

# ***ERIN MILLS SOCCER CLUB***



# 2024 ANNUAL REPORT

Sunday January 26th, 2024 | 2:00 PM

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# LAND ACKNOWLEDGEMENT

A territorial acknowledgment is a profound and respectful statement that serves to formally recognize the enduring relationship between Indigenous Peoples and their traditional territories. It represents a crucial and necessary first step towards fostering reconciliation, acknowledging the historical and ongoing connection between Indigenous communities and the lands they have inhabited for generations.

In expressing our acknowledgment, we specifically recognize and honor the Treaty and Traditional Territory of the Mississauga's of the Credit First Nation, The Haudenosaunee Confederacy, the Huron-Wendat, and Wyandot Nations, upon which the present-day City of Mississauga stands. This acknowledgment extends to the deep roots and ancestral presence of these peoples, who have been stewards of these lands since time immemorial, enriching them with their diverse cultures, traditions, and wisdom.

Within the contemporary landscape of the City of Mississauga, we celebrate the vibrancy of a diverse community that includes various Indigenous Peoples from around the world. As a municipality, we actively engage in the ongoing journey of reconciliation. This commitment involves confronting our shared history, providing inclusive spaces for Indigenous peoples on their traditional territories, respecting and upholding their Treaty Rights, and providing support to Indigenous communities.

Moreover, we proudly and formally recognize the Anishinaabe origins of our city's name, acknowledging the rich heritage that underpins its identity. Our dedication to reconciliation involves creating an environment where all Indigenous peoples feel safe, valued, and included. Through these efforts, we strive to make Mississauga a beacon of respect, understanding, and harmony for all Indigenous communities.



# CLUB OVERVIEW

## ABOUT OUR CLUB

The Erin Mills Soccer Club (EMSC) is a non-profit community-based organization in Mississauga, offering indoor and outdoor recreational and competitive soccer programs since 1972. The Erin Mills Soccer Club is also known as EMSC and Home of the Eagles. The Clubhouse features a 10,000 square foot indoor soccer facility. EMSC has over 1,500 members and 200 professional coaches and volunteers. The Erin Mills Soccer Club carries the Quality Soccer Provider Award for Club Excellence from Ontario Soccer. EMSC's tradition of excellence includes six national championships (6 Gold & 4 Silver) and 53 Ontario Cup winners (Outdoor, Indoor and Futsal). There are former EMSC players competing in the MLS, NCAA, CIS, Provincial and National levels. Over EMSC's 51-year history, several hundred players have earned scholarships with universities and colleges in Canada and the United States. ESMC is committed to develop, teach and promote soccer to all ages, at all levels of play, in a safe and healthy environment.

## PURPOSE

Create a better community

## MISSION

Providing an inclusive and united environment through sport

## VISION

Pioneering the development of people

## VALUES (E.A.G.L.E.S)

**Excellence:** Defined by you

**Accountable:** For your actions

**Growth:** On and off the pitch

**Legacy:** The person first

**Empower:** Those around you

**Sustainable:** Through collaboration and connection



# CLUB OVERVIEW

## BOARD OF DIRECTORS

<b>Thierry Cecilia</b>	President
<b>Christian Secker</b>	Vice President
<b>Reena Patel</b>	Secretary
<b>Daniel Mathew</b>	Treasurer
<b>Ishver Chauhan</b>	Director at Large
<b>Joseph Apps</b>	Director at Large

## ERIN MILLS SOCCER CLUB STAFF

<b>Patty Grassam</b>	General Manager
<b>Steven Carroll</b>	Technical Director
<b>Alex Szcotka</b>	Competitive Manager (U13-U21)
<b>Henry Singleton</b>	Grassroots Manager (U8-U12)
<b>Roy Han</b>	Competitive Coordinator
<b>Arnold Boros</b>	Operations Coordinator
<b>Savannah Allen</b>	Communications Coordinator
<b>Natalie Cecilia</b>	Customer Service Representative
<b>Joe Cacciaccarro</b>	Head Match Official
<b>Mohamed Metwally</b>	Video Analysis



# AGM OVERVIEW

## AGENDA

- Confirm Notice of Meeting & Appointment of Recording Secretary
- Confirm Voting Member Present
- Welcome Address
- Approval of Agenda
- Approval of 2023 AGM Minutes & New Business
- President's Report
- Director's Report
- Old Business
- Amendments to Constitution
- Report of Nominating Committee
- Election of Executives/Directors
- Notice of Motions
- New Business
- Adjournment
- Award Ceremony



# 2024 AGM MEETING NOTICE



## ERIN MILLS SOCCER CLUB

### 2024 ANNUAL GENERAL MEETING

The 2024 Annual General Meeting of the Erin Mills Soccer Club will be held on:

SUNDAY, JANUARY 26th, 2025  
2:00 p.m. to 4:00 p.m.

Members in Good Standing for the 2024 fiscal year may attend. Quorum is a minimum of 15 Members in Good Standing.

**Pre-Registration:** The meeting will be conducted as a virtual meeting, Members and proxy representatives must pre-register with the Club to receive the link to the virtual meeting on or before January 25, 2025.

**Purpose of Meeting:** The meeting will review the year's Operations, Director and Financial reports, elect new members to the Board of Directors, and consider proposed Amendments to the Club's Constitution & By-Laws which will be posted on our website.

**Amendments:** Members may propose amendments to the Constitution, By-laws and Rules & Regulations by sending written notice of the proposed amendment to the Club's Secretary-Registrar before 5:00 p.m. on Friday, January 3, 2025.

**Proxy Representatives:** Members may appoint someone as their Proxy to attend the meeting by signing a Proxy Form and filing it with the Club on or before Wednesday, January 22, 2025. Proxy Representatives have the same rights as the Member at the Meeting and must be at least 18 years old. An individual may only hold one proxy for one member. Proxy Representatives must register and provide valid proof of identity & age with a valid government issued photo ID.

**Voting rights:** See Articles 4.18 of the By-Laws posted on our website.

**Nominations:** Nominations must be received by 5:00 p.m. January 3, 2025.

Forward to: Nominations Committee  
nominations@erinmillssoccer.com

See website for information and eligible positions at [www.erinmillssoccer.com](http://www.erinmillssoccer.com)

☎ 905.820.9740  
🌐 [www.erinmillssoccer.com](http://www.erinmillssoccer.com)

📍 3135 Unity Drive  
Unit 4  
Mississauga, ON L5L 4L4



# 2023 AGM MINUTES

**January 28, 2024**

**Present: Board Members:** Thierry Cecilia, Christian Secker, Daniel Mathew, Brennan Bempong, Amal Chauhan, Joe Apps, Reena Patel

**Employees:** Patty Grassam, Steven Carroll, Alex Szczotka, Henry Singleton, Roy Han

**Regrets:** Joe Cacciacarro

## Opening Remarks

T. Cecilia, President, called the meeting to Order at 2:17 pm.

T. Cecilia advised that C. Secker will chair the meeting.

## Introduction & Welcome of Guests

Special Guests in attendance:

Samantha Rocha, SB Partners

## Report on Quorum

T. Cecilia confirmed that quorum was established with 25 members in total (6 members present, 15 members via Zoom and 4 proxies).

