

# **PREFACE:**

Yeah, yeah, yeah, a lot of material in this document. Sorry about that, things just accumulated.

It is simple, what you already know about, or are not interested in, just skip that page! No biggeee!



July 27 2023



# Monthly Report



## Refresher: SafeSport Communication Rules Risk Managers & Assignors

### Referee Assignors/Coaches

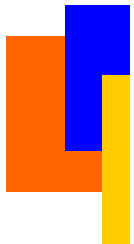
- Referee assignors/coaches have to keep in mind that per federal law, they cannot call a player, without having another adult on the line listening. They must also keep in mind that they are only allowed to contact a player between the hours of **08:00 AM and 8:00 PM**. For an assignor, at a field for 08:00 games, if they were missing an assigned referee, they could **NOT** call them prior to 08:00, to find out if they were coming. If an assignor was looking to replace referees that dropped out at the last second, they **cannot** call someone, after **8:00 PM** (*Exceptions for emergencies and while team travels can be made*).
- The above applies to anyone else in the league also, and includes the following messaging restraints:

Participating Adults are not permitted to communicate privately via electronic communications with amateur athletes who are minors, **except under emergency circumstances**.

Participating Adults are not permitted to "private message," "instant message," "direct message", or send photos via Snapchat, Instagram, or other social media platform to a minor athlete privately.

### Risk Managers

- Should be visible to parents/players. They exist to protect the players and should be known to the families. They should be listed as a contact point, visibly on the league website. Per Cal North, they are directly charged with handling items related to the health and welfare of players. The contact path for them should be easily available to league families and all other associated league personnel.
- Position is not one for a person that 'does not want to get involved', or is concerned about social ramifications of 'turning someone in'. If something happens, they are required by law to act, immediately, whether they like it or not. Of course, the same applies to any adult in the organization who might observe a situation that should be reported. It is the league's responsibility to ensure that any associated personnel that they have working around youth, be aware of the mandated reporting responsibility that is placed on them. For league protection, it could be considered by the league to have the participating parties sign a document, acknowledging their mandatory reporting requirements.



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## Refresher: SafeSport Communication Rules

### Risk Managers

- Should be visible to parents/players. They exist to protect the players and should be known/accessible to the families. They should be listed as a contact point, visibly on the league website. Per Cal North, they are directly charged with handling items related to the health and welfare of players, involving emotional/physical abuse, bullying, and harassment. The contact path for them should be easily available to league families and all other associated league personnel.
- Position is not one for a person that 'does not want to get involved', or is concerned about social ramifications of 'turning someone in'. If something happens, they are required by law to act, immediately, on sexual abuse items, whether they like it or not. Of course, the same applies to any adult in the organization who might observe a situation that should be reported. It is the league's responsibility to ensure that any associated personnel (essentially anyone that comes into contact with the youth players/referees) are aware of the mandated reporting responsibility that is placed on them. For league protection, it could be considered by the league to have the participating parties sign a document, acknowledging their mandatory reporting requirements.
- Is there a job description, so that the risk manager/other league members are aware of what the risk manager responsibilities are, and in what areas?
- For reported physical/sexual abuse, are they clearly aware that they do no investigations, and are required by law to report it within 24 hours. They do not report it to the league, and sit around waiting for the league to get back to them. It is mandated by law that the report must be filed with the appropriate parties, within 24 hours. This is in contrast to non-physical/sexual abuse cases, for which they are to handle that for the league. Has the league established a documented methodology for which they wish the Risk Manager to work the non-sexual abuse cases (process of investigating, documenting, and reporting to league (which includes who to report it to)?
- The SafeSport law requires that; **"Organization must establish an internal mechanism for reporting abuse to it, which protects the reporter from any form of reprisal/backlash, incorporates/documents an identified mechanism for reporting, and safeguards the incident information."** Has this 'mechanism' been established and adequately documented for all to be aware of it, which includes the safeguarding of the information?



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## Refresher: SafeSport Communication Rules

### Risk Managers

- Per Cal North, “**all other forms of misconduct such as emotional abuse, bullying, hazing, or harassment must be reported to your League or Club Risk Manager**”, **for them to handle it, internally**. What is your league procedure for handling this, including protection of given information. Are they storing this information on a home, ‘family’, computer system? What data protection safeguards are used to protect the data/privacy rights?
- The league should ask for a copy of all data that the Risk Manager used, for working on any cases, and store this information away for archival. (Why? Protection for the league & any victims). Remember that the SafeSport Law allows victims to file cases TEN YEARS after the fact. This sets a benchmark for data surrounding any case. Remember that there is always the possibility of civil litigation, and subsequent damages. The league also needs to instruct the Risk Manager to delete all files regarding cases that they handled from their computer system.
- It may be that the risk manager shares a computer system with other family members. This would immediately bring into question the need to protect any data documented from reported cases to the risk manager. This data could not be openly available for view by other family members, as required by law ( i.e. requirement by law that reporting incidents are kept confidential ). The following page gives two recommendations for data encryption software, which would protect data and not allow other family members to view it.

*Encrypting data on a computer is the process of scrambling readable text so that it can only be read by the person who has the secret code or decryption key. It helps provide data security for sensitive information. Encryption is an important privacy tool when you are sending sensitive, confidential, or personal information across the Internet<sup>23</sup>.*





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# Monthly Report



## Recommended Software To Protect Data



### NordLocker

**Best for Ease of Use**

●●●●○ 4.0 Excellent

The NordLocker encryption tool comes from the makers of NordVPN, an Editors' Choice virtual private network. You use it to create lockers, encrypted storage containers that provide full access to files when open, but make them completely inaccessible when locked. Opening a free account doesn't require a credit card and lets you create unlimited encrypted lockers on your local device. It also gets you 3GB of online storage for shareable cloud-based lockers. Subscribing at \$2.99 per month (billed annually) raises your storage to 500GB and entitles you to priority tech support.

You can access your cloud lockers from the NordLocker app for Windows, macOS, Android, or iOS; you can also log in directly to the online cloud console. Sharing lockers with other NordLocker users, including users of the free edition, is a snap. You just send the locker to the recipient's email address, and NordLocker takes care of encrypting the sent version with the recipient's key.



### Steganos Safe

**Best for Steganography**

●●●●○ 3.5 Good

Many personal encryption products work by creating a secure container, often called a vault or safe, for sensitive files. That's how Steganos Safe works, but it brings an unusual amount of flexibility to safe creation. You can create local safes, of course, but you can also easily put a mobile safe on a USB drive. There's a cloud safe option that supports Dropbox, Google Drive, and Microsoft OneDrive. You can even wipe an entire drive partition and make it into a safe.

Encryption hides the contents of your sensitive data; steganography hides the fact that there's anything hidden. With safes below a certain size cutoff, Steganos can hide the safe inside a video, audio, or executable file. There's also a slightly risky option to hide a safe inside of an existing safe. If you're looking to put your files into encrypted storage, Steganos Safe offers a vast set of variations.



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## SUE/CAL NORTH EXECUTIVE DIRECTOR REQUESTED DATA TO BE RELEASED, FROM RECENT COMMUNICATIONS

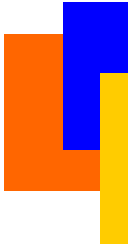
**THE FOLLOWING IS EMAIL THAT I RECENTLY SENT TO THE EXECUTIVE DIRECTOR  
OF CAL NORTH, WHICH SUE ASKED ME TO SHARE WITH YOU**

**On Mon, Jul 3, 2023 at 10:52 AM Jack Smith** <[d8americancup@comcast.net](mailto:d8americancup@comcast.net)> **wrote:**  
I asked this question in 2008, and I wish to resubmit this question for consideration:

---

BTW, there is another item that I have had on my mind, in regards to recreation teams. Much is done for the competitive teams, in extra tournaments. Why is there nothing beyond Founders' Cup, for recreational teams? Why could there not be something as simple as have the Northern California Cup champions play the champions of Southern California, for California bragging rights? What about a state wide tournament for champions such as those that might come from a state recreational tournament, which is similar to Founders' Cup? Essentially what I am saying, why not offer a higher tournament for those winning Founders' Cup to advance to? I mean if kids have chosen to play in recreation and stay in recreation, rather than going competitive, they should be supported as much as the competitive players.

*Jack Smith  
District VIII  
Recreation Committee Representative*



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## SUE/CAL NORTH EXECUTIVE DIRECTOR REQUESTED DATA TO BE RELEASED, FROM RECENT COMMUNICATIONS

### RESPONSE TO PREVIOUS QUESTION FROM CAL NORTH EXECUTIVE DIRECTOR

**On 7/6/2023 5:24 PM, Marley Wilson wrote:**

Jack,

To answer your question from 2008, Cal North has provided many programs for rec. A North and South tournament could happen, but not in the next year.

