

Executive Position: President

Season: 2018

Years served in position: 6th year as President (9 years total with Executive)

Name: Sarah Wallace



OBSERVATIONS:

1. The League has been greatly impacted by inclement weather, specifically forest fires and the air quality associated with these fires, the past two seasons, and it would appear that this trend is the new 'norm'. The league needs to continue to work towards a solution that is acceptable the League members, as well as feasible for the Scheduler in order to handle cancellations in a timely manner.
2. Our Referee Scheduler / RiC, Al Ryder, is still doing a great job with the fill rate of Referees and AR's despite the decline in new recruits.
3. There has been a noticeable increase in the number of complaints received from teams regarding players on the opposing team. Teams / Members of the League need to be addressing the issues with the officials at the field, during the game in question. The executive is unable to take action regarding these kinds of incidents, as anything addressed to the executive is after the fact, and is considered hearsay only. It becomes a challenging game of she said she said, and it is not a game the Executive is willing to participate in.

RECOMMENDATIONS:

1. That teams really take the time to read the Constitution & Bylaws and understand the rules of the league. The majority of the emails that we get are from teams that aren't taking the time to do their research. Ignorance of the Rules is not a valid excuse for breaking them.
2. That the Executive continue to look for ways to streamline some of the workload. These are volunteer positions, and I feel some positions have a lot on their plate as far as responsibilities and duties. (this was also one of my recommendations from the past three years but feel it is something we need to continue for the 2019 season)

GOALS FOR 2019 SEASON:

1. For the roles of the outgoing Executive to be filled with volunteers that are willing and able to contribute to the ongoing development of the League and its members in order to create growth, and to bring forth new ideas and a fresh perspective.
2. For the Executive to continue to implement new ideas to help the league grow, including continued work with the Youth Leagues. We want the teams to know that we do listen to their feedback. (this one has always been a goal for me)

Sincerely,

Sarah Wallace
President
Kelowna Women's Soccer League

KWSL League Title Sponsor:



Other Sponsors:



Executive Position: Vice President
Season: 2018
Years served in position: 1
Name: Emmy Radomske



Observations:

This was my first year on the board, and my 5th year as being part of the KWSL. There has been positive growth in the strength of individual teams, but there is still little growth in the addition of new teams. It's important that not just the board, but all women part of the league work together to continue to expand the interest in the Kelowna soccer community. We've been making efforts to connect with youth programs and introduce them to our league. We have divisions for all levels of play which is important to emphasize, you don't need experience to join the league!

This past season was competitive, although unfortunately we have not previously been successful with teams participating in playoffs, therefore, we did not have playoffs. The season was, as always, a great way for women to make friends, have some fun, and continue working on their skills. Division 1 was split halfway through the season to encourage more competitive play with healthy team match ups.

In the last few weeks of the season we of course had the difficulty of dealing with the smoke from all the fires in B.C, causing some games to be cancelled.

A lot of refs in the women's league have become familiar faces, and we are fortunate to have a lot of the refs that we do. That being said, there is still a huge gap for refs overall and not just in the women's league. This brings more opportunity for people to participate within the soccer community.

At the end of the 2018 season the executive gave the opportunity to teams to provide us with their feedback as to what concerns we can address at the next AGM and to provide us with specific bylaws within the constitution so that we can work towards implementing changes that make sense for the league to do so. This opportunity was taken advantage of by very few, which is unfortunate as it seems as though many have lots to say at other times during the season. KWSL is volunteer run, it takes a lot of hard work, patience and dedication to continue to run the league smoothly. It was a good season, and I look forward to 2019 with KWSL.

Recommendations/Goals:

- To see higher number of registrants in the 2019 season. (Teams and individuals)
- Once there's higher numbers for teams, look to structure the divisions appropriately, and perhaps add another division.
- To see more interest in refereeing.
- If teams/managers/players have ideas they would like to be considered in the upcoming years, to please respectfully and knowledgeably address the subject with the board and or take advantage to when we open the floor to feedback.

** Constructive feedback is needed to grow positively as a league. **

Respectfully,
Emmy Radomske
Vice President

KWSL League Title Sponsor:



Other Sponsors:



Executive Position: Registrar
Season: 2018
Years served in position: 3 years
Name: Meghan McCourt



Registration Overview

- Players: 704 in 3 divisions (down 6.5% from 2017)
- Coaches: 12 coaches on 11 teams
- Transfers: 8
- Deregistered: 5
- Duplicate Cards requested: 39

Observations

Once I determined the limitations of the BC Soccer software I was able to tailor my process accordingly to make my rosters/record keeping much less redundant than in previous seasons. It also made the processing of individual forms (as opposed to team package submissions) quicker.