## Zoom Meeting Protocol

T. Cecilia stated that Roy Han would act as the Zoom Administrator

T. Cecilia summarized the zoom procedures for voting and asking questions or requesting recognition from the Chair.

## Land acknowledgement

C. Secker read the land acknowledgement

## Approval of the Agenda

**Motion:** To approve the Agenda for the 2023 Annual General Meeting

**Proposed:** Daniel Mathew

**Seconded:** Thierry Cecilia

**Motion:** Carried

## Approval of the Minutes of the Club's 2022 Annual General Meeting

**Motion:** To approve the Minutes of the 2022 Annual General Meeting

**Proposed:** Daniel Mathew

**Seconded:** Alex Szczotka

**Motion:** Carried





# 2023 AGM MINUTES

## AGM Reports

**President's Annual Report** – (See Page 12 – 2023 Erin Mills Soccer Club Annual Report)

T. Cecilia spoke about the pride of wearing the Erin Mills badge and serving the community.

**Motion:** To Receive the President's Report

**Proposed:** Daniel Mathew

**Seconded:** Roy Han

**Motion:** Carried

C. Secker also highlighted the implementation of the Strategic plan.

C. Secker advised that there are a number of other staff reports in the booklet

**General Manager Report** – (See Page 13 – 2023 Erin Mills Soccer Club Annual Report)

Grassam prepared the General Manager Report.

**Discussion:** None

**Competitive Program Report** – (See Page 14 - 16 - 2023 Erin Mills Soccer Club Annual Report)

S. Carroll prepared the Competitive Program Report.

**Discussion:** None

**Development Program Report** – (See Page 19 - 21 - 2023 Erin Mills Soccer Club Annual Report)

H. Singleton prepared the Development Program Report.

**Discussion:** None

**Recreational Program Report** – (See Page 24 - 26 - 2023 Erin Mills Soccer Club Annual Report)

A. Boros prepared the Recreational Program Report.

**Discussion:** None

**Facility Report** – (See Page 33 – 2023 Erin Mills Soccer Club Annual Report)

A. Boros prepared the Recreational Program Report.

**Discussion:** None

**Marketing and Events Report** – (See Page 34 - 36 – 2023 Erin Mills Soccer Club Annual Report)

S. Guerrieri prepared the Marketing & Events Report.

**Discussion:** None

**Financial Report** – (See Page 37 – 2023 Erin Mills Soccer Club Annual Report)

CAQ Services Canada Inc. prepared the Financial Report.

**Discussion:**None

## Constitutional Amendments

**Motion:** To Amend the Club's Constitution and By-Laws as proposed by the Board of Directors

The Chair described the general purpose of the proposed amendments was to bring our ByLaws into compliance with the new ONCA changes.

**Proposed:** Thierry Cecilia

**Seconded:** Daniel Mathew

**Discussion:** None

**Motion:** Carried



# 2023 AGM MINUTES

## **Auditor's Report**

Samantha Rocha of the accounting firm of SB Partners LLP presented the Auditor's Report and Club's Audited Financial Statements for the 2023 and 2022 Fiscal Years. They issued a clean audit opinion.

The audited financial statements were approved by the board of directors on January 15, 2024.

**Discussion:** None

**Motion:** To Receive the Auditor's Report

**Proposed:** Daniel Mathew

**Seconded:** Thierry Cecilia

**Motion:** Carried

**Motion:** To Approve the Club's Audited Financial Statements for the fiscal year ended October 31, 2023

**Proposed:** Thierry Cecilia

**Seconded:** Daniel Mathew

**Motion:** Carried

## **Election of Directors**

**Nominations Report** - (See Page 38 - 2023 Erin Mills Soccer Club Annual Report)

President	3-year term	Nominee: Thierry Cecilia
Secretary	2-year term	Nominee: Reena Patel
Treasurer	1-year term	Nominee: Daniel Mathew

## **General Resolutions**

**Motion:** Moved that all actions, omissions and resolutions of the Board of Directors during the fiscal year ended October 31, 2023, be ratified and approved.

**Proposed:** Natalie

**Seconded:** Thierry Cecilia proxy

**Motion:** Carried

**Motion:** Moved that SB Partners, LLP be appointed as the auditors for the Erin Mills Soccer Club for the fiscal year ended October 31, 2024.

**Proposed:** Daniel Mathew

**Seconded:** Thierry Cecilia

**Motion:** Carried



# 2023 AGM MINUTES

## Appreciation & IN MEMORIAM

(Page 39 – 2023 Erin Mills Soccer Club Annual Report)

The Chair advised the Members of the names of individuals from the Club and Ontario Soccer Community who had passed away during the 2023 fiscal year. A moment of silence was observed for all named individuals.

## AWARD PRESENTATION

- Competitive Coach of the Year – Alana Wong - G2010 Green/White – presented by S. Carroll
- Competitive Manager of the Year – Nikki Kayali – G2009 White – presented by S. Carroll
- Development Coach of the Year – Maya Youssef - G2014 Green – presented by S. Carroll
- Development Manager of the Year – Basil Fernandes – G2014 Green – presented by S. Carroll
- Volunteer Coach of the Year – Mike Prencepe – presented by S. Carroll
- Referee of the Year – Chad Patterson – presented by C. Secker
- Small-sided Referee of the Year – Leticia Jabek – presented by C. Secker
- 1st Year Referee Award – Yousef Derawi – presented by C. Secker
- Scholarship Awards – Maya Youssef - presented by C. Secker
- Scholarship Awards – Nandan Varma - presented by C. Secker

## Closing Remarks

T. Cecilia thanked Patty Grassam and all staff, volunteers, board members, players and club members for all their hard work and dedication over the last year.

C. Secker thanked all guests and members in attendance and wished them a good evening.

The 2023 Annual General Meeting of the Erin Mills Soccer Club was adjourned at 2:54 pm



# PRESIDENT'S REPORT

## Erin Mills Soccer Club: 2023 Year in Review and Looking Ahead

### 2023 Achievements and Updates

This year brought significant changes to Erin Mills Soccer Club. Following a rent increase, we consolidated to one unit and launched a new Strategic Plan with an updated logo reflecting our Purpose, Vision, and Mission. Notably, the club was honored with the Mississauga News 2024 Readers' Choice Award and the Centre Circle Award from Ontario Soccer. We also secured new turf space near Dixie, offering exciting growth opportunities.

### Recreational Programming

Arnold Boros now oversees our recreational programs, bringing six years of club experience to this role. While challenges like recruiting volunteer coaches persist, Arnold has effectively managed them, ensuring a positive experience for participants.

### Competitive Programs

Our Competitive Development Program (CDP) remains a cornerstone of the club's success. This year, we implemented coach and departmental reviews to maintain high standards. Additionally, we introduced a Female Coach Development Plan to support and mentor our female coaches.