Here are the programs for rec and progression:

#### THE BADGE

Programs

League

CSL

Cups

Cinco De Mayo

Association Cup

Jr. Cup

District Cup

Futsal or 5v5 (both)

Beach

League America

GDF

GOTB

Keeper Wars

Feb = Morgan Hill

June/July = Turlock

November = Anderson

Here is a link to the calendar, please share:

Events

Joyce can help you with Sanctioning a rec tournament.

Tournament Sanctioning

Marketing

Thanks Jack for sharing your thoughts and excited to see if you can help Cal North with these events.



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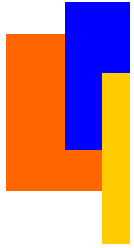
## SUE/CAL NORTH EXECUTIVE DIRECTOR REQUESTED DATA TO BE RELEASED, FROM RECENT COMMUNICATIONS

**On Sun, Jul 9, 2023 at 7:33 PM Jack Smith** <[d8americancup@comcast.net](mailto:d8americancup@comcast.net)> **wrote:**  
Hey Marley, I have a dividend return for you, as a thanks for the info. you provided. On my recent research, to refresh the leagues, I found the following:  
In your MAPP document, release in 2022, Cal North states:

When physical or sexual abuse is suspected, Mandatory Reporters must submit a report to each of the below:

- Appropriate local law enforcement or county child welfare agency pursuant to your county of residence requirements, e.g. Police or Sheriff's Department, County Probation Department, or County Welfare Department/County Child Protective Services.
- Cal North State Risk Manager
  - Email [reporting@calnorth.org](mailto:reporting@calnorth.org).
- National Governing Body (NGB)
  - US Soccer Integrity Hotline Number: (312) 528 - 7004
  - US Soccer: <https://www.ussoccer.com/integrity-hotline>
  - US Center for SafeSport: <https://www.safesport.org/report-a-concern>





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## SUE/CAL NORTH EXECUTIVE DIRECTOR REQUESTED DATA TO BE RELEASED, FROM RECENT COMMUNICATIONS

On the website currently, the following is showing:

When physical or sexual abuse is suspected, reports must be made to each of the below:

 Local Authority	 Cal North	 US Soccer	 US Ce SafeS
Report to the appropriate agency pursuant to your county of residence requirements, e.g. Police or Sheriff's Department, or County Child Protective Services	Report the incident to Cal North by sending an email to <a href="mailto:RiskManager@calnorth.org">RiskManager@calnorth.org</a>	Contact National Governing Body, US Soccer by either reporting through their hotline by dialing (312) 528-7004, or	Report to the US Ce SafeSport online or dialing (720) 531-0 <a href="#">Report Online</a>

Essentially two different emails are listed for reporting to the Cal North risk manager.

## RESPONSE TO ABOVE QUESTION FROM CAL NORTH EXECUTIVE DIRECTOR

**On 7/10/2023 7:41 AM, Marley Wilson wrote:**

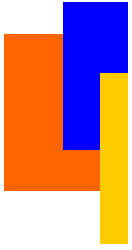
Jack,

I've included Dane to help you with any questions moving forward.

I've added Sue as well, so he aware you the emails questions/request and ideas you bring to Cal North.

Thanks





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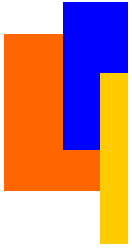
## SUE/CAL NORTH EXECUTIVE DIRECTOR REQUESTED DATA TO BE RELEASED, FROM RECENT COMMUNICATIONS

**On 7/11/2023 10:32 AM, Jack Smith wrote:**

Well, there is one item that has been in my bucket list for a while. This specifically relates to California State Assembly Bill AB2007, which is a concussion law in California. There is an item, which could be easily overlooked:

**(3) On a yearly basis, the youth sports organization shall give a concussion and head injury information sheet to each athlete. The information sheet shall be signed and returned by the athlete and, if the athlete is 17 years of age or younger, shall also be signed by the athlete's parent or guardian, before the athlete initiates practice or competition. The information sheet may be sent and returned through an electronic medium including, but not necessarily limited to, fax or electronic mail.**

Not being involved with player registrations, or information flow from Cal North to leagues, there might be something already existing to do this, for electronic registrations. The only question would be what would be the handling of this for 'walk-up' registrations? Is a form given to parents to hand-in, before the player can play ( note that the law states that the player must have turned the form in, before they can practice or play ). A tracking mechanism would need to exist to track players that have met state law requirements, with the registrars hooked into that information. Practically speaking, the registrar would have to know if the player had conformed to state law, before a player pass was issued for the player.



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## SUE/CAL NORTH EXECUTIVE DIRECTOR REQUESTED DATA TO BE RELEASED, FROM RECENT COMMUNICATIONS

**On Jul 11, 2023, at 12:24 PM, Jack Smith <d8americancup@comcast.net> wrote:**  
I just got an answer to part of my question, when I ran across the following:

[Concussion Info Fact Sheet \(pdf\)](#) - Parents and players are required to review the info fact sheet. When players are registered online through our approved registration platform, this info fact sheet is provided to them via a link, and waiver which requires the acknowledgment that they have received the document.

This directly indicates for online registration, that the state law's form requirement is met, for an online registration. The remaining question that I asked is if the form is automatically given out for any 'in-person' registration, and is required to be filled in before in-person registration is completed. The final question being if registrars get an automatic indication that a player has fulfilled the requirement of having the form on file, before the player can be put on a roster ( the importance here is that coaches, upon receiving rosters, will take players out to practice. State law states that a player cannot practice/play, if the form is not on file. This item has nothing to do with issued player passes at that point.



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## LEAGUE AMERICAN TOURNAMENT

Shirley had made comments, over years, that she would like to see recreational, invitational tournaments return to District VIII. These tournaments had once been abundant, allowing recreational teams to travel to distance cities, spend the night, and have the 'travel' experience. This was part of the excitement and fun of playing, while staying in the recreational playing environment. This went away as primary focus was placed on competitive tournaments, and even they eventually were related to obscurity.

U.S. Youth Soccer has a recreational tournament that they sponsor, each year. If is played twice a year, in spring, and in fall. The name of the tournament is the '[League American Tournament](#)'.

In 2021 the tournament was named the '[United Cup](#)', and Pleasanton Rage held it. In 2022, the name was changed to the [League American Tournament](#), and Pleasanton Rage held it again.

## 2022 USYS League America Festival

USYS League America Festival fosters stimulation and excitement about soccer in an effort to increase the recreational players interest in and love for the game.

The USYS League America Festival, formerly United Cup, in collaboration with Pleasanton RAGE Girls Soccer club and Ballistic United Soccer Club, aim to provide recreational youth soccer players an opportunity to experience a consistent and high quality statewide tournament in a fun, family-like atmosphere. We want the recreational player to feel special and have fun! The League America Festival gives US Youth Soccer State Associations another benefit to bring even more service to current members and a tool to use in increasing membership enrollment.





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## LEAGUE AMERICAN TOURNAMENT

I spoke with the USYS representative that is in charge of the tournament, and he provided me with the following information. His comments are in **RED**:

HiYa Tom!

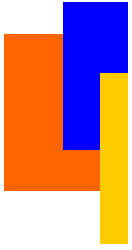
OK, here come the subsidiary questions:

- Do you have 'standard' fliers for this, or does the entity hosting the festival create their own? **Normally, states create on our own; However, USYS Marketing can assist if needed.**
- Do you have a standard rules set for the festival. **Up to each State Association on how they craft their event; no standard rules.**
- From what you stated, does the entity that wants to hold the festival essentially operate it solely on their own, with no USYS personnel involved? **Correct**
- Are there 'special' USYS balls to be purchased, to use in this tournament? **No**
- Where do I find the application to apply? **Will send a sample in a separate email.**

If it is only held twice a year, how far in advance to you need to apply. Since fall is around the corner, I guess that I would be looking toward next spring to consider. How far in advance do you accept applications, if someone was interested? **We send out correspondences to the state association President, ED and TD**

Two important items of note here. **First**, he statement that USYS provides NO personnel to help run the event. It is all up to the entity hosting the tournament. For the image of District VIII, any league wanting to send teams would have to be totally involved in planning for, and running the tournament. Suggestion would be to form a committee, with a minimum of six people, would would meet via zoom, and plan the tournament, sending the completed tournament plan to the full board for approval. Since items have to be reserved in advance, this would need to be done immediately. Fall is too close, so next spring would be the practical time period to shoot for. **Second**, a very big enticement, in that USYS provides **\$3,000** for running this tournament. This is a big cost coverage for running a tournament. It greatly reduces the financial hit for anyone running the tournament.





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## LEAGUE AMERICAN TOURNAMENT

With the \$3000 provided by USYS, the cost of the tournament can be kept down, allowing a recreational team from anywhere the affordability to come play. My suggestion would be to allow only teams from Cal North recreational leagues to play, no AYSO, or Nor Cal 'recreational' teams.