The launch of the new KWSL website also offered increased efficiency for registration turn around, though unfortunately a few glitches were encountered which delayed the receipt of a dozen (approximately) player registrations. These glitches have been rectified so we don't anticipate experiencing these issues during the coming season.

Photo size and/or quality was again, the biggest issue, a lot of time was wasted trying to resize and reformat photos in order to make the ID cards. An abundance of incomplete registration forms were also submitted - forms submitted without photos, parental forms, and/or associated fees. Again, too much time was spent tracking down missing information from teams and players.

The league has been slowly decreasing in registrations numbers over the three years I have been a part of the league and while I am seeing new names and younger players entering the league, I think we need to continue to focus on recruitment and expanding our voice to the community and to the youth leagues. As previously discussed, I support allowing a "free agents" registration pool that would allow the league the opportunity to expand and give players the option of experiencing what the KWSL has to offer without having to commit to a team full-time.

Suggestions/Possible Changes for 2019:

- Use more conditional reasoning, or different registration forms, for new vs. returning players
 - Require photos to be submitted with all registration forms
 - Make fields mandatory so incomplete forms cannot be submitted
- Implement an invoicing system for the extra player registrations to speed up turn-around
 - Invoice teams on a monthly basis, or post-registration deadline, to collect lump-sum payment
- Propose additional pick-up and drop-off locations - Doggytopia/Spotted Spa
 - Extended hours compared to Eurosport
 - Offers increased convenience for Lake Country/Ellison and downtown
- Review/enforce referee game requirements
 - Checking ID cards, ensuring all players have a valid ID card
 - Players without an ID card are denied from playing
 - Game sheets must be submitted in hard copy or PDF formats, JPEGs will not be accepted

KWSL League Title Sponsor:



Other Sponsors:



Executive Position: Scheduler

Season: 2018

Name: Donna Sauter

Number of Years on the Executive: Four (4)



Observations: This was my third season as full-time Scheduler and once again, this season provided a new set of challenges. In 2018 the KWSL Divisional representation reverted to Divisions 1 through 3. In maintaining structure from 2017 and moving up the 2017 middle Division winners, Division 1 was comprised of 13 teams. This presented a complex situation with regards to implementation of a 26 week schedule in a 20 week season and availability of field and officials.

The 2018 season of play saw a reduction of game cancellations due to Air Quality issues. During the period August 13 through August 23, a total of 21 games were not played or rescheduled. The new bylaw voted in by KWSL members at the 2017 AGM resulted in more consistency in decision making when these Air Quality issues arose.

Goals met in 2018:

- Feedback from the Division 1 teams resulted in a successful final set of competitive games.
- New website and new format of the Schedule, enhanced viewing on mobile platform.
- Implementation of the Air Quality Bylaw and improvement ensuring consistent practices were adhered to so teams could be proactive in knowing what the expectations were with regards to playing conditions and rescheduling.
- 2018 Schedule reflected the number of home games and the number of games per location were averaged with each team's allocation as close as possible to that average (for example, Division 3 teams averaged 10-11 home games each, 5 games at each of UBCO/Marjok/Rutland, and 6-7 games at Mission fields).

Schedule Statistics:

- In 2018 there were 32 teams, 305 total scheduled games (includes 5 reschedules), 24 games cancelled, and 269 games played.
- In regular league play there were 7 forfeit fines issued in 2018, compared to 6 in 2017 and 13 in 2016.
- All forfeits in 2018 occurred with less than 3 hours before kickoff, . These teams paid the \$250 forfeit fine and seven teams received the \$50 credit as a result of the last minute notification.
- There were 5 rescheduled games in 2018, 3 due to thunder and lightening, one before the April 30th deadline, one due to field issues. Reschedules numbered 22 in 2017 (12 from air quality issues), 4 in 2016, 17 in 2015 (15 from the air quality issues) and 15 games in 2014.
- In 2018, 10% of Game Sheets (27 out of 269) were not received by the Scheduler for review of field issues.

Comments: Teams / players are encouraged to more fully utilize the new, mobile friendly, kwsl.ca website in finding information and to know and Play by the Bylaws and Constitution. Not knowing or understanding the rules does not equate to exemption from them. Inform Team Managers to utilize the Media Reports & Game Sheets to communicate field issues for follow up and to hold other teams accountable when not following bylaws (ie. Delay of game).

Goals for the 2019 season:

- Increased accountability on officials for timeliness of Game Sheet submissions and for adherence to KWSL Bylaws.
- Introduction of an Intern Scheduler.