### Corporate Governance

Financial challenges have impacted our board's effectiveness in 2025. We extend our gratitude to Joseph Apps for his dedicated service and IT support as he steps down. Attracting new board members is a priority for the club's future governance and direction.

### Club Staff

Our team continues to excel under Patty, our Business Manager. Notable staff updates include the addition of Savannah Allen, who has successfully taken over marketing, and Natalie Cecilia, our long-serving staff member of nine years as our new receptionist.



# PRESIDENT'S REPORT

## Plans for 2025

To diversify revenue streams, the club plans to continue with basketball and pickleball rentals with new partnership in physiotherapy services, transforming Erin Mills Soccer Club into a multifaceted sports and wellness facility. We appreciate the support from provincial and federal grants, which have been instrumental in sustaining the club.

## Closing Note

As we continue to evolve, Erin Mills Soccer Club remains committed to fostering community engagement and expanding our offerings to ensure a vibrant and sustainable future.

Thierry Cecilia  
President



# GENERAL MANAGER'S REPORT

Dear Members,

It is with great pride and excitement that I reflect on Erin Mills Soccer Club's journey over the past year. As your General Manager, I am thrilled to share the progress and achievements we've made together, which highlight our commitment to excellence, inclusivity, and community growth.

## Optimizing Our Space for Growth and Accessibility

In 2024, we made a transformative shift by consolidating our operations into a single unit. This strategic decision allowed us to streamline our services while creating a welcoming and accessible environment for all members. Our renovated facility now features improved customer service areas, accessible pathways, and an enhanced layout that reflects our dedication to serving our diverse community more effectively.

## Rebranding for a Bold Future

This year marked a significant milestone as we unveiled our rebranded logo. The fresh, modern design embodies the spirit of Erin Mills Soccer Club—dynamic, inclusive, and forward-thinking. Our new brand identity represents the unity and resilience of our club as we continue to evolve.

## Recognition of Excellence

We are thrilled to share that Erin Mills Soccer Club received the Club Excellence Award from Ontario Soccer. This recognition celebrates our outstanding work across programs, including our She's an Eagle mentorship initiative and our All Abilities program for youth with disabilities.

Additionally, we achieved the Member Association Level 1 License from Canada Soccer and Ontario Soccer. This distinction affirms our compliance with high standards in governance, programming, and player development, reinforcing our commitment to fostering pathways for athletes to reach their full potential.



# GENERAL MANAGER'S REPORT

## Looking Ahead

As we look to the future, our priorities remain focused on fostering an inclusive and thriving soccer community. Key initiatives for the coming year include:

- Expanding our programming to serve more participants.
- Strengthening partnerships and securing sponsorships to enhance our offerings.
- Continuing to invest in the development of our players, coaches, and staff.

## Gratitude and Community Spirit

None of this would be possible without the unwavering support of our members, dedicated staff, volunteers, board of directors, community partners, and sponsors. Your contributions fuel our vision and inspire us to keep growing as a club.

“Success is best when it’s shared.” — Howard Schultz

Together, we’ve achieved so much, and I’m excited to see what we will accomplish in the coming year. Thank you for being an integral part of Erin Mills Soccer Club’s journey.

Yours in Sports,  
Patty Grassam  
General Manager  
Erin Mills Soccer Club



# COMPETITIVE REPORT

"Believe in yourself, and you can achieve anything." Ted Lasso

In 2023, we made significant strides and secured its club licensing, the Quality Service Providers (QSP). After gaining the QSP, the next step we strived toward was the Members Association Level 1 (MA1). This year (2024), the Club was successfully awarded the Members Association Level 1. MA1 of the Canada Soccer Club Licensing Program builds on the characteristics and behaviors of an organization in the Canada Soccer Standards for Quality Soccer with a balance of expectations across the governance, administration, infrastructure, and technical pillars. A portion of the license involved an on-field assessment, to which the Grassroots program was visited. The characteristics and behaviors of the Licence are designed to recognize high-quality grassroots, community, and competitive organizations that have developed their governance and operations. We demonstrated our commitment to quality and to providing an enhanced participant experience.

A massive highlight for us this year was the growth of the All Abilities program. We now have over 20 athletes in our group, which we are looking to grow even more, with the vision for the year ahead to have a team that competes against other clubs. In addition to this program, we started some new supplemental programs this year. 2024 saw the introduction to Strikers School, where players fine-tuned their shooting skills through repetition in game-based environments. We also started a new program called Mini Eagles—our Mini Eagles Program for children between 18 months and three years old. The program focuses on physical literacy and fundamental movement skills while introducing future soccer stars to the game through fun games and activities. Mini Eagles is designed to build confidence, develop movement skills, and build an initial connection with sports. We have only had a few rounds of this program, so we look forward to watching it soar in 2025.

Also, this year, we created a unique and exclusive program called Girl Power. Girl Power is the Club's first-ever Girls Only Soccer Session, in which certified female coaches entirely lead. The sessions were catered to all levels, working on the fundamental movements and skills required to play the game. The program focused on lots of touches on the ball, lots of goal-scoring and lots of FUN! Introducing a girls-only space reduced barriers by allowing the girls to gain confidence, meet new friends, and lead healthy and active lifestyles.





# COMPETITIVE REPORT

It was another big year for our alumni, with the highlight being Jadea Collins, who continued to make waves on the national scene <https://canadasoccer.com/profile/?id=56412&teamId=2088>. We also had more than a handful of players go on to further education through scholarship opportunities. We wish them all the best and hope they go on to play soccer for life!



2024 was another successful year on the field; it was action-packed with fantastic experiences that the players will cherish forever. Collectively, we went to over 20 tournaments/showcases, and on a district level, we were finalists on two separate occasions Girls 2010 Green (Finalist, 2024 GHSL Cup for Girls U14 Division) and Girls 2009 Black (Finalist, 2024 YPHDL Cup for Girls U15 Division).

Off the field, we also linked up with The Lab. The Lab specializes in assessing, treating and preventing sport and recreational injuries for athletes. They believe in evidence-based care, patient management and diagnostics to get you to move better, feel better and get back to what you love to do. On a movement front, we also teamed up with Element Movement. Element guides our high-performance athletes through their off-field fitness journey through safe, effective exercise, fun, and excitement! These healthy relationships benefit both parties and help support independent local businesses. Also off the field was the coach's development. We ran age- and stage-appropriate workshops to help coaches throughout the Club become more confident with their delivery. A commitment we make to our coaches is that we will help feed learning with zero limits/barriers. We fully support and aid all education so our coaches can upskill themselves. A testament to this is the number of coaches dedicated to furthering themselves. For the upcoming Soccer Summit in Niagara, we have purchased over 25 tickets, which is a vast amount of interest, and we are thrilled to have everyone as part of our team.

