

**Kensington Little Mountain Soccer Association  
Annual General Meeting  
Sunday, April 14, 2013, 1:00 pm  
Kensington Community Centre  
Vancouver, BC**

**Attendance (from Sign-In Sheet):**

Joe Martins; Tom Fairbrother; Steven Chang; Mike Martins; Shannon Dallaway-Jones; Nicole Oliver; Janel Johnson; Omar Hassine; Doug Anzai; Doug Aason; Marcia Nozick; Paul Clark; Diane King; Martin Richardson; Greg Corrigan; Kirsty Legge; Glyn Legge; Brian Hamilton; Mavis Hamiolun (sic); Simon Robinson; Teja Sangha; Mark Licorish; Stephanie Sangha; Selina Sam (sic); Raju Dhaunkal; Jarnail Atwal; Al Thompson; Rishi Gupta; Simmi Gupta; Sara Jose; Joe Scaglione; Dave King (sic); V.J. Pillay; Marinela (sic); Nora Mah; Ryan deHaan; Julie Sawatsky; Clint Burntam (sic); Pwitter Manhas; Amarjil Singh Randhau (sic); Arif Khan; Matt Mullen; Jean Dehaan; Rafi Krikorian; Sheila Vinluan (sic); Niki Sorensen.

**1. Call to order:**

The meeting was called to order at 1:05 pm with Joe MARTINS in the Chair.

**1.1 Introduction of Outgoing Board Members:**

Joe MARTINS introduced the 2012/2011 Board members present, expressed Regrets for Slav GUDELJ and Brian MESLO. Joe MARTINS, on behalf of KLM, expressed thanks of service to outgoing Board members Thomas FAIRBROTHER and Nicole OLIVER.

**1.2 Minutes of 2012 AGM**

Nicole OLIVER noted there was an error in a date (the year 2011 instead of 2012) under one of the items in the minutes. It is a clerical error.

*It was MOVED by Nicole OLIVER and SECONDED by Shannon DALLAWAY-JONES that the Minutes of the April 15, 2012 AGM be adopted as amended. CARRIED. (APPENDIX #1)*

**1.3 Business Arising From Previous AGM:**

None.

**2. President's Report:**

As there are several reports, it was asked that one motion be made to pass all of the reports (President/ Treasurer-Final Statement 2012-2013; Budget for 2013-

2014/ Registrar/ Divisional Girls/ Divisional Boys/ Minis/ Tykes/ Volunteers) simultaneously at the end of all presentations.

### **KLM PRESIDENT'S REPORT 2013 AGM**

- KLM had a great 2012/2013 season on and off the pitch
- Registration increased slightly despite losing three graduating teams and two girls teams leaving to join Douglas Park. That 's a loss of at least 60 player that would have put us well over the 700 mark
- KLM received a generous Community Gaming Grant from the Government of BC. This enabled us to buy an Adidas backpack for all the registered children of KLM and they were handed out on photo day
- We have partnered with Soccer Express for a KLM online store. Jackets and sweat suits etc. can be purchased online from the KLM store and delivered to your home. KLM will receive rebates of 5% to 7% for all KLM items sold; that will go to KLM general revenue.
- KLM has adopted a Social Media Policy (APPENDIX #2). Please be careful what you say online and verbally as well on and off the soccer fields on matters and persons directly or indirectly related to KLM and opposing clubs in general
- We will be expanding our small sided/mini program at the Kensington Fields
- The Hastings lands with two new turf fields will be ready for use in late 2013. We will apply for time on those fields for our use or to use as trade bait for turf fields closer to our area
- High Priority for KLM is adopt an assessment policy that is on side with CSA/BCSA/VYSA Long Term Player Development policy for small sided soccer and eleven aside soccer
- The current system is not transparent and is heavily influenced by parents and parent coaches who are more concerned with setting up teams to win instead of player development.

Submitted by: Joe MARTINS

### **3. Treasurer's Report:**

Steven CHANG presented both the Final Statement for the 2012/13 Soccer Season as well as the operating budget for the 2013/14 Soccer Season (APPENDIX #3). KLM's fiscal period is from April 1<sup>st</sup> through to March 31<sup>st</sup>.

KLM's current financial statement has a total balance of \$ 9404.85; this is combined total from the Casino and General accounts.

Submitted by: Steven CHANG

#### **4. Registrar's Report:**

Last season, KLM had 671 players registered from U5 through U17. This season, we are anticipating around 700 players. To date, KLM has received 216 registrations on the Boys side and 49 registrations on the girls' side.

Submitted by: Tom FAIRBROTHER

#### **5. Girls Divisional Report:**

I will be unable to attend the AGM as my women's team has a provincial playdown game. There's really nothing to report.... all teams were in the middle of the pack in their respective divisions, and U16 Cougars were eliminated this past Sunday in the semi-finals of the BCCGSL Classic Cup.