To have it would be a full commitment, as District VIII would be in the spotlight. I would specifically say that the tournament would have to be done in a manner to make District VIII proud that it had held it, and to make people want to come back, if it were to be repeated (no reason not to, since Pleasanton did it for two years in a row).

The question to be answered, which is a Sue item, is what is Cal North's part in this? As per the commentary that was sent to me, it was stated:

**We send out correspondences to the state association President, ED and TD**

Now I got the part about the 'association President...', but I have no idea what "ED", and "TD" means. Since the information was sent to Cal North, did Cal North send this information out to all districts, and the only people that showed interest was Pleasanton, or did Cal North select Pleasanton on their own? If they selected Pleasanton solely on their own, why did this happen?







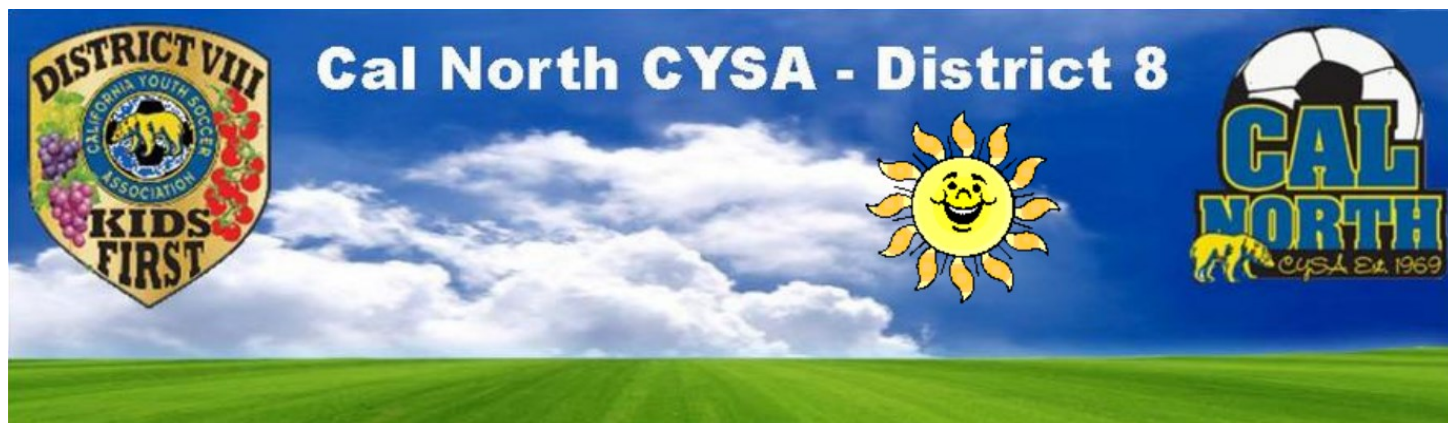
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## LEAGUE AMERICAN TOURNAMENT

If district leagues were to agreed to sponsor the tournament, and Cal North agreed to it, I could start in advance to prepare a District VIII web page for the tournament.



## League America Festival Coming To Central Valley

**Recreational Players Only**



Invitational tournament for all Cal North recreational teams to come play soccer in the central valley



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## WHAT'S THE COMPETITION DOING?

All leagues are in competition with surrounding soccer organizations for players. Sometimes it is a good thing to look at what the other organizations are doing to entice players to come play with them. When US Club first started up, there was a failure to initially do this and a lot of players went to them.

One item that appears to be on the table currently, and has long been a controversial item, is the following:

### Can my child play on a certain team? ▲

Yes! You can now choose which team you would like to play on during registration. Once in your GotSport registration, you will be able to pick a team or request to play with a friend!

**WHO** is doing this? Nor Cal.

Players like playing with their friends/team mates/coach from the previous season.



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## DISTRICT VIII WEBSITE HITS

### Performance

EXPORT

Search type: Web

Date: Last 3 months

+ New

Last updated: 12 hours ago

#### Top pages

Clicks

Impressions

<http://www.cysad8.org/bill-meyer.html>

794

6,260

<http://www.cysad8.org/>

80

6,084

<http://www.cysad8.org/safesport-act.html>

12

2,446

<http://www.cysad8.org/leagues.html>

9

333

<http://www.cysad8.org/announcements.html>

8

1,147

<http://www.cysad8.org/board.html>

8

1,076

<http://www.cysad8.org/dissent-at-the-fields.html>

5

1,244

<http://www.cysad8.org/referees.html>

5

451

### NOTE:

My apologies, on site linkage check recently, I found that some links on the Safesport page were dead, due to changes on both Cal North and US Soccer websites. There was also a procedural change on reporting, at Cal North. I corrected all items.





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## YOUTH REFEREE ACHIEVEMENT

### FAR WEST REGIONAL TOURNAMENT



**2023 Far West Regional Championships**

June 23 - 29, 2023

Three young youth referees from the local area were selected to work in the Far West Regional tournament. Two of the three worked the tournament in 2022 also.

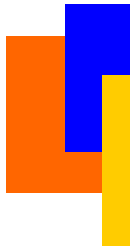
Congratulations to these youth referees, whose work capabilities afforded themselves the opportunity to work in the prestigious Far West Regional Tournament.

**Bryan Cordova Munoz  
Christian Zapien  
Isabella Rapier.**

### TOTAL LIST OF CNRA NORTH REFEREES ATTENDING FAR WEST REGIONALS

Abousleiman, Bernard  
Amparan Ruiz, Jose Leon  
Avina, Jorge  
Bray, Ethan  
Christiansen-Gallegos, Evyan  
Cordova Munoz, Brian  
Cruz Yengle, Juan Manuel  
Dobrin, Vlad  
Fernandez, Manuel  
Gowland, Dashiell  
Guillen, Roxana  
Hausken, Eric

Hernandez, Eduardo  
Hernandez, Jason  
Le, Kaney  
Martinez-Loyola, Alan  
Patterson, Paul  
Peralta Meza, Jessica Paola  
Rapier, Isabella  
Sanchez Martinez, Bruno G  
Sinkevich, Ivan  
Troyer, Nicholas  
Vasquez Luna, Pedro  
Zapien, Christian



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## National Women's Soccer League experiencing youth movement as teenagers take the field

The establishment of the new **National Women's Soccer League** team in Stockton, combined with a rule change in 2022, have created two co-related events for female soccer players in the central valley.

The **NWSL** now allows players under 18 to play with the team. In previous years, players under 18 could only practice with a team. This rule change resulted from a lawsuit filed by Olivia Moultrie, who was 15 at the time of the lawsuit.

Alyssa Thompson became the first high schooler to be drafted in the league this year when she was selected with the No. 1 overall pick by Angel City. She also played her way onto the [U.S. squad](#) headed to the [Women's World Cup](#) starting next month in Australia and New Zealand.

Thompson and Moultrie are among six teenagers in the league this season, and they're not the youngest. In March, the San Diego Wave signed 15-year-old Melanie Barcenas, the youngest player ever to reach a deal in the NWSL. That followed the Washington Spirit's signing of 15-year-old Chloe Ricketts.

Under the NWSL rules adopted last year, players under 18 must live with a parent or guardian, must be U.S. citizens, and cannot be traded without the consent of the player and her parent or guardian. Young players cannot be selected in expansion drafts.

Leagues/clubs may consider seeking ties with the Stockton team ( **Stockton Cargo Soccer Club** ), to potentially help advance the aspirations of female players.





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## US Soccer Concussion Initiative

### Reminder:

If a player is suspected ( by the referee, due to incident on the field ) to have a head injury the referee is instructed to stop play to allow for treatment/evaluation as needed ( in the majority of cases, the player is sent to the sideline ).

If the player leaves the field of play for additional evaluation, a substitution can be made in that moment.

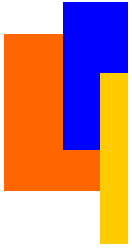
The player with the suspected head injury may not return to the game unless a Health Care Professional (**HCP**) or Certified Athletic Trainer (**ATC**) has cleared the player.

**Any coach or parent insisting on returning the player to the game without approved clearance will result in the referee ending the game.**

For a parent, who is the coach, they cannot 'clear' the player to return to the game themselves, unless they are a 'Health Care Professional (**HCP**) or Certified Athletic Trainer (**ATC**)' .

This may rankle some coaches, who are the parent, and feel that they, as the parent should be able to decide if their child is 'ok' to play.

As an example, during U8 play, a player was kneed in the head, went down, and was holding his head. The player was sent to the sideline. The coach, was the parent. He stated his player would 'man up', and go back in. The player was properly **NOT** allowed to return to the game, due to the concern by the referee for the player's health. No, the coach was not happy, but it was not his call.