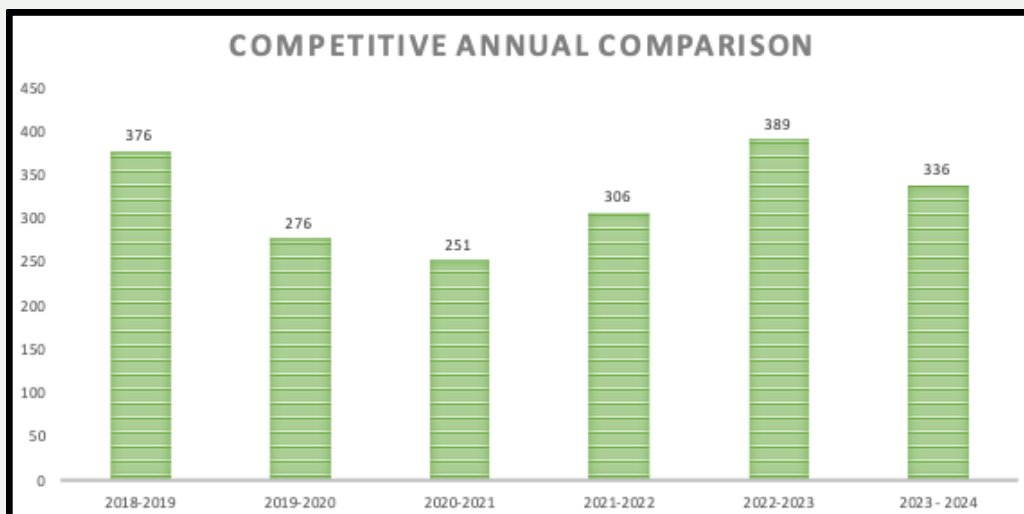


# COMPETITIVE REPORT

Overall, the year has built on last year's success, and we are excited to see what the future holds at the Club: new logo, new era. We want to ensure that we stay current and offer the highest possible program standards we can obtain. A final thought for our membership: development is non-linear...

Erin Mills Soccer Club Competitive Registration

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023 - 2024
Competitive U13 Boys Green	0	0	0	27	57	24
Competitive U13 Girls Green	0	0	0	32	56	26
Competitive U13 Girls White	0	0	0	0	0	16
Competitive U14 Boys Green	25	42	19	22	21	20
Competitive U14 Boys White	29	0	7	0	0	24
Competitive U14 Girls Green	18	15	17	0	24	35
Competitive U14 Girls White	21	16	14	0	24	26
Competitive U14 Girls Black	0	0	18	0	18	0
Competitive U15 Boys Green	28	24	32	20	18	13
Competitive U15 Boys White	0	22	13	0	0	0
Competitive U15 Girls Green	18	15	20	17	0	18
Competitive U15 Girls White	0	14	6	19	0	18
Competitive U15 Girls Black	0	0	0	31	0	21
Competitive U16 Boys Green	0	21	29	21	20	21
Competitive U16 Boys White	0	0	12	0	0	0
Competitive U16 Girls Green	16	20	22	23	15	0
Competitive U16 Girls White	0	0	20	22	17	0
Competitive U16 Girls Black	0	0	0	0	23	0
Competitive U17 Boys Green	25	0	0	26	21	0
Competitive U17 Boys White	27	0	0	1	0	0
Competitive U17 Girls Green	25	22	0	25	20	12
Competitive U17 Girls White	20	26	0	20	0	15
Competitive U17 Girls Black	0	0	0	0	0	20
Competitive U18 Boys Green	44	23	0	0	26	20
Competitive U18 Boys White	0	2	0	0	0	0
Competitive U18 Boys Blue	42	0	0	0	0	0
Competitive U18 Girls Green	0	14	0	0	11	0
Competitive U18 Girls White	0	0	11	0	18	7
Competitive U19 Boys Green	0	0	11	0	0	0
Competitive U21 Women OWSL	19	0	0	0	0	0
Competitive Senior Women OWSL	19	0	0	0	0	0
	<b>376</b>	<b>276</b>	<b>251</b>	<b>306</b>	<b>389</b>	<b>336</b>



# DEVELOPMENT REPORT

2024 was another year of growth and achievement for the Development Program at Erin Mills Soccer Club. We continued to deliver a program that reflects the needs and values of our community, fostering a love for soccer while supporting holistic development both on and off the field.

Our priority remains improving lives through soccer by providing opportunities for players to develop as individuals and teammates. At the same time, we recognize the importance of financial sustainability. In 2024, we surpassed our revenue targets, welcoming over 200 children and 25 teams into the program. These milestones allow us to offer more barrier-free opportunities, ensuring everyone in our community can access the sport we all cherish.



Below is a summary of our accomplishments in 2024 and our vision for continuous improvement as we strive to position EMSC as a leader in youth soccer development.

## **Empowering Our Players**

At EMSC, we believe soccer can profoundly impact a child's life when organized with care and purpose. One of my key goals this year was to raise the standards at both games and training sessions. I'm pleased to report that we've seen significant improvements in how our teams perform and behave. There is now a noticeable intensity to much of what we do, reflecting the players' dedication and focus on improvement.



# DEVELOPMENT REPORT

We also emphasized fostering a culture of respect, with small but impactful changes such as having every player shake the coaching staff's hand before training and games. Simple gestures such as this has helped establish a sense of professionalism and mutual respect within the program. While some challenging decisions had to be made throughout the year, they have ultimately been justified and contributed to the positive strides we've achieved. These changes reflect our commitment to building a high-standard, cohesive program. Below are some of the specific ways that we have helped empower our players.

- **Tournament Participation:** We increased the number of tournaments for all teams. We made the decision to make it mandatory for all teams to attend at least two tournaments. Most attended many more than this, I've no doubt these experiences will prove to be beneficial going forward.
- **Off-Field Activities:** To foster camaraderie, we sponsored a team-building event at Air Riderz, which was a hit among players and families alike. Additionally, we supported teams in hosting various celebrations at our clubhouse.
- **2v2 Festival with Ontario Soccer and Circle K:** In 2024, EMSC proudly hosted a 2v2 Festival in partnership with Ontario Soccer and Circle K. The event was a resounding success, offering an exciting day of small-sided games that encouraged creativity, teamwork, and skill development. The festival not only provided fun and competitive opportunities for our players but also brought together the wider Mississauga community in celebration of the beautiful game. We're proud to have created a vibrant, inclusive atmosphere that fostered connections both on and off the field.
- **Personalized Feedback:** We implemented a structured approach to individual feedback, delivering two sets of personalized assessments to players. Coaches prepared bespoke documents for each player, outlining their strengths and areas for improvement. This initiative provided players and their families with clear, actionable insights to support their development and ensure a tailored approach to each child's growth within the program.
- **The Genoa Academy Camp:** In collaboration with The Genoa Academy, EMSC hosted a week-long soccer camp where players were coached by Genoa's academy staff. This unique opportunity allowed our players to experience training methods and philosophies from one of Italy's most renowned academies. The exposure to a different soccer culture was invaluable, offering fresh perspectives on technique, tactics, and game intelligence. We look forward to future partnerships of this kind.