Submitted by: Rob SANGARA

#### **6. Boys Divisional Report:**

### **Boys Divisional Report 2013 AGM**

The regular season for Divisional Boys came to a close the weekend of February 23<sup>rd</sup>.

Two of our teams, the U15 Kryptonians and U16 United made it to the Commonwealth Cup finals the weekend of March 2<sup>nd</sup>. The Kryptonians lost a hard battle 2-1 and United also came out at the wrong end of a 2-0 score.

The U16 Fusion were the B cup Vancouver winners but could not beat their nemeses from South Burnaby during the 16-team competition to remain on the road for the Provincial Cup.

Here's how our teams fared this season. Please note I have had no discussions with any team about their plans for next year and will leave it with the new Boys Divisional Coordinator to take up.

U17 S1 Crew finished 6<sup>th</sup> place in an 8-team pool (22 goals for; 37 goals against).

U16 Gold Fusion finished 5<sup>th</sup> place in an 8-team pool (33 goals for; 36 goals against).

U16 S2 United finished in 2<sup>nd</sup> place in an 8-team pool (41 goals for; 10 goals against). United is a blend of last year's Kickers and Predators. Klaus, Darrell and Simmi did a stellar job collapsing the two teams and putting together one strong team. Others can learn from their journey!

U15 S1 Kryptonians finished 7<sup>th</sup> place in a 9-team pool (25 goals for; 22 goals against). The Kryptonians moved up after winning Silver 2 last season. If they can add a couple of strong players, it will help them make an impact at their new level next season.

U15 S2 Benfica finished 7<sup>th</sup> place in an 8-team pool (32 goals for; 29 goals against). Last year the team finished in last place at Silver 2; this season they moved up one notch.

U14 S2 Thunder finished 6<sup>th</sup> place in an 8-team pool (29 goals for; 33 goals against).

U13 Gold Wolves finished 8<sup>th</sup> place in a 14-team pool (29 goals for; 24 goals against). A good showing for their first year in 11-aside soccer.

U13 S1 Milan finished 1<sup>st</sup> place in a 12-team pool (39 goals for; 10 goals against). A great start for their 11-aside debut.

U13 S2 Komodo finished in last place in a 10-team pool (11 GF; 54 goals against). I would highly recommend a move to Bronze so the team can enjoy more success next season.

A dozen years have gone by in a blur and I'm leaving KLM with mixed feelings. I'm sad because my time with this great little club is at an end. I hope the hands remaining always remember it's for the benefit of the kids. Best of luck.

Respectfully submitted

Kinder UPPAL MOTTUS  
KLM Divisional Boys Coordinator

## **7. Minis Report:**

The season was a great success; we had 14 Boys teams and 5 girls teams. The U9 and U10 Boys and girls used Kensington NORTH as their HOME field; next season we hope to bring the U8 Boys and Girls to Kensington as well.

Next season, we anticipate 2 Girls teams and 4 Boys teams joining into Minis at the U8 level of play.

Unfortunately our U10 Girls (2012-13) will not be moving into 8-Aside play with KLM. The majority of the Girls have assessed with Vancouver Athletic and have been placed at Gold/Silver level of play. There are not enough girls registered to date with KLM to form a team at the U11 age group for 2013-14; we are hopeful we will receive more registrations before the deadline to register teams with VYSA at the 8-Aside level of play.

On a personal note, I would like to extend a large “thank-you” to both Shannon DALLAWAY-JONES and Tom FAIRBROTHER for filling in the gaps at the Mini Coordinator level this past season while I was out of province on business. Your extra efforts were and are much appreciated.

Thank you.

Submitted by: Nicole OLIVER

#### **8. Tykes Report:**

This past season we had over 50 boys registered at the U5/6 level of play. Our U6 and U7 girls combined and created 3 teams by the middle of October. Our U7 Boys were able to create 4 teams by the middle of October as well. The Tykes played at Kensington this past season; it was a welcome move for the families and players with the addition of washroom facilities, seating for parents and better drainage on the fields over conditions at Mt. Pleasant, the previous Tykes field of play.

This will be my last season as Tykes Coordinator. This program needs a dedicated volunteer to aid the Registrar with recruiting coaches/managers and more importantly, passing on the KLM philosophy to the Tykes families and players and keeping this large group of young players organized and excited about soccer.

Thank you.

Submitted by: Nicole OLIVER

#### **9. Volunteer Report**

KLM would like to extend an abundance of thanks to the over 200 volunteers that help keep KLM operating throughout the Season. Currently, volunteers in key

positions such as AGCs, Equipment and Uniform Coordinators etc. are in the process of confirming their intent to return for next Season. Our major vacancies to date are:

Tykes Coordinator  
Minis Coordinator  
Practice Field Scheduler

All of the Divisional AGCs have been confirmed for next Season with the exception of the U17 Boys. Our 8-Aside and Minis AGCs are also confirmed with the exception of the U10 Boys. The Tykes AGCs are not confirmed; we hope to confirm those placements by the summer.