KWSL League Title Sponsor:



Other Sponsors:



Executive Position: Scheduler

Season: 2018

Name: Donna Sauter

Number of Years on the Executive: Four (4)



- Continue to work with the municipalities to ensure safety for our players is a priority with field conditions.
- Ensure skill levels of teams are equal to Divisional placement.
- Encourage youth players to transition from COYSA to KWSL to promote growth of the League.
- Work with the Executive team in creating efficiencies for Scheduling and Registration.

Thank you to the KWSL Teams, Referee Scheduler and Executive for another great season.

Respectfully,

Donna Sauter

2017 KWSL Scheduler

Executive Position: Media / Public Relations Director

Season: 2018

Name: Amanda Samaddar

Number of Years on the Executive: 2



Observations:

For the 2018 season, 16 warning emails were sent, and \$250.00 worth of media fines. This was a decrease from the 2017 season in respect to warning emails sent out but an increase from \$225.00 to \$250.00 in fines. There was one team that received multiple media fines, due to late or absent media fines.

There were still several teams that did not send their media reports in with all the relevant information and I had to go back to figure out what team submitted them or who won or lost the game. This is very important as the weekly reports are used to update the standings.

Roughly, 90% of teams were using the online submission form once the bugs were worked through. There were some situations where the teams didn't have a drop down name and/or they didn't remember to choose the right team name and that resulted in having to go back and cross reference and emails teams. These glitches have since been rectified.

As a reminder, the media reports are to be sent in by noon on the day following the game. Failure to do so will result in a \$25.00 fine and unpaid fines results in the forfeit of future games.

In 2018, we had a new title league sponsor, Moore Greenery Landscaping who contributed \$2,500 towards our season! We still have our food and beverage sponsor, The Canadian Brewhouse, whose sponsorship allowed teams to enjoy discounts on food and drink.

The KWSL youth committee presented to the youth soccer league teams at one of their annual meetings and that was received well but did not produce any leads on brining new players into the league.

Comments/ Goals for the 2019 season:

With the new website now fully live I would like to see close to 100% of the teams using the media submission form.

The KWSL should work on increasing traffic to Facebook and Instagram pages, the pages should continue to promote its sponsor via social media and website.

The goal is to promote KWSL presence by continuing to go to the COYSA meetings and set up a booth at one of their summer events.

Respectfully,

Amanda Samaddar

2018 KWSL Media / Public Relations Director

KWSL League Title Sponsor:



Other Sponsors:



Executive Position: Secretary
Season: 2018
Years served in position: 1
Name: Sheila Sutton



OBSERVATIONS:

My duties include attending all meetings, taking minutes of them and distributing them to the executive. I assisted the registrar by organizing and printing all player card photos that came in online. I assisted the scheduler when she was away over the season. I sent out emails for the administrator upon request. I responded to inquiries sent through the website.

RECOMMENDATIONS:

1. Players need to pay attention to the photos used for cards – don't just send a random photo make sure your face is clear and don't send one with multiple people in it presuming we will know which one is you.
2. Ensure that you are checking your emails for important league information and if a reply has been requested....SEND IT!

GOALS FOR 2019 SEASON:

Find someone better at re-typing minutes and sending them out in a timely fashion.

Sincerely

Sheila Sutton
Secretary
Kelowna Women's Soccer League

KWSL League Title Sponsor:



Other Sponsors:



Executive Position: Treasurer

Season: 2018

Years Served in Position: 5th year as KWSL Treasurer

Name: Erin Courtney



2018 Treasurer Annual Report

For the year ending October 31st, 2018.

Financial statements for year-end (up to the 31st of October 2018) will be emailed out to all team representatives prior to the Annual General Meeting (AGM). We ask that team representatives then forward this information on to all members, particularly the team representatives that will be attending the AGM.

The year-end statements show a surplus thanks, in large part, to the raising of fees for the 2018 season. We saw a decline in team registration that was likely due to not having a masters division run this year. Less teams translates into fewer league fees collected, as well as associated extra player registration fees. However, with less teams we also see a lower cost to run the league by way of fields and referees. We saw a slight increase in revenue from fines and interest earned on our investments. With respect to expenses, our bank fees were high this year mostly related to referee payments and moving forward we should seek an alternate arrangement with our bank or another institution.

It is with great pride that the league will continue to support the youth that we work with in the form of our annual bursary. We consider this to be one of our greatest contributions to our young referees pursuing higher education. We will be presenting two KWSL referees with a \$500 bursary each at this year's AGM.