# DEVELOPMENT REPORT

- **School Coaching Program:** This year, we introduced a schools coaching program that offered players the opportunity to experience development soccer firsthand. The program was a resounding success, allowing students to explore their potential in a supportive and engaging environment. A key goal of the Development Program is to remove any barriers to entry, making soccer accessible to all. By fostering strong relationships with schools, we aim to create more opportunities for young players to get involved and bridge the gap between recreational and development-level soccer.

## Coach Education and Growth

Our coaching staff is the backbone of our club's success. In 2024, we focused on equipping our coaches with tools, resources, and knowledge to help them thrive. Here's how we supported our coaching team:

- **Coach Enrichment program:** We delivered model sessions to coaches to demonstrate key techniques and session flow. Coaches then led similar sessions, applying the concepts with their own creative approach. The program ensured consistency in coaching methods, while encouraging collaboration and shared learning among the staff.
- **Coaching Pathway:** This year, we placed a strong emphasis on bringing former players and recreational coaches into the Development Program, providing them with the opportunity to progress in their coaching journey. It has been incredibly rewarding to see so many of these coaches take the next step in their development, further strengthening our coaching staff and ensuring a pipeline of passionate, knowledgeable individuals committed to our team's growth and success.
- **Ongoing Education:** EMSC once again supported our coaching staff by covering the costs for various certifications, including the Community Coaching Badges and the C License. Additionally, we provided every coach with the opportunity to attend The Ontario Soccer Summit, an initiative we plan to continue in 2025 to further enhance the skills and knowledge of our coaching team.
- **Performance Check-ins:** One-on-one meetings provided a platform to review strengths, identify areas for growth, and implement personalized development plans.
- **Game Day Evaluations:** We continued to roll out our standardized evaluation system to assess coaching performance during matches. We tweaked the template in order to make it more specific to our coaching goals. This feedback tool has once again proven invaluable in maintaining high standards across the program.



# DEVELOPMENT REPORT

## Tools for Success: Looking Ahead to 2025

As we enter 2025, we're excited to build on our achievements and explore new opportunities for growth. Our goals for the upcoming year include:

- **Improve parent education:** In 2025, we aim to strengthen our relationship with parents by enhancing communication and providing them with tools to better understand the development program and their role in their child's soccer journey. Parents are integral to a player's growth, and fostering a shared understanding of our goals and processes will help create a supportive environment for our athletes. As a Grassroots Manager, I will aim to help parents understand topics such as:
  1. The importance of long-term development over short-term results.
  2. How to support your child through challenges and successes.
  3. Understanding the balance between competition and enjoyment in youth sports
- **Grow our analysis department:** In 2025 we will aim to fully utilize our analysis tools. I would like to get to a point whereby players will receive personalized video clips that highlight key moments from matches or training sessions. These clips will allow players to engage in self-assessment, better understand their strengths and areas for improvement, and take ownership of their development. We will look to train coaches to use VEO and other analysis tools effectively. By developing their understanding of video review techniques, coaches will be able to deliver more informed tactical feedback and better support their players' growth.
- **Strengthening Pathways:** Enhancing the link between recreational and development programs. By strengthening the relationship between the recreational and development programs, we will aim to provide clearer pathways for players to advance and transition when ready, ensuring talent is nurtured at every stage. Coaches from both programs will collaborate to identify promising players in the recreational program. Through initiatives such as talent identification days or joint training sessions, we can support players in taking the next step in their soccer journey.

By staying true to our values and embracing innovation, EMSC will continue to be a hub of excellence and community spirit. Together, we'll keep moving onwards and upwards!

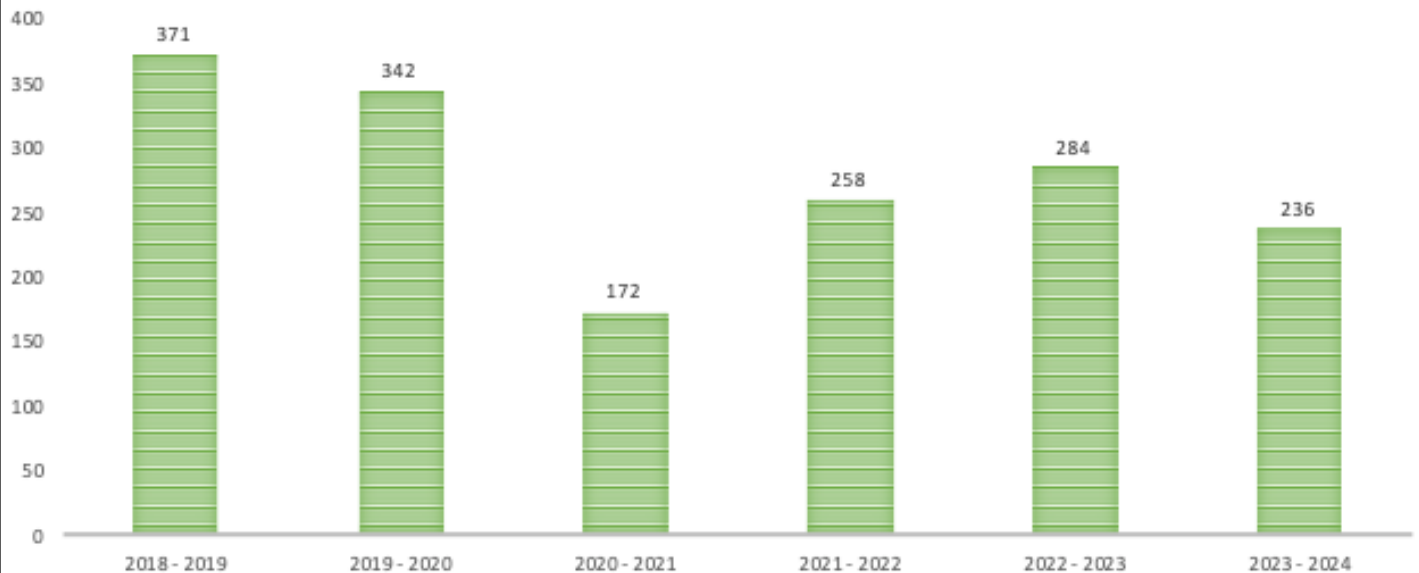


# DEVELOPMENT REPORT

## Erin Mills Soccer Club Development Registration

	2018 - 2019	2019 - 2020	2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024
Development U08 Boys	28	31	9	35	42	35
Development U08 Girls	15	10	6	18	11	13
Development U09 Boys	27	22	17	25	33	47
Development U09 Girls	19	26	5	21	18	12
Development U10 Boys	31	29	17	30	30	21
Development U10 Girls	40	16	10	12	18	19
Development U11 Boys	33	35	17	39	53	26
Development U11 Girls	17	36	11	19	14	17
Development U12 Boys	32	27	22	31	43	41
Development U12 Girls	43	21	22	28	22	5
Development U13 Boys	48	38	25	0	0	0
Development U13 Girls	38	51	11	0	0	0
	<b>371</b>	<b>342</b>	<b>172</b>	<b>258</b>	<b>284</b>	<b>236</b>

## DEVELOPMENT ANNUAL COMPARISON



# RECREATIONAL REPORT

This report will detail our outdoor and indoor recreational programs and provide participant numbers and revenue generated. We will also discuss some challenges faced this year and look ahead to the 2025 season.