Thank you.

Submitted by: Nicole OLIVER

**ACTION: Matt MULLEN volunteered to take on the Practice Field Scheduler portfolio.**

*It was MOVED by Janel JOHNSON and SECONDED by Klaus IDEN to accept the President's Report, Treasurer's Report including the final statement for 2012/13 and the budget for the 2013/14 Season, Registrar's Report, Girls Divisional Report, Boys Divisional Report, Minis Report, Tykes Report and Volunteers Report. CARRIED.*

Note: An 8-Aside report was not available for the AGM.

#### **10. Volunteer Appreciation Night:**

KLM would like to thank Joe MARTINS and our Volunteer Night Coordinator, Niki SORENSEN. Volunteer Appreciation Night is set for Friday May 3<sup>rd</sup>, 2013 at the Vancouver Curling Club from 6pm-11pm (inside Hillcrest Community Centre). Please look for invitations to be distributed electronically through your Age Group Coordinator. RSVP deadline is Friday April 26, 2013.

#### **11. New Business – Motion by KLM TD to Adopt CSA/BCSA/VYSA Long Term Player Development Policy (“LTPD”):**

Background:

LTPD is a program for soccer player development, training, competition, and recovery based on biological age (i.e. physical maturity) rather than chronological age. It is player-centred, (sic) coach driven, and administration, sport science,

and sponsor supported.

The LTPD model is designed to optimize Canadian excellence and lifelong wellness through soccer. By ensuring fun playing experiences for children, a suitable player development pathway for youth and opportunities for lifelong participation for all players regardless of age, gender, ability or disability, LTPD provides a framework for the growth of the beautiful game in Canada.

Please refer to **APPENDIX #4** for more information.

*It was MOVED by Mike MARTINS and SECONDED by Klaus IDEN that KLM adopt the CSA/BCSA/VYSA Long Term Development Policy (LTDP) as presented by Technical Director Mike MARTINS. CARRIED.*

**ACTION: The LTDP is to be posted on the KLM website ASAP.**

## **12. Elections**

Joe MARTINS opened up the floor for volunteers and/or nominations for Board members:

1. Joe MARTINS
2. Steven CHANG
3. Mike MARTINS
4. Shannon DALLAWAY-JONES
5. Slav GUDELJ
6. Brian MESLO
7. Matt MULLEN

*It was MOVED by Nicole OLIVER and SECONDED by Janel JOHNSON that the above-listed names be accepted and adopted as the 2013/2014 KLM Board of Directors. PASSED.*

## **13. Coach of the Year:**

This year, KLM elected to hand out two Coach of the Year awards. The first award was presented to Klaus IDEN. The second award, now named the KLAUS IDEN KLM COACH OF THE YEAR AWARD, was given to Paul CLARK. Congratulations.

## **14. Leadership Awards**

Klaus IDEN welcomed the Manhas family and explained how the Leadership Award developed in 2005. This award is given to a player on each team (U12-U18) who leads by example, plays fair, shows true sportsmanship, can always be counted on to play their best, and who continually represents KLM with dignity

and pride. The honourees presented with awards for the 2012/13 Soccer Season are:

U12 Clan- Ian Pierce  
U12 Vikings- Dillon Hamilton  
U12 Cyclone- Kieran Clark  
U12 VanVipers- Devon Burnham  
U13 Wolves- Callum Legge  
U13 Milan- Nile Vijayaretnam  
U13 Colts-Alexis King; Michelle Aason  
U13 Komodos- Rajan Shergill  
U14 Sporting- Kaitlin Wu  
U14 Thunder- Oliver Sangha  
U15 Benfica- Mark Perez  
U15 Kryptonians- Arif Khan  
U16 Cougars- Amarpreet Randhawa  
U16 Fusion- Rhys Jenkins  
U16 Porto- Luisa Ribeiro  
U16 United- Rishi Gupta  
U17 Crew- Barinder Atwal

#### **15. Volunteer of the Year Award:**

Joe MARTINS presented the Victor Ghirra Volunteer of the Year Award to Steven CHANG.

#### **16. Webmaster Report**

Klaus IDEN reported that our website was hacked in November 2012. KLM is currently working on a new website design with increased security measures; we hope to have the new and improved site up and running by July 1, 2013.

#### **17. Practice Fields**

Tom FAIRBROTHER is coordinating Spring/Summer practice fields. Please note that assessments will be given priority over regular practices. Please connect with Tom to inquire re field availability and/or make a field booking.

#### **18. Whitecaps:**

The Whitecaps Summer Camp is returning to Kensington Community Centre the 3<sup>rd</sup> week of August 2013.



*It was MOVED by Mike MARTINS and SECONDED by Shannon DALLAWAY-JONES to adjourn the 2013 KLM AGM. CARRIED.*

Meeting adjourned at 3:10 pm.