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# Monthly Report

## Research On Concussion Recovery For Children

There have been continuing discussions over the past few years regarding the rest restrictions placed upon concussion victims. The following report is an example of what doctors are currently considering, in regard to youth recovery from a concussion

### Rest isn't necessarily best for concussion recovery in children, study says

By [Jen Christensen](#), CNN

Published 12:41 PM EST, Fri January 20, 2023

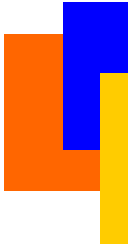
00:32 - Source: [CNN](#)

**CNN —**

Sending kids back to school rather than isolating and resting may be a better way to help them recover faster from a concussion, a new study finds.

The study, published in [JAMA Network Open](#) on Friday, finds that an earlier return to school was associated with better outcomes for some children.

The study looked at data from 1,630 children ages 5 to 18 who went to nine different emergency rooms across Canada. The study found that for kids ages 8 to 18 who were recovering from a [concussion](#), an early return to school, in two days or fewer, was associated with children experiencing fewer symptoms 14 days after their injury. That was not the case in children ages 5 to 7.



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## Research On Concussion Recovery For Children ( cont. )

Patients who followed recommendations for a slower return to activity in the study, including being restricted from school and their electronics, took longer to recover and had more symptoms at 10 days post-injury on average than those that did not follow these steps.

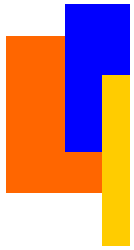
Prolonged restrictions after a concussion is thought to increase a child's risk of depression and anxiety, earlier studies have [shown](#). The researchers believe that socialization, reduced stress from not missing too much school, and returning to a normal sleep and school schedule may play a role in helping kids recover faster. Light to moderate physical activity may also help a child recover faster.

Dr. Chris Vaughan, an author of study, said that about a decade ago doctors encouraged parents to have their kids rest and limit their brain activity to help them heal for a longer period of time.

"We didn't have good data for that. But it seemed like the thing to do because we were helping kids avoid activities that were triggering symptoms, and so we're trying to do our best to manage symptoms and that became the sort of standard for treatment," said Vaughan, a neuropsychologist at Children's National Hospital.

In the last five or six years, though, there has been a shift, Vaughan said, and the thinking is that after the first day or two of rest, some activity is good for recovery.

"We continue to need to take concussions very seriously," Vaughan said.



July 27, 2023



# Monthly Report

## Research On Concussion Recovery For Children ( cont. )

In the past, “we were doing what a lot of people refer to as cocoon therapy, where you essentially put your child in a dark room and try and take away the stimulation and just have them rest. But what we learned is that shutting kids down to that extent actually slowed recovery from concussion,” said Dr. Susannah Briskin, a sports medicine doctor at UH Rainbow Babies & Children’s Hospital in Cleveland, who did not work on this study.

The pendulum has swung back to where doctors are trying to get kids to stay engaged as much as possible, and get them back to school sooner.

“I tell families the most important thing is to avoid any activities where the child could have their head struck again while they’re recovering, but it is important to get moving and not just sit around,” Briskin said.

The study, she says, supplements what some doctors are already doing, but “this was probably the earliest return that we’ve seen be helpful.” Often, Briskin said, kids are out of school about a week with a concussion.

“Based on this study that would actually be detrimental to their recovery,” Briskin said.

### Helping children with concussions

Most kids with a concussion will feel better within a couple of weeks, according to the [US Centers for Disease Control and Prevention](#), but for some symptoms can last for a month or longer.

Just because they have some symptoms doesn’t mean they have to stay isolated, doctors said, but children may need accommodations. Children are often sensitive to light and noise after a concussion, thinking and concentrating can make kids feel worse, Briskin said.





July 27, 2023



# Monthly Report

## Research On Concussion Recovery For Children ( cont. )

"We really try to ease the burden by having kids take breaks from classes if they need to step out. We have individuals wear sunglasses if they're having a lot of light sensitivity. If they're having a lot of noise sensitivity, we try and avoid loud environments, such as music class, or even the lunch room or a loud assembly," Briskin said.

In the study, the link between an early return to school and a lower number of problem symptoms was stronger in those who reported having a higher number of symptoms at first. Typical symptoms include feeling dizzy, having a headache and feeling nauseated.

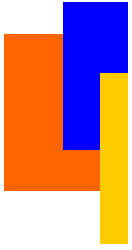
Most [guidance](#) recommends people who get a concussion get a day or two of physical and mental rest and then gradually return to regular activities with some accommodations and support.

Dr. Britt Marcussen, a sports medicine physician who works with teams at the University of Iowa and who did not work on the study, said prior to this study, there's little data to back up how to handle when students should go back to school post-concussion. Marcussen said this is one of the first papers to show that kids getting back to the classroom earlier seem to have fewer symptoms at 14 days out.

"Really this is the first paper that I've seen that says that early reintegration into school activities and cognitive activities may have some beneficial effect," Marcussen said.

it is hard to know why it would be different for younger children, as the study suggested; Marcussen said it may be that the littlest kids are at a different developmental period, or just that younger children aren't as clear about describing their symptoms. The [American Academy of Pediatrics](#) suggests doctors use a check list to ask kids about their symptoms and their severity.





July 27, 2023



# Monthly Report

## Research On Concussion Recovery For Children ( cont. )

"It may be just it's harder for them to fill out the checklists and to identify how they're feeling," Marcussen said.

Every individual may be a little different, and not everyone who has a concussion should be back at school within two days, Vaughan said.

But generally, there are things people can do to help children, or anyone for that matter, recover from a concussion: First, people need to be protected from re-injury or activities that could do their head further harm. Vaughan said people should get good quality sleep at night, hydration and nutrition; they should even get a little bit of exercise, like going for a walk.

"Keeping a kid or student in their normal routine, as best we can, and trying to get them back into the normal routine as soon as their symptoms allow, seems to fit that model where healthy lifestyle factors really seem to support the brain's efforts to recover and get better," Vaughan said. "Finding the balance is really important."

# FIELD MARKING ROBOT

Met with the Ripon recreational director, to speak with them about Mistlin fields. I wanted to find out if they had heard about the automatic field marking robot. RATS!! They had heard about it, and already had a private demo scheduled.

I had a guy from the company that was ready to come out and give a demo, and had planned to invite the large leagues ( those that have a lot of fields to mark ), to come out and see the demo. I decided after the visit to Ripon, that possibly the large leagues might not be able to afford the base lease anyway, and scrubbed the idea. However, if anyone is interested, I can get the guy out.

TURF TANK ONE - AUTONOMOUS LINE MARKING ROBOT

**IMPECCABLE FIELDS**

**WITHOUT THE HASSLE**

Turf Tank ONE is the line marking robot that changes the way sports fields are painted. Create impeccable fields without the hassle, improve your productivity and optimize your resource consumption.



## TURF TANK PRICING SUBSCRIPTION PROGRAM

We implemented an annual subscription program to make the Turf Tank robot budget-friendly for organizations of all sizes and remove large upfront expenses. The prices vary based on the complexity of the package, with lower prices suitable for organizations that manage only one type of sport field, to more complex services for multi-sports and pro teams.

### ALL PLANS INCLUDE:

#### HARDWARE + SOFTWARE

- ☐ Turf Tank robot + GPS package
- ☐ Regular software updates

#### PREMIUM SUPPORT

- ☐ Training at your facility
- ☐ Email and phone support
- ☐ 24/7 access to online resources

“ Considerable time savings and it only requires one person during the day to paint all the fields. Normally it would take 4-5 guys and an entire week to lay down all the soccer fields. I did 7 fields yesterday by myself, after lunch.



**Robert Mann**  
Heavy Equipment Operator  
City of Denton, TX

## **REDUCE YOUR** **PAINT CONSUMPTION**

The robot maintains a consistent speed and spraying pressure for the entire field, which reduces the paint consumption on an average of 50% or more. Plus, you can let the lines fade away if the fields are not being used and paint only when needed for even more savings.

- ✓ Consistent spraying
- ✓ 50% less paint
- ✓ No wasted paint to keep the lines from fading

## **FOR ALL SPORTS**

Turf Tank ONE is designed to paint all sports layouts. From football, soccer, lacrosse, baseball to ultimate frisbee, Quidditch, Omegall, and many more. If we don't have it, we'll build it for you.



Football



Soccer



Lacrosse



Baseball



Athletics



More

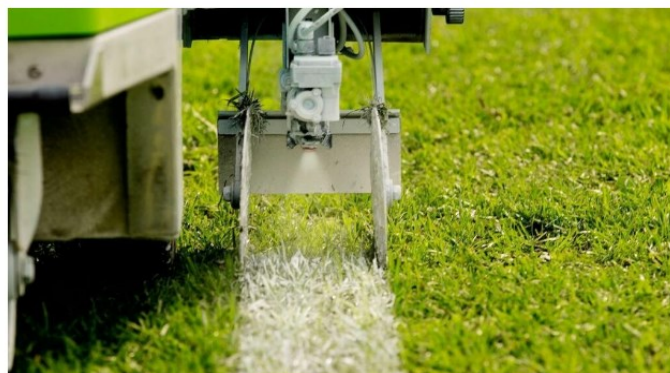
Natural grass

Synthetic turf

Dirt

## **FOR ALL SURFACES**

From natural grass to synthetic fields and dirt, Turf Tank ONE can perform consistent markings on all sports surfaces.



