>          |                                |
| 4201 · Annual Team Fees                   | 13,251.00                      |
|   | <hr/>                          |
| <b>Total 4200 · Team Registrations</b>    | 13,251.00                      |
| <b>4300 · League Registrations</b>        | 200.00                         |
| <b>4400 · International Game Income</b>   | 16,520.10                      |
| <b>4600 · Rental Income</b>               | 160.00                         |
| <b>4610 · Interest Income</b>             | 2,400.94                       |
| <b>4618 · CC Service Fee</b>              | 166.68                         |
| <b>4711 · USASA/Region IV</b>             | 3,235.00                       |
| <b>4800 · CSAN Sponsorship</b>            |                                |
| Sponsorship                               | 3,000.00                       |
|   | <hr/>                          |
| <b>Total 4800 · CSAN Sponsorship</b>      | 3,000.00                       |
| <b>4900 · BAD CHECK PENALTY</b>           | 132.00                         |
| <b>4999 · Miscellaneous Income</b>        | 1,278.81                       |
|   | <hr/>                          |
| <b>Total Income</b>                       | 188,711.13                     |
| <b>Gross Profit</b>                       | 188,711.13                     |
| <b>Expense</b>                            |                                |
| <b>50000 · STATE OFFICE</b>               |                                |
| 50002 · Salaries/Wages                    | 82,834.12                      |
| 50003 · Employee Benefits                 | 13,245.96                      |
| 50004 · Payroll Taxes                     | 7,359.19                       |
| 50005 · Contract Labor                    | 4,945.00                       |
| 50006 · Hotels/Meals                      | 269.00                         |
| 50007 · Travel                            | 152.63                         |
| 50008 · Supplies                          | 1,992.97                       |
| 50009 · Postage/Shipping                  | 965.05                         |
| 50010 · Telephone/Fax                     | 6,310.58                       |
| 50012 · Equipment Lease                   | 5,014.15                       |
| 50013 · Equipment Purchase                | 2,290.55                       |
| 50014 · Legal                             | 2,125.00                       |
| 50015 · Internet/Web Site                 | 413.90                         |
| 50016 · Insurance                         | 184.65                         |
| 50017 · Payroll Processing Fees           | 1,850.00                       |
| 50018 · Utilities                         | 5,223.14                       |
| 50019 · Taxes                             |                                |
| 50019.1 · State Taxes                     | 10.00                          |
| 50019.2 · Other Taxes                     | 20.00                          |
| 50019 · Taxes - Other                     | 975.89                         |
|   | <hr/>                          |
| <b>Total 50019 · Taxes</b>                | 1,005.89                       |
| <b>50025 · Bank Service Charges</b>       |                                |
| 50025.1 · NSF Fees                        | 48.00                          |
| 50025.2 · Merchant Service Fees           | 2,040.98                       |
| 50025 · Bank Service Charges - Other      | 222.07                         |
|   | <hr/>                          |
| <b>Total 50025 · Bank Service Charges</b> | 2,311.05                       |