## 2023 Fall Indoor Recreational Programs

Going into the fall indoor season we saw a slight increase in registration numbers from the previous fall season as we went from 382 to 397 participants. This generated a total of \$99,494.25 worth of revenue for the club.

Both the Eagles Soccer School and Ball Mastery programs were very successful as we had 72 total participants which generated \$17,220 worth of revenue.

	2018	2019	2020	2021	2022	2023	2024
Indoor Fall Recreational U03-U04 Coed	27	21	7	17	11	15	17
Indoor Fall Recreational U05-U06 Coed	91	0	16				
Indoor Fall Recreational U05-U06 Boys	0	60	0	66	40	42	37
Indoor Fall Recreational U05-U06 Girls	0	11	0	21	17	8	5
Indoor Fall Recreational U07-U08 Boys	96	86	6	61	67	59	61
Indoor Fall Recreational U07-U08 Girls	23	26	4	17	12	9	8
Indoor Fall Recreational U7-U10 Coed	0	0	32				
CDP Boys U8 Green HL TEAM	10						
CDP Boys U8 White HL TEAM	6						
CDP Girls U8 Green HL TEAM	10						
Indoor Fall Recreational U09-U10 Boys	105	86	15	57	38	71	34
Indoor Fall Recreational U09-U10 Girls	29	39	1	18	29	17	7
Indoor Fall Recreational U11-U12 Boys	94	78	19	46	71	62	34
Indoor Fall Recreational U11-U12 Girls	39	0	4	22	25	25	14
Indoor Fall Recreational U11-U13 Girls	0	44	0				
Indoor Fall Recreational U11-U14 Coed	0	0	38				
Indoor Fall Recreational U13-U14 Coed	0	0	0	9	50	42	37
Indoor Fall Recreational U13-U14 Boys	56	69	6	23			
Indoor Fall Recreational U13-U14 Girls	0	0	4	9			
Indoor Fall Recreational U13-U15 Girls	32	0	0				
Indoor Fall Recreational U14-U16 Girls	0	58	0				
Indoor Fall Recreational U15-U17 Coed	44	8	21				
Indoor Fall Recreational U15-U17 Boys	0	43	13				
Indoor Fall Recreational U15-U17 Girls	0	0	5				
Indoor Fall Recreational U15-U18 Coed	0	0	0	8	48	46	22
Indoor Fall Recreational U15-U18 Boys	0	0	0	20			
Indoor Fall Recreational U15-U18 Girls	0	0	0	9			
<b>TOTAL</b>	<b>662</b>	<b>629</b>	<b>191</b>	<b>403</b>	<b>408</b>	<b>396</b>	<b>276</b>





# RECREATIONAL REPORT

## 2024 Winter Indoor Recreational Programs

In the winter season there was a drop in numbers as we had a total of 339 registered players which generated a total revenue of \$81,935.75. There were a few reasons for the lower number of players in the winter season. One of the reasons is that quite a few players were scouted by our development coaches and registered for the development teams after the fall season. Although we lost these players from the rec program it's great that they remained with the club.

Another reason is that some members prefer to take part in a different sport activity in the winter rather than play soccer again.

We also had a small decrease in both the Eagles Soccer School and Ball Mastery programs for the winter, we had 63 total registrants which generated \$14,325 in revenue.

	2019	2020	2021	2022	2023	2024
Indoor Winter Recreational U03-U04 Coed	21	24		7	13	12
Indoor Winter Recreational U05-U06 Coed	70	49				
Indoor Winter Recreational U05-U06 Boys				36	45	42
Indoor Winter Recreational U05-U06 Girls	6	5		8	9	9
Indoor Winter Recreational U07-U08 Boys	80	65		52	71	59
Indoor Winter Recreational U07-U08 Girls	15	21		14	10	19
Indoor Winter Recreational U09-U10 Boys	109	87		37	59	50
Indoor Winter Recreational U09-U10 Girls	23	25		8	21	20
Indoor Winter Recreational U11-U12 Boys	87	61		36	71	52
Indoor Winter Recreational U11-U12 Girls	41			13	26	21
Indoor Winter Recreational U11-U13 Girls		35				
Indoor Winter Recreational U13-U14 Boys	74	64				
Indoor Winter Recreational U13-U14 Coed				29	47	38
Indoor Winter Recreational U13-U15 Girls	38					
Indoor Winter Recreational U14-U16 Girls		47				
Indoor Winter Recreational U15-U17 Coed	44					
Indoor Winter Recreational U15-U18 Coed				26	52	30
Indoor Winter Recreational U15-U17 Boys		35				
<b>Total</b>	<b>608</b>	<b>518</b>	<b>0</b>	<b>266</b>	<b>424</b>	<b>352</b>



# RECREATIONAL REPORT

## 2023 Spring & Summer Recreational Programs

At the start of the spring, we launched a brand-new program called the Strikers School. We wanted to offer the program during the spring to bridge the gap between the end of the winter and the start of the summer season. We had 41 participants, and this generated \$9,405 in revenue.

For the 2024 Summer Recreational Youth League we had 893 participants joining us and that generated \$265,868.75 in revenue.

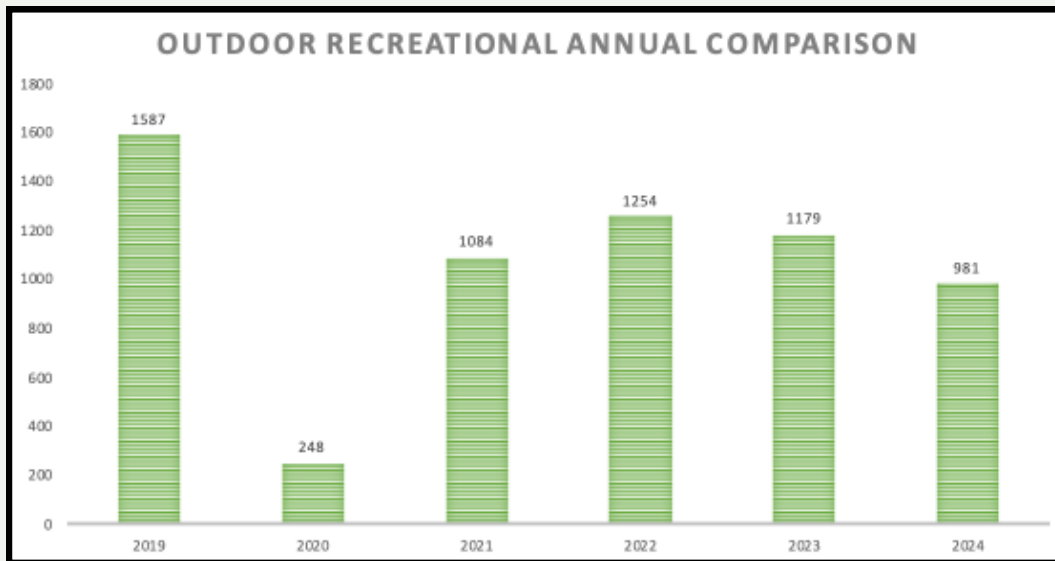
We also had great numbers for our Adult League, we had 22 men’s teams and 11 women’s teams. This generated a total of \$128,945.