**APPENDIX #1**  
**Kensington Little Mountain Soccer Association**  
**Annual General Meeting**  
**Sunday, April 15, 2012**  
**Kensington Community Centre**

**KLM AGM Attendance**  
**Sunday April 15, 2012**  
**Kensington Community Centre, 4 pm**

**Attendance:**

Klaus Iden; Sara Jose; Jonel Jose; Joe Kang; Doug Anzai; Norm Flockhart; Kinder Mottus; illegible; John Frene; illegible; illegible Auluck; Sonia Auluck; Sunena Auluck; Sonali Auluck; Harjinder Kang; Gurpreet Kang; Pam Gill; Shelly Gupta; Rishi Gupta; Rupoli Gupta; Siminii Gupta; David Weir; Harmeir Kahlon; Inderjit Kahlon; Nisha Kahlon; Annette Seto; Louise Seto; Kylee Seto; Kirsty Legge; Glynn Legge; Pwitter Manhas & Family; Richardson Family (3 people) U12 rebels (2011-2012); Steve Milum & Family; Stephanie Sangha; Aiden Mottus; Muhammad Chambas; Ibrahima Cirre; Madani Diarra; Randy Mottus; illegible; VJ Samyiah; Mike Martins; Joe Martins; Tom Fairbrother; Steven Chang; Nicole Oliver; Brian Meslo

**1. Call to order:**

The meeting was called to order at 4:05 pm with Joe Martins in the Chair

**1.1 Introduction of Board Members:**

Joe Martins introduced the 2011/2012 Board members present: Steven Chang, Tom Fairbrother, Randy Judge (regrets), Mike Martins and Nicole Oliver. He noted Marcel Schoenenberger's absence and thanked him for his time on the Board as he is resigning.

**1.2 Minutes of 2011 AGM**

*It was MOVED by Nicole OLIVER and SECONDED by Mike MARTINS that the Minutes of the April 10, 2011 AGM be adopted. Passed. (Attachment #1)*

**1.3 Business Arising From Previous AGM:** None.

**2. Awards Presentation:**

**2.1 Life Time Achievement Award:** Joe Martins made a special presentation to Norm Flockhart with the "Lifetime Achievement Award." Joe noted Norm's tremendous history, time, and ties with the Club and thanked Norm for his contributions.

Norm mentioned that our Club's home territory is welcoming many new, young families. He rallied for continuous support of our club and positioning soccer as a premiere fitness outlet for families of all ages.

## **2.2 Leadership Awards**

Klaus welcomed the Manhas family and explained how the Leadership Award developed in 2005. The honourees presented with awards were:

U12 Colts- Jessica Milum  
U12 Komodos- Not nominating this year.  
U12 Milan- Jose Davis  
U12 Rebels- Callum Legge  
U13 Braga -- Jaspreet Rai (team official not present)  
U13 Sporting – Zaya da Silva  
U13 Thunder – Harnoor Grewal  
U13 Warriors – Balkaran Dhaliwal (team official not present)  
U14 Benfica – Victor Hau (player not here)  
U14 Kryptonians – Muhammad Chambas  
U15 Cougars -- Annette Seto  
U15 Fusion – Sandeep Jaswal(player and team official not present)  
U15 Kickers – Harmeir Khalon  
U15 Porto – Sonali Auluck  
U15 Predators – Rishi Gupta  
U16 Crew – Karanveer Dhaliwal

U18 Hotspurs – Aiden Mottus  
U18 Hurricanes – Ibrahim Cisse & Madani Diarra  
U18 United – Gurpreet Kang

Klaus presented a thank you to a member of the Manhas family.

## **2.3 Graduating Player Awards:**

KLM decided to establish scholarships for our graduating players (male and female) in order to recognize a male and female player in their last year of soccer. Criteria: leadership and the candidate must “give back” to the club (i.e. coaching or officiating).

Kinder and Rob presented the graduating player awards to:

Girls: Ratikha Grewal

Boys: Aiden Mottus

## **3. Volunteer of the Year Award:**

Tom Fairbrother presented the Victor Ghirra Volunteer of the Year Award to Nicole Oliver.

Also recognized the following KLM volunteers for their efforts over the past Season:

Rob Sangara  
Raju Dhaunkal  
Aman Kandola  
Mike Martins  
Klaus Iden  
Joe Scaglione  
Randy Judge  
Matt Pozer

#### **4. President's Report:**

Joe thanked all volunteers. Randy Judge and Marcel Schoenenberger are resigning from the Board: thank you for your service.

Excellent year and our Membership continues to grow.

Merger talks: Grandview and VGSC are merging as Vancouver Athletics Soccer Club.

*It was MOVED by Joe MARTINS and SECONDED by Brian MESLO to accept the President's Report. CARRIED.*

#### **5. Treasurer's Report:**

KLM has \$54422.45 combined in our accounts at the end of our year. We have had an exemplary financial year. The Board has elected to use the surplus to purchase new equipment and uniforms for the 2012/2013 season.