## California Soccer Association North, Inc.

## Profit &amp; Loss

07/23/20

September 1, 2019 through July 23, 2020

Accrual Basis

|   | Sep 1, '19 - Jul 23, 20 |
|---|-------------------------|
| 50026 · Online Reg - Fees                           | 1,466.12                |
| 50027 · Donations                                   | 253.80                  |
| 50028 · Office Janitorial Service                   | 3,116.12                |
| 50029 · Accounting                                  | 10,000.00               |
| 50030 · Other                                       | 228.00                  |
| 50000 · STATE OFFICE - Other                        | 31.67                   |
| <b>Total 50000 · STATE OFFICE</b>                   | <b>153,588.54</b>       |
| <b>50100 · PROPERTY</b>                             |                         |
| 50116 · Insurance                                   | 2,525.00                |
| 50119 · Taxes                                       | 5,787.10                |
| 50128 · Maintenance                                 | 1,911.56                |
| <b>Total 50100 · PROPERTY</b>                       | <b>10,223.66</b>        |
| <b>51100 · EXECUTIVE PRESIDENT</b>                  |                         |
| 51107 · Travel                                      | 39.33                   |
| <b>Total 51100 · EXECUTIVE PRESIDENT</b>            | <b>39.33</b>            |
| <b>51200 · EXECUTIVE VICE PRESIDENT</b>             |                         |
| 51207 · Travel                                      | 1,140.04                |
| 51225 · Bank Charges                                | 21.00                   |
| 51231 · Meals                                       | 80.83                   |
| <b>Total 51200 · EXECUTIVE VICE PRESIDENT</b>       | <b>1,241.87</b>         |
| <b>51300 · COMMITTEE FOR GAME PROMOTION</b>         |                         |
| 51324 · Promo/Awards                                | 848.28                  |
| 51331 · Meals                                       | 145.11                  |
| <b>Total 51300 · COMMITTEE FOR GAME PROMOTION</b>   | <b>993.39</b>           |
| <b>51400 · COMMITTEE FOR GAME DEVELOPMENT</b>       |                         |
| 51407 · Travel                                      | 254.00                  |
| <b>Total 51400 · COMMITTEE FOR GAME DEVELOPMENT</b> | <b>254.00</b>           |
| <b>51500 · EXECUTIVE SECRETARY</b>                  |                         |
| 51507 · Travel                                      | 49.58                   |
| 51531 · Meals                                       | 20.62                   |
| <b>Total 51500 · EXECUTIVE SECRETARY</b>            | <b>70.20</b>            |
| <b>51600 · TREASURER</b>                            |                         |
| 51606 · Hotel                                       | 326.81                  |
| 51607 · Travel                                      | 210.00                  |
| 51625 · Bank Charges                                | 25.00                   |
| 51631 · Meals                                       | 42.00                   |
| <b>Total 51600 · TREASURER</b>                      | <b>603.81</b>           |
| <b>51900 · COMMITTEE FOR GAME OFFICIALS</b>         |                         |
| 51931 · Meals                                       | 191.54                  |
| <b>Total 51900 · COMMITTEE FOR GAME OFFICIALS</b>   | <b>191.54</b>           |
| <b>52100 · CSAN MEETINGS</b>                        |                         |
| 52108 · Supplies                                    | 282.87                  |
| 52109 · Postage                                     | 62.00                   |
| 52130 · Other                                       | 50.00                   |
| 52131 · Meals                                       | 3,423.88                |
| 52100 · CSAN MEETINGS - Other                       | 100.21                  |
| <b>Total 52100 · CSAN MEETINGS</b>                  | <b>3,918.96</b>         |
| <b>53100 · USASA Fees</b>                           | <b>250.00</b>           |

## California Soccer Association North, Inc.

## Profit &amp; Loss

07/23/20

September 1, 2019 through July 23, 2020

Accrual Basis

|   | Sep 1, '19 - Jul 23, 20 |
|---|-------------------------|
| <b>53200 · REGIONAL MEETINGS</b>            |                         |
| 53206 · Hotels                              | 2,476.33                |
| 53207 · Travel                              | 1,331.90                |
| 53231 · Meals                               | 294.23                  |
| <b>Total 53200 · REGIONAL MEETINGS</b>      | 4,102.46                |
| <b>53300 · USSF/USASA MEETINGS</b>          |                         |
| 53306 · Hotels                              | 8,221.61                |
| 53307 · Travel                              | 5,446.04                |
| 53320 · National Fees                       | 100.00                  |
| 53331 · Meals                               | 2,016.35                |
| 53300 · USSF/USASA MEETINGS - Other         | 57.79                   |
| <b>Total 53300 · USSF/USASA MEETINGS</b>    | 15,841.79               |
| <b>54200 · PLAYER REGISTRATION</b>          |                         |
| 54208 · Supplies                            | 2,333.78                |
| 54211 · Printing                            | 157.02                  |
| 54215 · Player reg                          | 27,715.00               |
| 54216 · Player Insurance                    | 15,692.35               |
| <b>Total 54200 · PLAYER REGISTRATION</b>    | 45,898.15               |
| <b>54300 · TEAM REGISTRATION</b>            | 100.00                  |
| <b>56500 · MEN'S STATE CUP</b>              |                         |
| 56507 · Travel                              | 145.86                  |
| 56508 · Supplies                            | 45.00                   |
| 56524 · Promo/Awards                        | 2,500.00                |
| 56530 · Other                               | 70.00                   |
| 56531 · Meals                               | 327.70                  |
| <b>Total 56500 · MEN'S STATE CUP</b>        | 3,088.56                |
| <b>58300 · Annual General Meeting</b>       |                         |
| 58306 · Hotel                               | 212.65                  |
| 58307 · Travel                              | 126.40                  |
| 58331 · Meals                               | 54.24                   |
| <b>Total 58300 · Annual General Meeting</b> | 393.29                  |
| <b>60500 · LEAGUE RECRUITMENT</b>           |                         |
| 60506 · Hotel                               | 534.08                  |
| 60507 · Travel                              | 78.17                   |
| 60531 · Meals                               | 241.82                  |
| 60500 · LEAGUE RECRUITMENT - Other          | 161.07                  |
| <b>Total 60500 · LEAGUE RECRUITMENT</b>     | 1,015.14                |
| <b>Total Expense</b>                        | 241,814.69              |
| <b>Net Ordinary Income</b>                  | -53,103.56              |
| <b>Net Income</b>                           | <b>-53,103.56</b>       |