Erin Mills Soccer Club Outdoor Recreational Registration

	2019	2020	2021	2022	2023	2024
Outdoor Recreational U03 Coed	60	5	41	59	36	24
Outdoor Recreational U04 Coed	71	14	100	69	60	32
Outdoor Recreational U05 Coed	0	0	51	0	0	0
Outdoor Recreational U05 Boys	60	17	40	67	47	37
Outdoor Recreational U05 Girls	41	9	25	31	30	23
Outdoor Recreational U06 Coed	0	0	35	0	0	0
Outdoor Recreational U06 Boys	93	18	46	85	73	48
Outdoor Recreational U06 Girls	45	8	30	51	32	26
Outdoor Recreational U07 Boys	112	23	62	87	68	60
Outdoor Recreational U07 Girls	35	11	0	56	0	27
Outdoor Recreational U7-U8 Girls	0	0	51	0	82	0
Outdoor Recreational U08 Boys	106	19	59	77	66	84
Outdoor Recreational U08 Girls	41	13	14	21	0	24
Outdoor Recreational U09 Boys	98	15	54	63	87	46
Outdoor Recreational U09 Girls	40	4	0	37	0	31
Outdoor Recreational U9-U10 Girls	0	0	56	0	54	0
Outdoor Recreational U10 Boys	88	17	52	84	75	62
Outdoor Recreational U10 Girls	53	5	16	37	0	23
Outdoor Recreational U11 Boys	87	8	54	54	82	47
Outdoor Recreational U11 Girls	36	6	0	21	0	21
Outdoor Recreational U11-U12 Girls	0	0	35	0	64	0
Outdoor Recreational U12 Boys	66	7	41	75	46	75
Outdoor Recreational U12 Girls	48	7	11	36	0	24
Outdoor Recreational U13 Boys	77	0	0	0	0	51
Outdoor Recreational U13 Girls	0	0	0	0	0	33
Outdoor Recreational U13-U14 Boys	0	12	64	60	72	0
Outdoor Recreational U13-U14 Girls	0	4	33	53	53	0
Outdoor Recreational U13-U15 Girls	100	0	0	0	0	0
Outdoor Recreational U14-U15 Boys	82	0	0	0	0	70
Outdoor Recreational U14-U15 Girls	0	0	0	0	0	25
Outdoor Recreational U15-U18 Boys	0	10	69	77	90	0
Outdoor Recreational U15-U18 Girls	0	16	45	54	62	0
Outdoor Recreational U16-U18 Boys	79	0	0	0	0	66
Outdoor Recreational U16-U18 Girls	69	0	0	0	0	22
	<b>1587</b>	<b>248</b>	<b>1084</b>	<b>1254</b>	<b>1179</b>	<b>981</b>



# RECREATIONAL REPORT



## Challenges

We had a very challenging start to the summer season as we had a change in the recreational position just two weeks into the season. The transition was not easy as the season was already underway, but we were able to work as a team and get things back on track.

Once again, we really struggled with getting committed volunteer coaches for our recreational league. Many of the coaches were high school students and they needed support for the first few weeks. We communicated expectations and responsibilities to the volunteers, and we saw an improvement later in the season.

We will continue to look for new ways to improve the quality of our volunteers by providing coaching clinics and training sessions to equip volunteers with the skills and knowledge they need. This can make potential coaches feel more confident and prepared for the role.

## Looking Ahead to 2025:

We look forward to continuing to improve our program's quality in the coming year. We have recently started to work with a few schools in the area and attended some fairs and events to promote our league and to recruit volunteers. We will also be hiring more field conveners during the summer to monitor all fields and help coaches that need support. Our participants' feedback is important to us, and we will look to continue conducting surveys throughout the season to see what improvements can be made to better improve the overall experience.



# FACILITY REPORT

The EMSC Clubhouse had a good end to the year in 2023 as we were able to once again have rental bookings on both the turf and futsal fields over the fall and winter.

Our competitive and development teams also used the turf and futsal fields throughout the indoor season for practices and to host friendly games against other clubs. The fall and winter recreational program continued to use both fields on weekends to operate the league.

## Highlights

In the past year our facility has seen a large increase in bookings for pickleball and birthday parties. This has been a positive trend and shows that we are becoming a hub not only for soccer activities but also for social events and other sports. This diversification can contribute to the overall sustainability and success of the facility.

## Challenges

The biggest challenge we faced was our lease coming to an end for unit 3. Most of our equipment was stored at the back of the turf and had to be moved over to unit 4. We also still had programs running in the summer which made it difficult to be able to move things, but we were able to get everything out ahead of the end of our lease in September.

## Looking Ahead to 2025

Significant changes have started to take place at the clubhouse this winter and will continue into the new year. We no longer have unit 3 which had our turf field as well as our fitness room which was used for birthday parties.

There is now a new customer service desk in unit 4 and we continue to make upgrades to the staff office. There will be brand new desks, chairs and computers for staff. We are also making changes to the boardroom as this will be where we will host birthday parties going forward.

We are very excited about the upgrades to the facility and look forward to providing our members with the best possible experience.



# MARKETING & EVENTS REPORT

As we prepare for 2025 and begin shaping our marketing and events strategies, it's important to take a moment to reflect on 2024. This past year has provided valuable insights into what's working well and where we can make improvements. Maintaining open communication between the club and its members remains a cornerstone of our daily operations. With our website, social media channels, and newsletters serving as our primary communication tools, we will carefully review the data and assess their effectiveness in keeping our community engaged and informed.

## **Website:**

In 2024, our website recorded 63,785 total sessions, reflecting a 23% decrease from the previous year. Of these sessions, 34,028 were from unique visitors, with an impressive 93% being new users. Notably, we experienced significant spikes in traffic during May, August, and September, coinciding with the start of the summer and fall seasons.

An important insight from this data is the way our visitors engage with the site. Of the 63,785 sessions, 67% were conducted via mobile devices, while 32% were accessed through desktop computers. This trend highlights the growing importance of mobile optimization, and we will prioritize enhancing the mobile user experience to ensure our website is both effective and user-friendly for all visitors.