# **APPENDIX**

## **A**





CAL NORTH

*UNIDOS*

2023-2026 STRATEGIC PLAN

# TO THE CAL NORTH SOCCER COMMUNITY

The *2023 Unidos 2026* strategic plans that builds the foundations and framework to motivate the world game in the community. The road leading upto the world cup creates a common theme to ensure our modes and models generate future players with increase in membership participation in California. The board of directors made a decision to invest and deliver into a long term strategic plan to tackle some long overdue changes needed and coming out of a world pandemic. These major changes were started in 2021 into the 2022 AGM with the bylaws and constitution changes made on April 24th, 2022. This will be the first time since 1972.



***Donald Army***  
*Cal North*  
*President*



***Marley Wilson***  
*Cal North*  
*Executive Director*

# WHO IS CAL NORTH?

As the first youth soccer organization in Northern California, we have served generations of players, coaches, leagues, and clubs with storied histories.

The Cal North membership is divided into nine regions, each with a commissioner elected to the board. The districts are geographically based.

Cal North is a member of a much larger soccer community, and as a member, you are also a member of this world community. Players register to play with one of the more than 100 member organizations formed by Cal North. Through affiliation, our member organizations are also members of US Youth Soccer, US Soccer, and US Futsal. US Soccer, along with over 197 other national soccer organizations, are members of FIFA, the Federation Internationale de Football Association. FIFA serves as the international governing body for soccer and US Soccer has been a member since 1913. Together, local, national and international organizations form a family of support for the young soccer players of Cal North.



## OUR BASIC MAKEUP

# 80,000+

*YOUTH SOCCER PLAYERS ANNUALLY*





## OUR BASIC MAKEUP

# 20,000+

**ADMINISTRATORS, COACHES & VOLUNTEERS**





## OUR BASIC MAKEUP



# 100+

**MEMBER ORGANIZATIONS**



# OUR CORE VALUES

We hold ourselves to the same standards of excellence exhibited by athletes who fully embrace our sport. With that consideration, at Cal North we delineate the following core values to guide our decisions and actions.

## ***ACCOUNTABILITY***

Cal North understands the obligation to our member organizations and is dedicated to providing the stewardship for the soccer programs in Northern California with which we have been entrusted.

## ***ADAPTABILITY***

Recognizing the ever-changing soccer landscape, Cal North is committed to remaining flexible, responsive and nimble in order to best serve our members.

## ***COMMUNICATION***

Cal North will employ the basic skills of communication. We recognize the importance of listening, speaking, reading and writing and how those skills come into play in simple daily activities. We will be clear and concise when giving instructions. We will strive to avoid miscommunication and will maintain constant contact with members with frequent updates. We will use the most effective media to communicate. We will be open to feedback in order to evaluate the effectiveness of our message and we will encourage networking among staff, board, volunteers and members.

# OUR CORE VALUES

We hold ourselves to the same standards of excellence exhibited by athletes who fully embrace our sport. With that consideration, at Cal North we delineate the following core values to guide our decisions and actions.

## ***ETHICS***

Cal North will strive to abide by the highest level of ethics. We will adhere to the highest standards of right and wrong in terms of rights, responsibilities, application of the rules, obligations, benefits, fairness and commitment to our members.

## ***INTEGRITY***

Cal North aspires to adhere to honesty, transparency and alignment along strong moral principles. We do the right thing in a reliable way with responsibility and respect.

## ***LEADERSHIP***

Cal North endeavors to undertake leadership roles within our own areas of responsibility while at the same time understanding the importance of working relationships.

## ***LOYALTY***

Cal North will demonstrate trustworthiness, reliability, fidelity, constancy and support our members and our organization.



# OUR CORE VALUES

We hold ourselves to the same standards of excellence exhibited by athletes who fully embrace our sport. With that consideration, at Cal North we delineate the following core values to guide our decisions and actions.

## ***RESPECT***

Respect is a cornerstone trait within our sport and organization. It defines how we regard our members. We recognize and value diverse qualities and traits, while treating others with respect and appreciation. We also demand respect for the application of the established governance and rules of our organization, USYS, USSF and FIFA.

## ***TRADITION***

As forward thinking as we aspire to be at Cal North, we must have the utmost respect for the past and the people, policies and traditions that put this organization where it is today.

## ***TRUST***

The team will be able to rely on, have faith in, have confidence in and depend on one another to support common goals. Likewise, our membership will be able to have the confidence that they can trust in Cal North to act in the best interest of those we serve.



# OUR CORE VALUES

**ACCOUNTABILITY**

**ADAPTABILITY**

**COMMUNICATION**

**ETHICS**

**INTEGRITY**



**LEADERSHIP**

**LOYALTY**

**RESPECT**

**TRADITION**

**TRUST**





## ***A LEADER IN NORTHERN CALIFORNIA SINCE 1969***

The mission of Cal North is for our Nine Districts to lead world class membership support with resources to ensure our members score their goals as leaders in Northern California. As Cal North celebrates 50 over years of experience, our vision is to continue developing the world's game to ensure every player has a pathway to access the preeminent sport in the United States Of America



# To Reach the World Cup 2023-2026





# To Reach the World Cup 2023-2026



1. Be more inclusive on and off the field of play.
2. Re-imagine good governance providing for consistency of bylaws, rules, guidelines and policies across our entire organization.
3. Develop and activate organizational assets to drive significant advances in revenue generation.
4. Maintain a strong and vital customer service-centric approach to support our constituents' success in reaching their goals.
5. Focus on building programs to support, strengthen and maintain, but grow our member base.

STARTING

X

GOALS







## Membership

Sustain, rebuild and grow our Cal North current membership by growing membership annually by 5% and introduce new members by offering adult soccer over coming year to launch fully by 2026.

### Strategy

Target existing areas with the census data to define, which should be applied “Sustain, rebuild and grow” all offering should show a financial benefit.

Provide operational leadership in each area

### Tactic

1A. Sustain = Provide a SWOT analysis to ensure a the current member organization needs are being met with programs and more resources/support

1B. Rebuild = reconnecting with community members organization to find out which programs or resources would entice them to return back to the state association “Why Cal North”

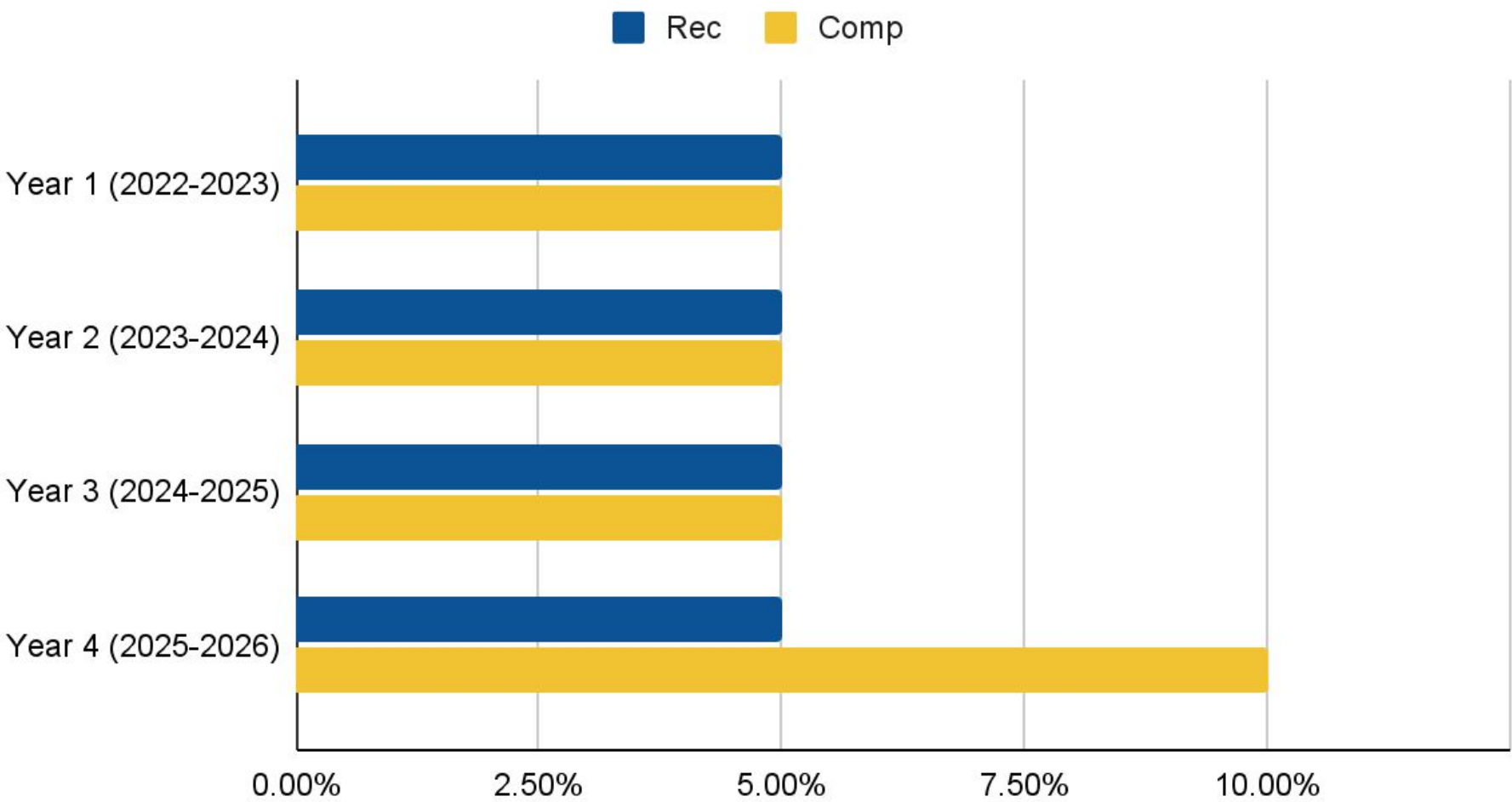
1C. Grow = Create a synergy between member organization and State Association to expose the member to new programs for participation in programs with a financial incentive to run a program with profit sharing.