## California Soccer Association North, Inc.

07/23/20

## Balance Sheet

Accrual Basis

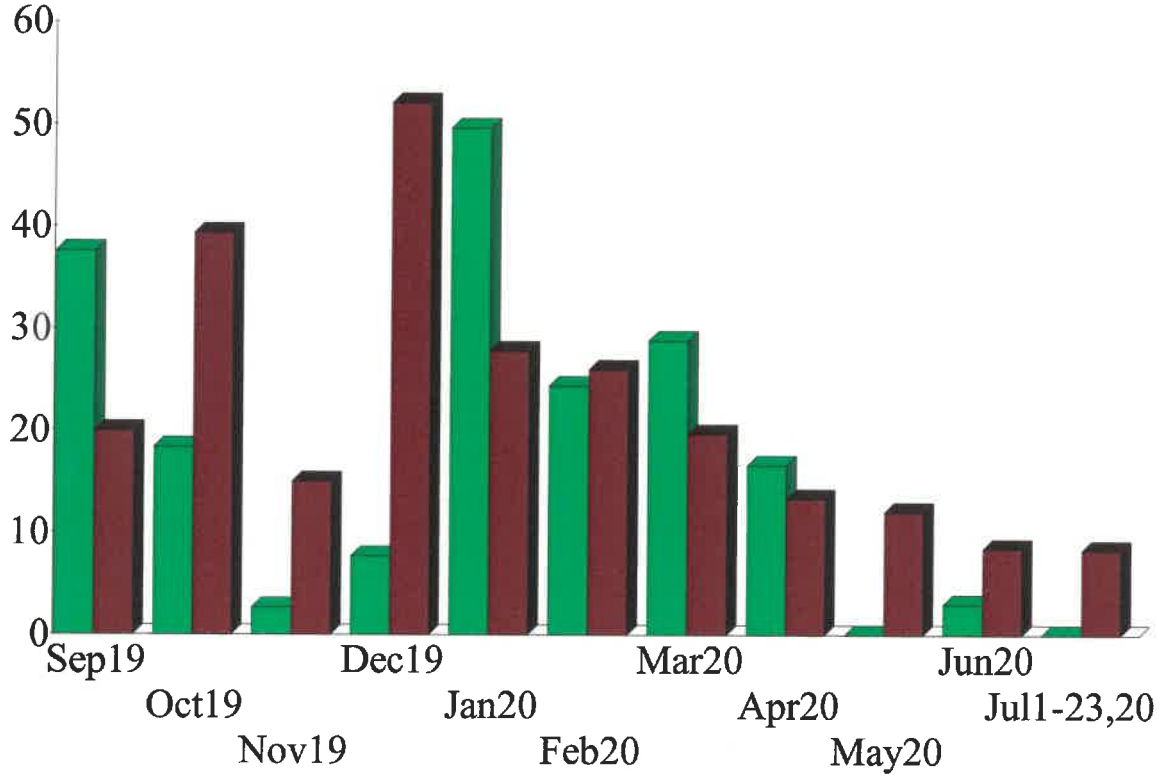
As of July 23, 2020

|  | Jul 23, 20          |
|--|---------------------|
| <b>ASSETS</b>                            |                     |
| Current Assets                           |                     |
| Checking/Savings                         |                     |
| 1000 · Checking                          | 28,951.37           |
| 1010 · Savings #1                        | 121,300.37          |
| 1020 · Savings #2                        | 17,403.54           |
| 1030 · Certificate Of Deposit            | 548,299.33          |
| 1101 · Petty Cash                        | 600.00              |
| Total Checking/Savings                   | 716,554.61          |
| Accounts Receivable                      |                     |
| 1120 · Accounts Receivable               | -540.00             |
| Total Accounts Receivable                | -540.00             |
| Total Current Assets                     | 716,014.61          |
| Fixed Assets                             |                     |
| 1500 · Land - Net                        |                     |
| 1501 · Land - Office                     | 112,500.00          |
| Total 1500 · Land - Net                  | 112,500.00          |
| 1510 · Building - Net                    |                     |
| 1511 · Building - Office                 | 161,250.00          |
| 1519 · Building - Accum Dep              | -161,250.00         |
| Total 1510 · Building - Net              | 0.00                |
| 1520 · Building Improvements - Net       |                     |
| 1521 · Building Improvements - Office    | 284,861.09          |
| 1529 · Bldg Improvements - Accum Dep     | -105,883.09         |
| Total 1520 · Building Improvements - Net | 178,978.00          |
| 1530 · Furniture & Equipment - Net       |                     |
| 1531 · Furniture & Equipment             | 63,065.87           |
| 1539 · Furniture & Equipment - Acc Dep   | -62,481.08          |
| Total 1530 · Furniture & Equipment - Net | 584.79              |
| Total Fixed Assets                       | 292,062.79          |
| <b>TOTAL ASSETS</b>                      | <b>1,008,077.40</b> |
| <b>LIABILITIES &amp; EQUITY</b>          |                     |
| Liabilities                              |                     |
| Current Liabilities                      |                     |
| Other Current Liabilities                |                     |
| 2100 · Unearned Income                   |                     |
| 2110 · Performance Bonds                 | 1,100.00            |
| Total 2100 · Unearned Income             | 1,100.00            |
| Total Other Current Liabilities          | 1,100.00            |
| Total Current Liabilities                | 1,100.00            |
| Total Liabilities                        | 1,100.00            |
| Equity                                   |                     |
| 3900 · Retained Earnings                 | 1,060,080.96        |
| Net Income                               | -53,103.56          |
| Total Equity                             | 1,006,977.40        |
| <b>TOTAL LIABILITIES &amp; EQUITY</b>    | <b>1,008,077.40</b> |

