



Edmonton and District
Soccer Referees Association

Strategic Plan 2001 - 2004

We will promote and implement effective and efficient delivery of referee mentoring and improvement programs, in a manner that is sensitive to the needs of the leagues in the District and the Alberta Soccer Association.

1. Vision

This vision statement describes the ideal future state for the Association. All members need to work together to make the vision become reality

A fellowship of soccer referees in the Edmonton and surrounding areas, committed to improving the quality and standards of soccer officiating in an environment of continuous learning, trust, open communication, friendship and co-operation.

2. Mission

Our mission describes why the Association exists, who we serve and what services we provide and to what end.

The Edmonton and District Soccer Referee's Association is a volunteer based membership organisation who, in collaboration with our stakeholders, are committed to

- developing and strengthening the skills and abilities of soccer officials
- through effective and efficient officials mentoring, improvement programs and services
- in order to make soccer the most enjoyable and fairly played game
- for spectators, players and officials in the community.

3. Our commitment to our members and the soccer community:

The Edmonton and District Soccer Referees Association its' membership and volunteers commit ourselves to:

- be a responsive, adaptive, proactive, supportive and accountable sports officials organisation,
- foster a climate where members voluntarily commit to improving their referee skill sets,
- provide quality mentoring, training and information services to member referees,
- form mutually beneficial partnerships with other associations, leagues, districts and organisations to ensure continued improvement in the skills of member referees.
- work to improve the quality of game officiating
- foster a desire to become and stay involved as soccer officials
- be a voluntary membership based organization, not directly involved in negotiations, assignments, promotions or the ongoing day to day off field activities of the leagues, Districts or the Alberta Soccer Association.
- help ensure the spirit of Fair Play at all levels of play.

We believe that fair play is a key element to the highest quality of growth and development of individual player, team skills and spectator enjoyment in the game of soccer. We are committed to maintaining the highest level of integrity when officiating games to ensure the highest level of fair play.

4. Core Values

The Edmonton and District Soccer Referees Association is guided by some fundamental values, principles and beliefs. These govern the way in which we make our decisions and carry out our actions.

1. Quality Service
2. Continuous Development & Improvement
3. Teamwork & High Performance
4. Mutual Respect
5. Effective & Efficient Operation of the Association

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| <p>1. Quality Service (This relates to quality of officiating)</p> | <p>We are committed to providing high quality services as officials and to our membership.</p> <ul style="list-style-type: none"> • Recognising that we exist for the soccer community, and are sensitive and accountable to their needs • Providing high quality officiating, mentoring, training and information services • Providing initiative and creativity in response to a changing game environment |
| <p>2. Effective & Efficient Operation of the Association (This relates to our management of the Association)</p> | <p>We recognise the need to operate our association's affairs, operations and finances in an effective, efficient and transparent manner on behalf of our members.</p> <ul style="list-style-type: none"> • Managing operations and delivery of the services in a fiscally responsible manner • Ensuring that the fiscal targets set for the Association are met • Finding more cost effective ways of delivering the mentoring, training and information services. |
| <p>3. Teamwork & High Performance (This relates to how the Association relates to the membership)</p> | <p>We are a learning organization embracing change to committed to working together towards common goals by encouraging harmony, participation, creativity,</p> |

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| | <p>productivity and accountability enabling and encouraging members to identify our goals.</p> <ul style="list-style-type: none"> • Working together in teams, towards common goals, encouraging harmony, participation creativity, productivity and accountability • Being a learning organisation, embracing change, and encouraging members to identify goals and develop to full potential • Committed to taking a leadership role to further the growth and development of role of soccer officials in the community. |
| <p>4. Mutual Respect (Relates to how we as individuals relate to each other)</p> | <p>We believe in and recognise the value of diversity and equality of opportunity of all by demonstrating mutual respect, trust, fair, honest and ethical treatment through open, consultative approaches and by building on each other's strengths. Building on each other's strengths, by respecting individual beliefs, aspirations, skills and experience</p> <ul style="list-style-type: none"> • Having an open, consultative, communication process with all • Demonstrating mutual respect, trust, fair and ethical treatment and honesty • Respecting diversity and facilitating equality of opportunity |
| <p>5. Continuous Learning & Development of Officiating Skills</p> | <p>We believe that excellence in officiating is a journey of continuous development and improvement. We work to foster the spirit of continuous development and improvement with all our officials no matter at what level or age.</p> <ul style="list-style-type: none"> • Providing support, encouragement, feedback and opportunities for personal and professional development • Encouraging evaluation, external reviews, input from Leagues, Districts and the Provincial Association to enhance and improve the services • Continuously review and improve the services provided to enhance the opportunities for members to grow and improve their skills. |