2A. State office builds the members services department for each district

2B. By 2026, each district should have 2 elements. 1) a District Administrator 2) Support from the Member Service Department

Projected Membership Growth (by percentage)



## *Membership - Define Membership*

### **Strategy**

1. How to become a member?
2. How to retain membership requirements?
3. Who is the member?
4. Types of members?
5. Why be a member?
6. One membership fee?

### **Tactic**

- 1A. Create a membership policy to define the clear process it will be recommended by Membership Committee and supported by the Board
- 2A. Design new membership compliance programs for members to meet the requirements on a regular basis, which will be recommended by the Membership Committee and administered by the member services department.
- 3A. Utilization of technology create a eco system where the general public can see who is a member of the association
- 4A. Currently “leagues” have been the members of the association and the member committee will create different types of member with benefits associated to each member



## Membership - Define Membership

### Tactic (continued)

5A. Membership Committee and Marketing/Communications department to outline plethora membership benefits that would support the type of member

6A. The membership fees over the last 8 years have been defined by recreational player and competitive player. Player fee should be one fee and allow the programs to define participation.

### What does success look like?

Membership is utilizing the state resources in the member services department such as risk management, governance, insurance services, marketing and communication services.









## ***Programs & Branding***

Re-design the current programs to ensure its relevance in the marketplace using the latest marketing & communications strategies. Create communication channels with districts to promote events, enhance brand awareness, highlight club's that have impact stories, and reinstate community engagement.

### **Strategy**

1. Program Committee to outline offerings
2. Each program will be offered in each district with clear branding

### **Tactic**

1A. Outline the program on our website with a foundation and framework who it serves

2A. Each district will only use the program offered to support the marketing efforts and to create eco of scale this will support and ensure member grown can be build in the benefit of being a member

### **What does success look like?**

All districts are on brand with programming, clear & open communication channels with clubs needing help with marketing & communications and there is a synergy to grow the game, clubs' & organization's brand through social media platforms & in-person activations.







## *Cal North Jr. Cup*

This Cup tournament is designed to introduce teams of all levels to the Cal North Cup Series! The Junior Cup Festival offers different levels of competition for both Recreational and Competitive teams that play in the 9U, 10U, 11U, and 12U age groups. This tournament is designed for teams that played in a Cal North or other US Soccer approved playing leagues. Approved playing leagues are leagues affiliated through US Soccer, including but not limited to CCSL, NorCal Premier League, AYSO, SAY Soccer, as well as Cal North District Playing Leagues. Teams are considered for placement in brackets until brackets are filled based on their eligibility and by application date. Revenues minus agreed expenses generated from this event will stay with the host organization.

### **Strategy**

1. Create RFP with Program Committee to outline benefits.
2. Bring in a sponsor to provide participants/host 100 teams regardless of age.

### **Tactic**

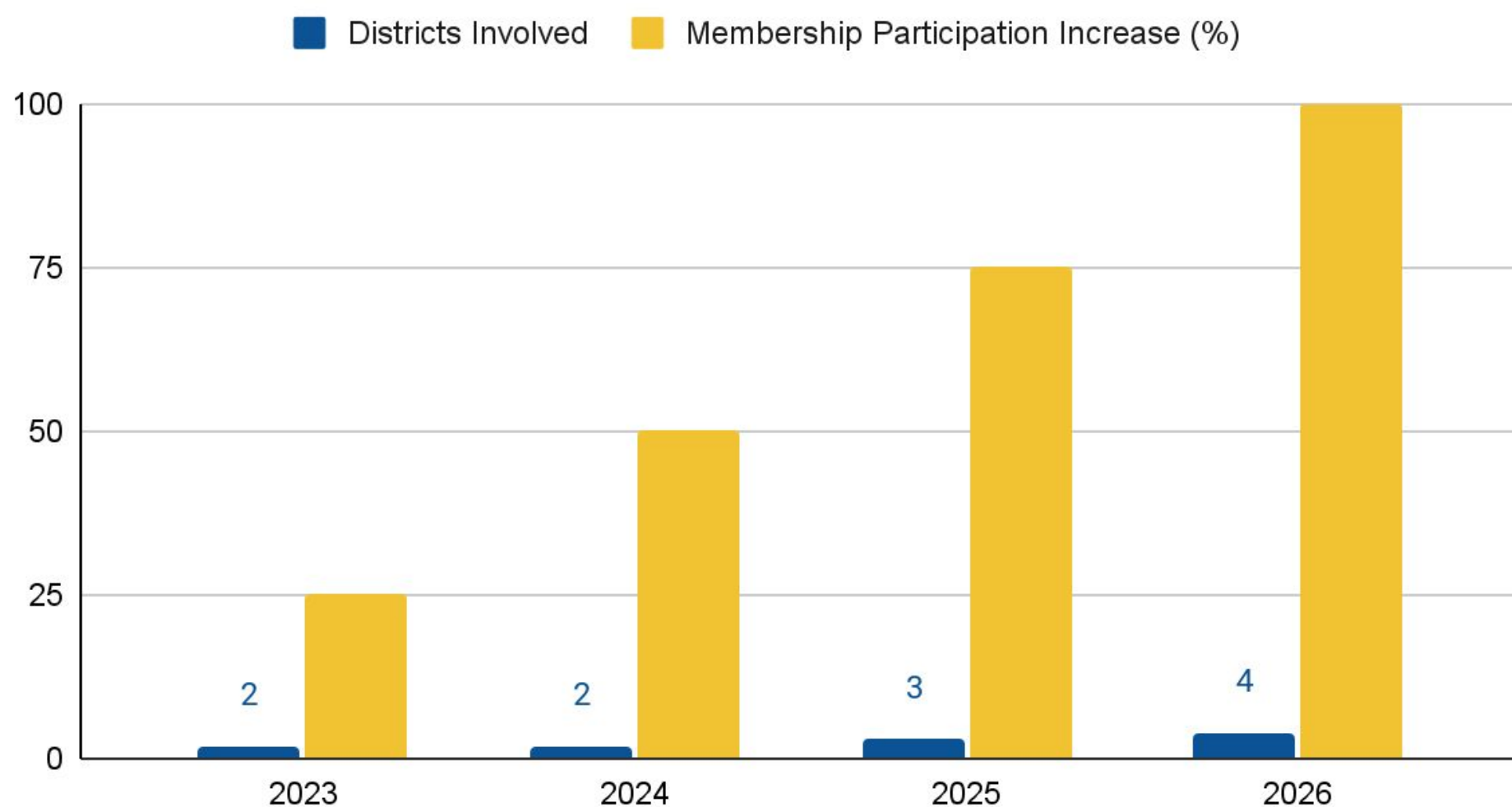
1. Find District to host the event
2. Geographically ensure Jr. Cup is in multiple locations



## Cal North Jr. Cup

### What does success look like?

#### Projected Districts & Membership Participation



By 2026, the main goal is to have 4 or more districts host 500 teams in total across Northern California.