## **Social Media:**

Instagram continues to be our primary platform for social media engagement. As we close out 2024, we've seen a remarkable growth in our following—up from approximately 2,805 followers at the end of 2023 to 3,542 at the end of 2024, marking an increase of 737 followers. Additionally, we've observed a steady rise in our Facebook following. Recognizing the distinct demographics of each platform, we make it a priority to update both Instagram and Facebook simultaneously, ensuring we reach and engage all of our members across different social media spaces.

## **Newsletter:**

Each month, EMSC sends out a newsletter on the first Friday, reaching over 2,300 subscribed recipients. The newsletter provides key updates from the previous month, along with information on upcoming events and programs. In January 2023, the newsletter was sent to 2,368 subscribers, and this January, we increased that number to 2,423—a modest but steady growth in our subscriber base over the past year.



# MARKETING & EVENTS REPORT

## Events:

### **Circle K 2 v 2 Festival**

In collaboration with Ontario Soccer, we hosted the free Circle K 2v2 Festival, bringing together soccer enthusiasts for a fun and inclusive event. The small-sided matches encouraged teamwork, creativity, and skill development in a supportive environment, emphasizing sportsmanship and enjoyment. Thanks to Circle K's support, participants left with smiles, new friends, and memorable experiences, reflecting our commitment to fostering accessible soccer opportunities for all.

### **CIBC Soccer Fest**

We teamed up with Canada Soccer to host the CIBC Soccer Fest as part of our annual Recreational Festival wrap-up, celebrating an incredible year of soccer. Players and families came together to enjoy games, activities, and small-sided matches in a fun and lively atmosphere. Thanks to support from CIBC and other sponsors and vendors, the event was a huge success. To wrap up the day, players proudly received their medals for the year, making it a memorable celebration of their hard work and dedication.

### **Circle K Festival**

We co-hosted a festival with the Peel Halton Soccer Association to celebrate our Development Grassroots Program, bringing together young players and their families for a day of soccer and community connection. Circle K joined us for the event, engaging with attendees and handing out goodies, adding to the festive atmosphere. It was a fantastic opportunity to recognize the growth and dedication of our grassroots players while fostering connections within our soccer community.

### **Fall REC Wrap up/ York United:**

To celebrate the hard work and dedication of our recreational players, we hosted a Fall Recreational Wrap-Up event on December 14th, 2024. During the event, we distributed medals and goodie bags. Additionally, we were honored to have a special visit from York United's very own Kembo Kibato. Kembo generously took the time to coach our players, present medals, and take photos with them, making the event even more memorable for all involved. We look forward to our winter recreational program filled with excitement and friendly competition. .



# MARKETING & EVENTS REPORT

## Canada Soccer, Soccer in Schools

In 2024, we proudly partnered with Canada Soccer to help launch their Soccer in Schools program, which aims to make soccer more accessible across Canada. Through this collaboration, we worked with five local elementary schools, providing them with essential soccer equipment, online learning resources, and in-person soccer sessions led by our qualified coaches. The initiative proved to be a great success, and as a result, more schools are now reaching out to us to arrange their own soccer sessions. In 2025, we hope to utilize the impact of this program, reaching more schools and students to make soccer more accessible throughout our community.



# FINANICAL REPORT

In 2024, Erin Mills Soccer Club achieved significant financial milestones, demonstrating our commitment to sound financial management and operational excellence. The Finance and Accounting team transitioned to a new auditor, reducing audit costs while maintaining high standards of compliance and transparency. We also implemented cost-efficiency measures across the organization to ensure we maximize the impact of every dollar.

A major highlight of the year was securing government-funded grants. These included the Canada Summer Jobs Program, which provided valuable employment opportunities and strengthened our summer season, and the Trillium Grant, which supported capital expenditures for leasehold improvements and enabled critical facility upgrades. These initiatives not only bolstered our financial position but also enhanced our ability to better serve members and the broader community.

As we prepare for 2025, we remain mindful of potential challenges, such as a possible decline in registrations. To address this, we are proactively exploring the creation of an emergency fund to establish a financial safety net. This forward-thinking approach aims to safeguard the club's future and ensure we can continue delivering exceptional programs and services. Thank you for your ongoing support as we strive toward a sustainable and prosperous future for Erin Mills Soccer Club.





# NOMINATIONS REPORT

The Nomination Committee reports that the following nominations have been received by the Club for the election of a new Board of Directors at the Club's 2024 Annual General Meeting to be held on January 26, 2025.

<b>Position</b>	<b>Incumbent</b>	<b>Term</b>	<b>Nominee</b>	<b>Nominator</b>
Treasurer	Daniel Mathew	3 Years	Daniel Mathew	Thierry Cecilia
Director-at-Large 2	OPEN (R. Patel)	2 Years		
Director-at-Large 3	Joseph Apps	3 Years	Ahsan Ansari	Amal Chauhan

All nominees who are not incumbent directors were interviewed by the Nominations Committee and were advised of their duties and the requirement to comply with Ontario Soccer's Conflict of Interest Policy.

The eligibility requirements to serve as an officer or director of the Club are set forth in Article 5.3 of the Club By-Laws. Nominees and nominators must be members of the Club in good standing. A description of the duties of each position can be found on the Club's web-site.

The Nominations Committee will continue to receive nominations for all OPEN positions on the Board of Directors. Nomination Forms must be accompanied by a "Consent to Act as a Director". Duly signed nominations forms should be sent to the Club to the attention of the Nominations Committee.



# 2024 AWARD RECIPIENTS

## **President's Award - Jenny Santin**

The award recognizes the achievements and long-standing contributions to the Erin Mills Soccer Club and the surrounding Community.

Both of Jenny's daughters have participated in the club's recreational, developmental, and competitive programs since she joined in 2016. For the past two years, Jenny has been a volunteer manager who assists the G2011 Green team in a variety of ways. Helping onboard new players, planning team activities like dinners, get-togethers, and tournaments, and assisting with administrative tasks and other tasks as needed are all examples of managerial responsibilities. Without members like Jenny, the club could not carry on; we are incredibly thankful for their vital role in our operations.

## **Competitive Awards**

Competitive Coach of the Year - Adrian Popa

Competitive Manager of the Year - Keri Bedeau

## **Development Awards**

Development Coach of the Year - Roman Czupiel

Development Manager of the Year - Arlene McLeod-Byatt

## **Recreational Awards**

Volunteer Coach of the Year - Enzo Grisafi

## **Match Official Awards**

Match Official of the Year - Fadi Haddad

Small-Sided Match Official of the Year - Sebastian Canadinha-Delima

Entry-Level Match Official of the Year - Katrina Rabczak

## **Erin Mills Soccer Club Scholarship Recipients**

The scholarship is awarded to members of the EMSC community who have not only shown academic and athletic excellence but are actively involved in their community.

Hana Rashad

Julia Lorenti



# 2024 AWARD RECIPIENTS



Jenny Santin



Adrian Popa



Keri Bedeau



Roman Czupiel



Arlene Mcleod-Byatt



Enzo Grisafi



Fadi Haddad



Sebastian Canadinho-Delima



Katrina Rabczak



Hana Rashad



Julia Lorenti