## Income and Expense by Month September 1, 2019 through July 23, 2020



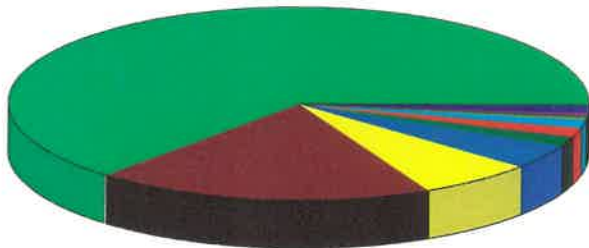
\$ in 1,000's



### Expense Summary

September 1, 2019 through July 23, 2020

|                            |                     |
|----------------------------|---------------------|
| 50000 · STATE OFFICE       | 63.51%              |
| 54200 · PLAYER REGISTRATI  | 18.98               |
| 53300 · USSF/USASA MEETING | 6.55                |
| 50100 · PROPERTY           | 4.23                |
| 53200 · REGIONAL MEETINGS  | 1.70                |
| 52100 · CSAN MEETINGS      | 1.62                |
| 56500 · MEN'S STATE CUP    | 1.28                |
| 51200 · EXECUTIVE VICE PRE | 0.51                |
| 60500 · LEAGUE RECRUITMEN  | 0.42                |
| 51300 · COMMITTEE FOR GAM  | 0.41                |
| Other                      | 0.79                |
| <b>Total</b>               | <b>\$241,814.69</b> |



By Account



# Report to CSAN Board of Directors

Said Ravanfar, SRA

August 15, 2020

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## **Referee Program**

CNRA currently offers the following referee training programs:

- Entry Level Referee Program (for new referees only)
- Continuing Education Program
  - Monthly web-based training sessions for Grassroots Referees
  - Monthly web-based training sessions for Regional Referees
- Advanced Referee Program
  - Monthly web-based training sessions for the more advanced Grassroots and Regional Referees who want more in-depth training
- Elite Referee Program
  - Monthly web-based training sessions for the Training Tier
  - Monthly web-based training sessions for the Development Group
  - Monthly web-based training sessions for the Elite Group

From the beginning of March through the end of June, CNRA offered weekly web-based training sessions for the Continuing Education and Advanced Referee Program. More than 1,750 unique individuals have participated in the various web-based training sessions offered in 2020.

CNRA is also making web-based training session attendance data available to registered assignors, so they can prioritize assignments to referees who are investing in their own development.

These webinars have now been compiled into a learning library and made available online. You can visit this learning library at <http://www.cnra.net/on-demand-webinars/>.

## **Referee Coach/Mentor Program**

CNRA has begun to follow U.S. Soccer's model of merging the roles of the Instructor and Assessor into the Referee Coach/Mentor. CNRA now offers the following training to Referee Coaches and Mentors:

- Monthly web-based training sessions designed to teach best practices in observing grassroots referees and providing coaching to help referees improve
- Monthly training exercises and video quizzes to comprehension
- Five small-group discussion sessions monthly to review the monthly training exercise and video quiz

More than 90 Referee Coach/Mentors have participated in this program since its inception.

## **2021 Registration**

To support 4242 referees, ENRA j as f iseounted ku'4021 cdmintiuttatke'h eg dy 50% hor"cll"referees who were registered in 2020 and renew their referee license for 2021. The number of registered referees was down for 2020 due to Covid-19, but we're anticipating a return to normal registration numbers when competition resumes.