*It was MOVED by Steven CHANG and SECONDED by Klaus IDEN to accept the final statement for the 2011/2012 season as presented by Treasurer Steven Chang. PASSED. (See Attachment #2)*

Budget:

*It was MOVED by Steven CHANG and SECONDED by Vijay SAMYIAH to accept the budget for the 2012/2013 season as presented by Treasurer Steven Chang. PASSED. (See Attachment #3)*

#### **6. Registrar's Report:**

Registrations are steady. No major problems. We have 275 registrations to date.

*It was MOVED by Tom FAIRBROTHER and SECONDED by Klaus IDEN to accept the Registrar's report. PASSED.*

**7. Divisional Girls Report:**

None.

**8. Boys Divisional Report:**

**February 2012 Report**

The regular season for Divisional Boys will come to the close the weekend of February 25<sup>th</sup>. Two of our teams, the U15 Fusion and U14 Kryptonians will be playing in the Commonwealth Cup Finals the weekend of March 3<sup>rd</sup>.

As the regular season closes, here's where our teams sit:

U18 Silver Hurricanes are in last place in the 13-team pool. It was a difficult year for the Hurricanes who would have benefitted from help in the coaching department.

U18 Silver Hot Spurs are tied for 8<sup>th</sup> in the 13-team pool. Had we gone put like-skilled and like-minded kids together, the Hot Spurs would have had a better season.

U16 S1 Crew are tied for 8<sup>th</sup> in the 10-team pool. No first-hand discussions with the Coach so unsure of how their season could have been improved upon; maybe start in Silver 2 next season?

U15 S1 Fusion are in second place in the 10-team pool. The team has had a great season and will be moving up to Gold next year. Sirtaj Ali has done a stellar job stepping in as co-coach.

U15 S2 Kickers are in 5<sup>th</sup> place in the 10-team pool. Klaus and Darrell have done a great job bringing the boys along from Bronze.

U15 S2 Predators are in 9<sup>th</sup> place in the 10-team pool. No first-hand discussions with the Coach or Manager so unsure of how to improve their team.

U14 S2 Kryptonians are in 1<sup>st</sup> place in the 13-team pool. The squad was moved up after the tiering break and have had an awesome season. Special recognition goes to Coach Aman Kandola who has single-handedly looked after this team for years with little or no parental involvement. It's great to see them have success!

U14 S2 Benfica are in last place in the 13-team pool. Have already spoken to Jonel about the team playing in Bronze next year. May be an issue as his sons are very capable of playing at Silver.

U13 S2 Warriors are in 5<sup>th</sup> place in the 10-team pool. Have had a pretty good season for their first-year in 11-aside.

U13 S2 Thunder are tied for 7<sup>th</sup> place in the 10-team pool. A lot of their games have been close losses so they are holding their own for their first-year in 11-aside.

I have started putting out feelers for volunteers in Divisional Boys for 2012/2013. I will return as the Coordinator and am confirming AGCs, Ref Scheduler for Divisional Lines; Uniform person and Equipment person.

Respectfully submitted

Kinder Uppal Mottus  
KLM Divisional Boys Coordinator

**9. Mini Report:**

Nicole Oliver advised we had 20 teams, including five girls' squads this past season. The group has uneven parent participation. Four boys' teams and one girl's team will be moving up to U11, 8-aside soccer.

**10. Tykes Report:**

Nicole Oliver advised it was a great year filled with lots of fun. 4 Boys U7 teams and 17 girls at the U7 level. 20 girls at the U6 level and 36 boys at the U6 level. Expect to see large growth continue in this area next season.

**11. Senior Mens/Womens Soccer**

Mike is looking to encourage our U18 players to join our U21 teams.

**12. KLM Gear and Club Apparel:**

Randy is not returning.

**13. Webmaster Report**

Klaus reported that we have settled on three newsletters per year with a distribution list of about 1500 people. The website is moving along nicely and traffic has increased due to online registration. KLM will need to redo their website due to system upgrades and updates. KLM also needs to consider the future of Byte Size coaching.

**14. Gym, Turf Fields and Practice Fields**

Michael Everson has agreed to come back. KLM's policy is to maintain what we have and try and acquire more. We will get some time on the Hastings fields-details TBA

**15. & 16. Summer Camps/Whitecaps:**

Whitecaps camp: August 20-24.

No one stepped forward to coordinate summer camps. This will be discussed with the New Board.

**17. Volunteers Report**

It is shaping up nicely for next season. We will need some volunteers in Equipment and Uniforms; as well, there is a concern over coaches for the U8 level next season. We will review the volunteer list and have a better idea in the coming months.