## ***Cal North Association Cup***

This tournament is designed for teams that played in a Cal North or other US Soccer approved playing league at the silver level or below. Approved playing leagues are leagues affiliated through US Soccer, including but not limited to CCSL, NorCal Premier League, AYSO, SAY Soccer, as well as Cal North District Playing Leagues. The Association Cup hosts brackets in the U13, U14, U15, U16 and U19 age groups. Teams are considered for placement in brackets based on their eligibility and by application date until brackets are filled. Teams may apply to participate in this tournament by submitting an application online. Revenues minus agreed expenses generated from this event will stay with the host organization.

### **Strategy**

1. Create RFP with Program Committee to outline benefits
2. Bring in a sponsor to provide participants/host 50 teams regardless age

### **Tactic**

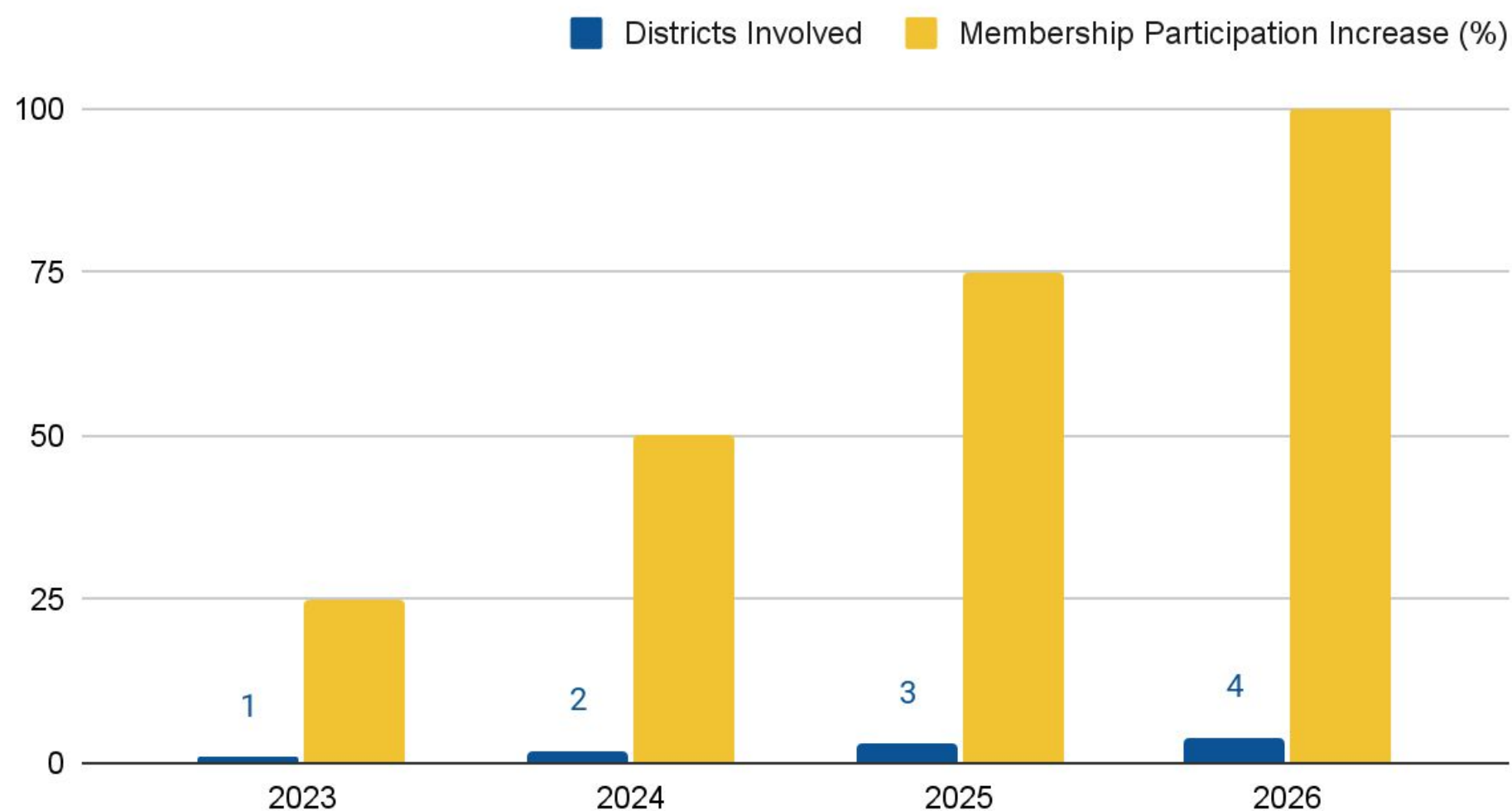
1. Find District to host the event
2. Geographically ensure Association cup is in multiple locations



## Cal North Association Cup

### What does success look like?

#### Projected Districts & Member Participation



By 2026, the main goal is to have 4 or more districts host 250 teams in total across Northern California.







## Cal North State Cup

Your first step in the road to the US Youth Soccer National Championships! Cal North State Cup is the designated state-level qualifier for the US Youth Soccer Far West Regional Championships and the first step on the road to the US Youth Soccer National Championships. State Cup champions will advance to Regionals which will take place in early summer with the chance to qualify for US Youth Soccer National Championship Series. Cal North State Cup is open to teams registered through a Cal North affiliated member organization that competes in a district cup or approved competition for 2022/2023 Season. Teams are considered for placement in brackets based on their eligibility and by application date until brackets are filled. State Cup offers brackets for boys and girls in the 9U, 10U, 11U, 12U, 13U, 14U, 15U, 16U, 17U, 18U and 19U age groups. (\*9U, 10U and 11U do not advance to regionals).

\* In 2023/2024 all teams will be required to play in District Cup to play into State Cup.

### Strategy

1. Each District to create and host a District Cup
2. Programs Committee designs pathway from CCSL into Group play
3. Create CNPC pathway into Group play
4. Programs Committee designs pathway from District Cups into Group play

## Cal North State Cup

### Strategy (continued)

5. Develop CNRA partnership referee program to enhance the event experience
6. Provide a quality experience for the play off round
7. Create two events for the young players

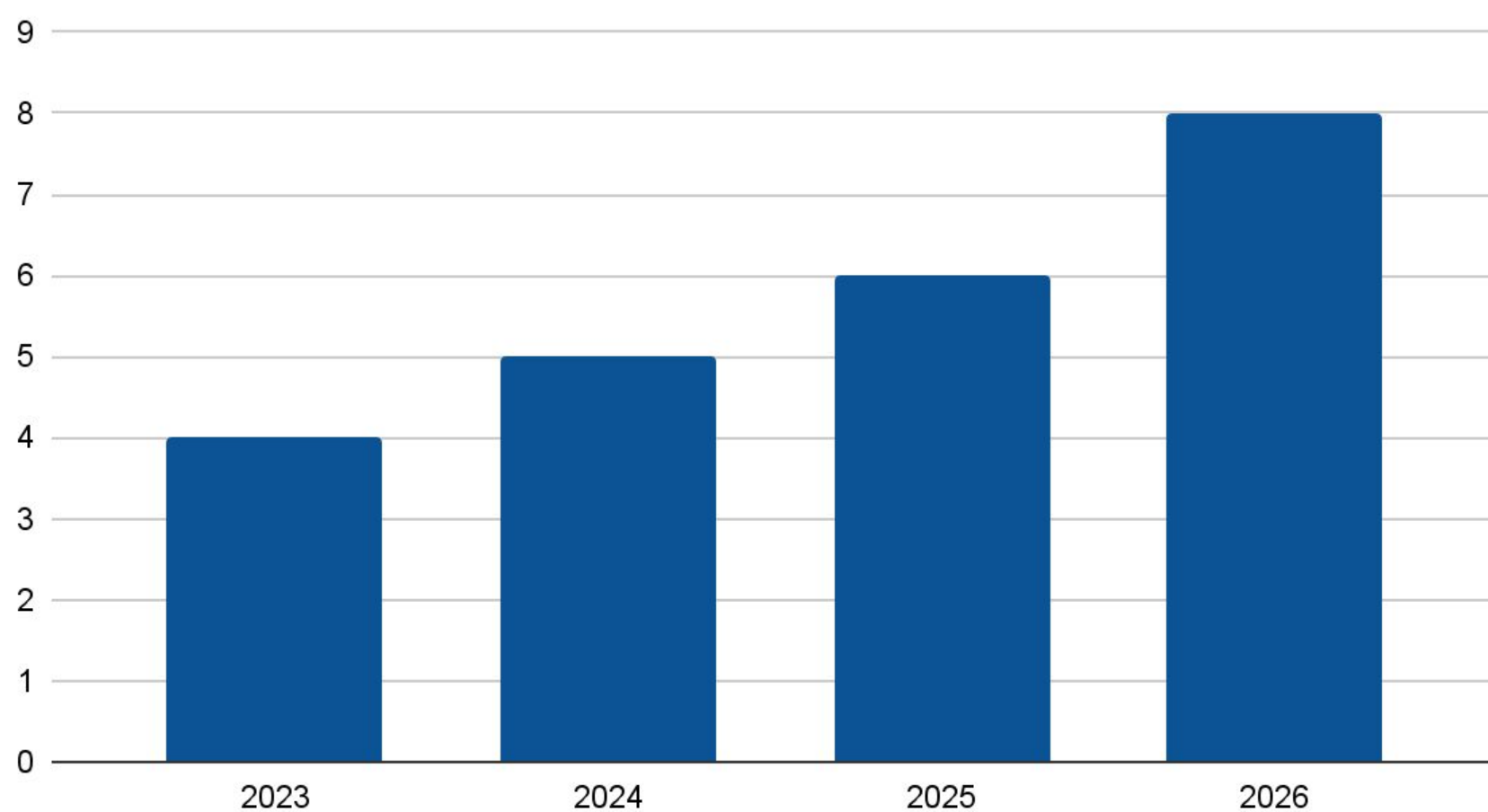




## Cal North State Cup

What does success look like?