**18. Elections**

Joe opened up the floor for volunteers and/or nominations for Board members:

1. Joe Martins
2. Steven Chang
3. Mike Martins
4. Tom Fairbrother
5. Nicole Oliver
6. Brian Meslo

*It was MOVED by Kinder MOTTUS and SECONDED by Stew WOOLVERTON that the above-listed names be adopted for the 2012/2013 Board of Directors at KLM. PASSED.*

Meeting adjourned at 6:16 pm.

Respectfully submitted,

Nicole Oliver  
KLM Secretary

## **APPENDIX #2**

### **Kensington Little Mountain Soccer Association (KLMSA) Social Media Guidelines**

Dear Members

Below are Kensington Little Mountain Soccer Association (KLMSA) Social Media Guidelines and general best practices. This is also posted on our website (<http://www.klmsoccer.org/>) .

Coaches and team officials, please ensure that this information is distributed to all families and, depending on the age, to the players on your team(s). Please remember that these are KLMSA's expectations from all its members, volunteers and families involved with the club.

KLM recognizes and supports its members' rights to freedom of speech and expression including the use of social networks. However, each member must remember that being a member, being associated with or being a representative of KLMSA is a privilege, not a right.

As a coach, athlete or volunteer you represent KLMSA and you are expected to portray yourself, your team, and the Club in a positive manner at all times and along the lines of the other guidelines that are posted on our website. Any online postings must therefore be consistent with Club guidelines.

Guidelines:

If you participate on a social networking site, you must keep the following guidelines in mind:

- Similar to comments made in person, KLM will not tolerate any disrespectful/offensive comments and behavior online towards KLM teams, coaches, players and opposition teams, coaches, & players.
- KLM Coaches, athletes and volunteers are expected to display high levels of good sportsmanship at all times. Same expectations that apply to the on-field behaviour, same guideline apply to the off- field behavior and social media of any sort
- Social media identities, logon IDs and user names may not use KLMSA's name without prior approval of the board of directors
- If you see misrepresentations made about KLMSA in the media or online, you should notify KLMSA at [email@klmsoccer.org?](mailto:email@klmsoccer.org?). Always do so with respect and with the facts.

There are also few other good practices to follow and/or keep in mind while using the social media:

- It is recommended that privacy settings on social media platforms be set to limit access to personal or contact information that you do not want to be broadly posted. Be mindful of posting information that you would not want the general public to see
- Everything you post is public– any text or photo placed online is completely out of your control the moment it is placed online – even if you limit access to



- your site. Information (including photos, videos, comments, and posters) may be accessible even after you remove it.
- Use caution when adding someone or inviting someone to be a friend.
  - What you post may affect your future. Many university school admissions officers, scouts, professional teams, national governing bodies, volunteer organizations and employers review social networking sites as part of their overall evaluation of a candidate or an employee. Carefully consider how you want people to perceive you before you give them a chance to misinterpret your information (including photos, videos, comments and postings).

**Monitoring and Consequences:**

Any violation of these guidelines is subject to investigation and sanctions by KLMSA. KLMSA reserves the right to determine appropriate sanctions for any violation of these guidelines. Sanctions may vary depending on the degree of severity of the incident(s) and can range from removal of the objectionable material, suspension or dismissal up to involving authorities when deemed necessary.

## APPENDIX #3

### KLM Soccer Association

Income Statement for the Year Ended March 31, 2013

<b>REVENUE</b>	<b>Actual FY12-13</b>	<b>Budget FY12-13</b>	Variance %	Various \$
Team Registration	129,352.11	142,441.76	-9%	(13,089.65)
Early Registration Discount				
Sponsors	2,250.00	2,500.00	-10%	(250.00)
KLM Apparel	3,215.00	4,500.00	-29%	(1,285.00)
Reserved Funds - Field Improvements		54,326.57		(54,326.57)
Casino Account	39,451.08	-	#DIV/0!	39,451.08
Miscellaneous	60.33			
<b>TOTAL REVENUE</b>	<b>174,328.52</b>	<b>203,768.33</b>	<b>-14%</b>	<b>(29,439.81)</b>
<b>EXPENSE</b>				
			Variance	
Coach Training	2,958.45	8,000.00	63%	(5,041.55)
Bad Debt	0.00	1,000.00	100%	(1,000.00)
Field Rental	24,823.39	20,000.00	-24%	4,823.39
Field Lights/Hydro	337.02	500.00	33%	(162.98)
Field Lining	1,776.48	3,200.00		(1,423.52)
KLM Apparel	0.00	10,000.00	100%	(10,000.00)
Jamboree	0.00	500.00	100%	(500.00)
Jersey Refunds	1,900.00	1,500.00		400.00
Office Expense	3,620.10	6,500.00	44%	(2,879.90)
Photos	2,453.64	3,000.00		(546.36)
Player Development	4,317.00	15,000.00	71%	(10,683.00)
Referee & Linesman	7,660.00	7,000.00	-9%	660.00
Referee Training	759.25	500.00		259.25
Registration Refunds - 5% of Team Registration	1,229.00	7,122.09	83%	(5,893.09)
Team Equipment	49,197.96	24,000.00	-105%	25,197.96
Team Equipment - Storage	880.05	3,000.00	71%	(2,119.95)
Team Uniforms	64,075.93	28,000.00	-129%	36,075.93
Tournament	12,044.80	10,000.00		2,044.80
Travel	910.75	1,000.00	9%	(89.25)
Trophies	3,740.49	3,500.00		240.49
VYSA- Performance Bond	875.00	1,000.00	13%	(125.00)
VYSA Registration	29,102.00	35,000.00	17%	(5,898.00)
Web Page - 5.27% for Apr/12	3,409.54	6,000.00	43%	(2,590.46)
Wind-Up Expenses	3,184.19	8,700.00	63%	(5,515.81)
<b>TOTAL EXPENSE</b>	<b>219,255.04</b>	<b>204,022.09</b>	<b>-7%</b>	<b>15,232.96</b>
Surplus (Deficit) Year to Date	(44,926.52)	(253.76)		(44,672.77)
Add: Balance at Beginning of Year	54,331.37			
Balance Year to Date	9,404.85			