Projected District Cups









## ***Cal North Competitive Soccer League (CCSL)***

The Cal North Soccer League (CCSL) is Cal North's premier league for youth competitive soccer. For over 50 years, the CCSL has been Northern California's top level of competition in youth soccer. The league is for all of Cal North's affiliated clubs and includes teams from U8 to U19 age groups

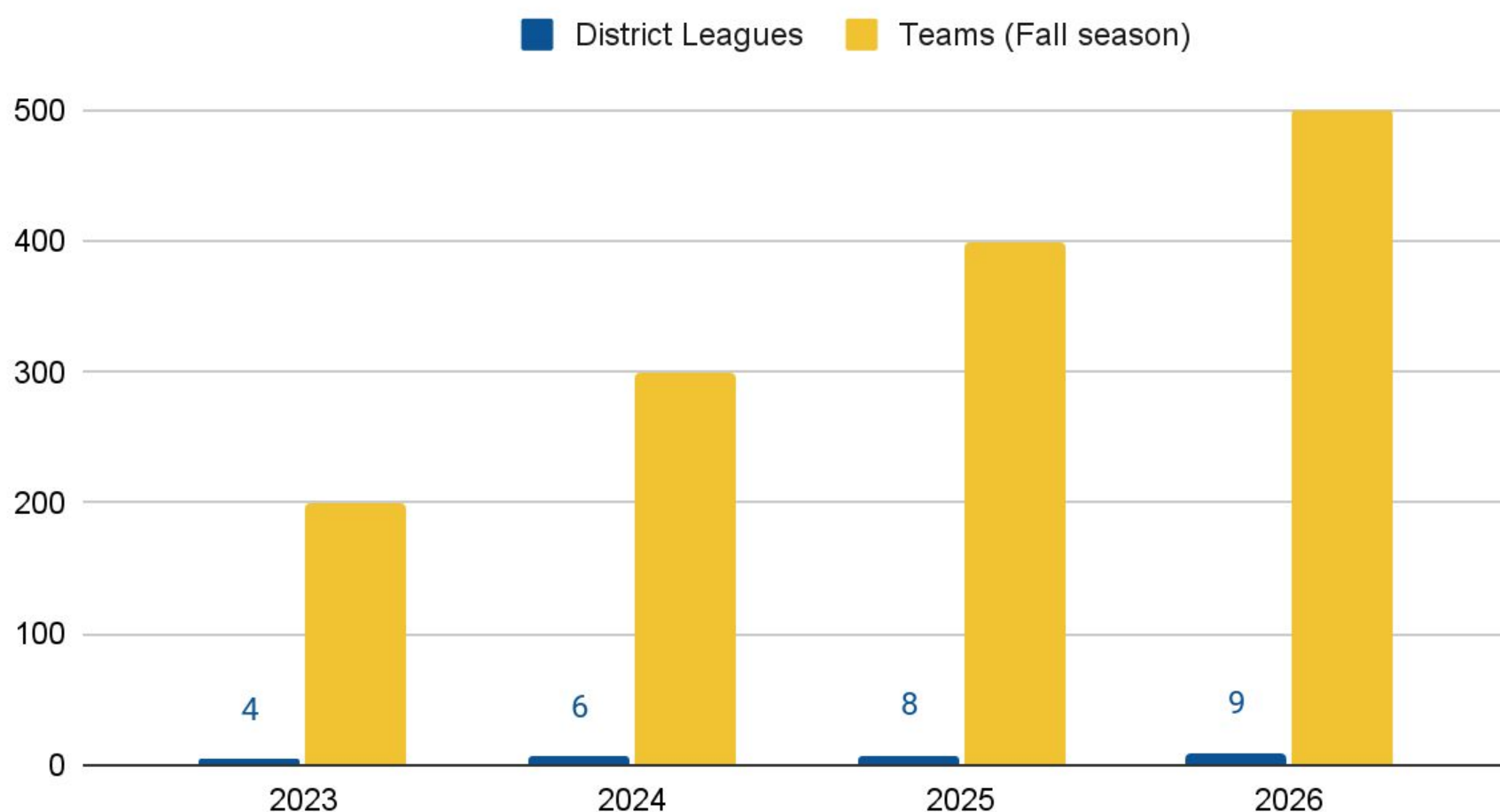
### **Strategy**

1. Create District divisions "Stay Local and Play Local"
2. Create balanced divisions
3. Create pathway winners to advance into appropriate Cup series event
4. Create team pathway into CNPC (CNPC competes in USYS Western regional league)

## Cal North Competitive Soccer League (CCSL)

What does success look like?

Projected Districts Leagues & Teams







## ***Olympic Development Program***

The Olympic Development Program is a USYS program with a national process for identifying and developing the best youth soccer players. The process promotes players to the USYS Regional ODP team, USYS national team, and ultimately the U.S. National Youth Teams, which represent the United States in international competition, such as the Youth World Cup and the Olympics.

### **Strategy**

1. Create local tryout opportunity for clubs over 125 miles from Ripon
2. Raise funds to provide opportunities to all players, not just those that can afford it
3. Create a year round scouting/player identification program
4. Add value added services such as College Advisory and Techne
5. Re-establish the YOP “Young Olympians Program”
6. Add international trip opportunity

### **What does success look like?**

#### **2023**

- 1,000 players in the program
- Raise \$15k in grants
- Launch 1 local tryout program
- Launch YOP program
- Create monthly techne contest-find sponsor
- Launch College advisory program...include video platform and nutrition education



## *Olympic Development Program*

### What does success look like? (continued)

#### 2024

- Increase player participation from prior year by 5%
- Raise additional \$20k in grants
- Launch 1 local tryout program
- Launch international program
- Launch local YOP program in 2 districts
- Increase player participation from prior year by 5%

#### 2025

- Raise additional \$25k in grants
- Create local YOP program in 4 districts
- Increase player participation from prior year by 5%

#### 2026

- Raise additional \$30k in grants
- Create local YOP program in 6 districts
- Increase player participation from prior year by 5%

## ***TOPSoccer Program***

TOPSoccer (The Outreach Program for Soccer) is a community-based recreational program specifically designed for participants of all ages with intellectual, emotional, and or physical disabilities. The program strives to provide soccer opportunities for players in a safe, fun, and supportive/inclusive environment.

### **Strategy**

1. Rebrand and re-launch the program in 2022/23
2. Bring new energy and leadership to help build and drive the program
3. Raise funds through Grant writing to grow and support the program

### **What does success look like?**

#### **2023**

- Raise \$25k in grants
- Find new leadership
- Re-launch the program-identify current active programs and their numbers and leadership

#### **2024**

- Raise additional \$25k in grants
- Add 4 new program
- Have a program in 4 districts



## TOPSoccer Program

### What does success look like? (continued)

#### 2025

- Raise additional \$25k in grants
- Add 4 new program
- Have a program in 6 districts

#### 2026

- Raise additional \$25k in grants
- Add 4 new program
- Have a program in 9 districts





## Coaching Education

To provide US Soccer coaching education courses throughout Northern California. Coaching education increases player development & competition overall.

### Strategy

- Identify and license two instructors in each district
- Create free course opportunities for member clubs
- Provide member clubs a coaching education pathway for 3 years





## ***Cal North College***

The main goal here is to provide a hub for membership resources with procedures in place to facilitate access & efficiency, all to be found in one place: the Cal North College. This will benefit club administrators, coaches, parents, players and referees.

### **Strategy**

1. We will be launching a space for members to complete their risk management requirements.
2. Members can sign up for the NEW GDF referee program
3. The college will provide 1-on-1 training for members with software tools such as GotSoccer, Hubspot, social media management, college advisory program, among other resources.





CAL NORTH

UNIDOS

2023-2026 STRATEGIC PLAN