KLM Soccer Association  
 Budget for the 2013-2014 Season (2nd Draft)

	Budget FY13-14	Line Item #
<b>REVENUE</b>		
Team Registration	156,685.94	1
Sponsors	2,500.00	2
Fund Raising	4,500.00	3
Reserved Funds - Team Equipment/Uniforms	35,899.49	4
Casino Account	-	5
<b>TOTAL REVENUE</b>	<u><u>199,585.43</u></u>	

<b>EXPENSE</b>		
Coach Training	7,500.00	6
Debit Memo - Bad Debt	1,000.00	7
Field Rental	30,000.00	8
Field Lights/Hydro	500.00	9
Field Lining	3,200.00	10
KLM Apparel	10,000.00	11
Jamboree	500.00	12
Jersey Refunds	2,000.00	13
Office Expense	4,000.00	14
Photos	3,000.00	15
Player Development	7,500.00	16
Referee & Linesman	7,000.00	17
Referee Training	1,000.00	18
Registration Refunds - 4% of Registration Fees	6,267.44	19
Team Equipment	16,000.00	20A
Team Equipment - Storage	4,000.00	20B
Team Uniforms	25,000.00	20C
Tournaments	15,000.00	21
Travel	1,000.00	22
Trophies	4,000.00	23
VYSA- Performance Bond	1,000.00	24
VYSA Registration	32,000.00	25
Web Page & IT (Online registration) New Software	10,000.00	26
Wind-Up	8,700.00	27
<b>TOTAL EXPENSE</b>	<u><u>200,167.44</u></u>	

Surplus (Deficit) Projected at Year End	<b>-582.01</b>
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## **APPENDIX #4**

### **From the BCSA Website:**

### **Long-Term Player Development (LTPD)**

Long-Term Player Development (LTPD) is a CSA soccer-specific adaptation of the Long-Term Athlete Development model (LTAD) developed by Canadian Sport Centres. LTAD is a scientific model for periodized athlete training and development that respects and utilizes the natural stages of physical, mental, and emotional growth in athletes, and it has already been adopted by major sports organizations in the United Kingdom, Ireland, and Canada. Like the LTAD program, LTPD is designed to:

1. Promote lifelong enjoyment of physical activity.
2. Provide a structured player development pathway.
3. Describe best practices for elite player development.
4. Create long-term excellence.

#### **Benefits of Long-Term Player Development (LTPD)**

LTPD is a program for soccer player development, training, competition, and recovery based on biological age (i.e. physical maturity) rather than chronological age. It is player centred, coach driven, and administration, sport science, and sponsor supported.

#### **Benefits for all:**

- Competitive behaviour is fostered in players, while over-competitive behaviour is discouraged in adults (e.g. coaches and parents).
- Players, parents, coaches, and administrators understand that players are unique and therefore different in interest and aptitude.
- Players stay involved in the sport throughout their lives (as players, coaches, referees or club administrators).
- Soccer grows, and lifelong wellness is promoted for players of all ages, genders, and levels of ability and disability.

The LTPD model is designed to optimize Canadian excellence and lifelong wellness through soccer. By ensuring fun playing experiences for children, a suitable player development pathway for youth and opportunities for lifelong participation for all players regardless of age, gender, ability or disability, LTPD provides a framework for the growth of the beautiful game in Canada.

## **From the Vancouver Youth Soccer Association Website:**

(Small Sided Program)

Over the past few years, the worldwide training of youth soccer players has changed from getting players into an 11 a-side format as quickly as possible to a more gradual progression through the use of small sided games. In house league, for example, many clubs often begin training their players with a 3 a-side game format at U6 or U7 progressing through to 6 or 7 a side by U10.

The reasons for this are varied, but among the most important is that, in smaller sided games, players are provided with more opportunities to have “touches” on the ball. By increasing the amount of ball time per player, you improve the quality of training for your players. With this in mind, BCSA has mandated that all U11 and U12 teams play in 8-aside leagues.

Coaches, managers, parents and participants are reminded that 8-aside is NON-COMPETITIVE. Teams are not playing for league titles or cups. The emphasis is on the fun and enjoyment of soccer and the full participation of all team members in every game.

## **From the 4 District Guide on the Vancouver Youth Soccer Association Website:**

### **Background to Small-Sided/Mini Soccer**

Soccer organizations worldwide encourage increased use of smallsided/mini games inplayer development. The U-11/12 Program is an important part of the BCSA Long Term Player

Development Mode (LTPD). Modifications of the Laws of the Game, for each age group, appear in the "Grassroots" section at [www.bcsoccer.net](http://www.bcsoccer.net).

LTPD is a player-centered (player first) approach that provides guidelines for correct training, competition, and recovery based on scientific principles of human development and athlete training, combined with the knowledge of expert coaches. Player-centered means we respect the developmental needs of our players first and foremost. We ensure that our young players have fun while they learn so they want to continue playing. It also means we provide challenging opportunities for special talents so they can develop their abilities and pursue excellence.

BC Soccer recommends all member clubs commit to supporting and promoting a responsible, ongoing, progressive evaluation and assessment process as it relates to player identification, selection and placement. This would include the removal of the reference and promotion of the “TRY OUT” mentality within their club and team atmosphere. All evaluations and assessments should be conducted under the direction and guidance of the technical lead

and supported by experienced and trained coaches within the community stream of development.

All games are to be played with an emphasis of enjoyment, sportsmanship, responsible player development and talent identification practices, education and respect for teammates, opponents and referees. Players must play equal time and experience a variety of positions including the goalkeeper. There is no league or cup to “win”. Participant organizations stream approximately their strongest 35% of players into 4-District U-11 divisions. The remaining 65% play U-11 within their home district. Where an organization submits more than one U-11 team, U-11 teams from that source are to be balanced. for example of approximately equal strength.

**(BCSA Manual)**

## ***Appendix B - Competition in the Early Stages of LTPD***

# **Competition in the Early Stages of LTPD**

One element of Long-Term Player Development (LTPD) that frequently stirs controversy is the recommendation to eliminate league standings below U12. The controversy arises from the popular claim that standings, as well as league championships and trophies at these early ages, are essential to motivating young players to “compete”.

The elimination of standings in children’s leagues is not intended to reduce the intensity of competition among players in a game situation. LTPD recognizes that playing with competitive commitment and intensity is necessary to advance player development in ball technique, decision-making, mental concentration, and other skills and capacities.

However, experience shows us that young children will compete even in the absences of league standings. All young players understand that soccer is a game for scoring goals and “winning.” Simple observation of children’s soccer around the world shows that the absence of a trophy or league title does nothing to diminish each player’s desire to compete each time they step onto the soccer pitch for a match.

The important difference is that the elimination of standings below U12 diminishes the incentive for coaches at these levels to play to “win the league” because they are chasing a trophy and a league title at the end of the season. It also reduces pressure from parents to win, to perform, and to avoid mistakes.

## **Why is this distinction important?**

When coaches in children's leagues chase trophies and titles, and when parents criticize and pressure their children, poor player development is the most frequent result. Coaches tend to play only their strongest players, leave their "weak" players on the bench, specialize players in positions prematurely, use game tactics aimed solely at guaranteeing a win (e.g. kicking the ball down the field, not trying to create controlled buildup), and promoting a general attitude of "don't take chances – don't experiment with your skills or decisions – just play safe by kicking the ball far and away."

These problems are more easily addressed in the absence of league standings. Coaches of children's teams are easily able to justify equal playing time for all players, experiment with positions and field alignments, and promote a general willingness among players to try their skills in a game setting without being preoccupied with failing their teammates and the overall effort to "win the league."

When standings are eliminated in children's soccer below U12, games are still won and lost, and competition still takes place among the players. However, it is now far easier for coaches to pursue a broad-based approach to player development rather than a narrow view of "we must win three points today or we cannot challenge for the league title."

In this light, it should be clear that competition remains at the centre of the LTPD approach. Less skilled players are assured more playing time in the competitive environment so they can develop their competition skills, and all players gain experience in a variety of positions. Most importantly, and far more subtly, all players are encouraged to practice and experiment with their skills in a competition environment without fear of making a mistake that could cost a league result.

Measured in the context of the physiological, emotional and mental developments that take place during childhood, it is essential that players be permitted and even encouraged to make mistakes. This is the only way they can achieve the practice required to refine their ball control and decision-making skills in a competitive setting.

Some coaches will always want to win at all costs, regardless of whether or not there are league standings. This is an unfortunate reality of community children's sport. However, the LTPD approach to competition below U12 provides the best overall incentive for coaches and players to focus on broad-based player development instead of a "win at all costs" approach.