I agree with the anticipated remaining costs for 2018, as outlined in the administrator's report. I agree with the monthly financial reports and year-end financial report. I am not surprised by our current financial situation of a small surplus, as we have not had any large, unanticipated costs this year.

The proposed budget for 2019 will be emailed out to all teams prior to the League Meeting for review, and it will require a separate motion at the League Meeting for approval.

It is with mixed feelings that I announce my resignation as treasurer effective as of the AGM of this year. I have many new and time-consuming commitments that will require my undivided attention in 2018. I wish the league all the best in their future endeavours, and hope to one day be able to, again, contribute to this wonderful organization.

Recommendations:

1. Either freeze or slightly increase next year's fees to align with increased costs of running the league. This should be assessed in the New Year before the League Meeting.

KWSL League Title Sponsor:



Other Sponsors:



Executive Position: Treasurer

Season: 2018

Years Served in Position: 5th year as KWSL Treasurer

Name: Erin Courtney



2. Now that the term of our GIC is up, we should pursue investments with potential to earn higher interest. This should only be done through an impartial accredited financial institution.
3. Continue to work with the Referee in Chief to support referee development.
4. Endeavour to increase our financial nest egg in order to participate in upcoming opportunities that would benefit the league.

Sincerely,

Erin Courtney

Treasurer, Kelowna Women's Soccer League

KWSL League Title Sponsor:



Other Sponsors:



Position: Administrator
Season: 2018
Years served in position: Nine (2010 – 2018)
Name: Rebecca Elechko



2018 ADMINISTRATOR ANNUAL REPORT

For the year ending October 31st 2018

The year-end statements show the Society's overall financial status to be in an unexpectedly positive position, regardless of the 2018 Budget having anticipated a projected deficit of \$5,201.34. As of October 31st, the bank balance was \$49,588.54; uncleared transactions for the 2018 season total \$1,868.49. Other Current Assets, including Invested amounts totaling \$38,187.98; Total Liabilities & Equity \$86,225.68.

Uncleared Transactions include year-end expense payments, reimbursements.

Most expenses are now aligned with the KWSL Fiscal year with minimal carry-over expenses from the previous year. With considerably more effort being expended into development and growth of both the District Officials and our own League and its members, operational costs continue to rise. Revenues are almost completely dependent on the number of teams registered within the League; 2018 saw a considerable shift in the ratio of expenses to income, which is the opposite of last year.

Income & Expenses

Revenues from the 2018 Budget called for an estimated 34 Teams; 2018 had 32 registered teams resulting in small decrease in projected revenues for the year. Moore Greenery Landscaping is the new League Title Sponsor and generously contributed \$2,500 to the League for the 2018 season. Revenues for Performance Bonds were down due to the Masters Division folding, and only three new team bonds were issued. Investment revenues are up slightly from 2017.

Expenses overall decreased by approximately 22%. This is a reflection of lower registrations (both teams and individual players). Fewer meetings were held by the Executive which resulted in minimal meeting costs. *Referee Bursaries** and Office Space / Storage are considered 'unspent' at this time, and the amounts will be reflected in expenses in the 2019 financials. Many of the operating expenses are directly related to the number of teams / players registered within the League (i.e. referee costs, fields costs, etc.), as well as fields and officials changes due to inclement weather.

** Bursaries will be handled differently moving forward. Rather than the individual receiving the funds, the recipient's education institution will be paid directly in an effort to avoid misuse of the funds, and thus, defeating the overall intent of the KWSL Bursaries. 2018 amounts to be paid out under the 2019 financial fiscal year due to this change. The 2 x \$500 bursaries will be paid out the following year moving forward.*

CONCLUSIONS & SUMMARY:

Once again the League has seen a decrease in not only the number of teams registered, but also in the overall number of individuals signing up. A Youth to Adult League transition committee has been started in an effort to encourage more young players to get involved with the KWSL, and create awareness within the Youth Leagues. Awareness and/or interest in soccer from women in the Okanagan continues to steadily decline and should be the main focus from all of the members, and not just the Executive. (When I started in 2010 there were 44 teams, consisting of eight (8) teams in Division 1 and eight (8) teams in Masters, and all other Divisions at or near cap) There are currently only 3 Divisions, No Masters, and approximately 32 teams.

KWSL League Title Sponsor:



Other Sponsors:



Executive Position: Administrator
Season: 2018
Years served in position: Nine – 2010 - 2018
Name: Rebecca Elechko



Moore Greenery Landscaping League Title sponsorship for the 2018 season included a generous monetary contribution to the League, increasing overall income for the season. Thank you Tim & Debbie Moore and Moore Greenery Landscaping for your support, involvement and contributions!

The new Website has been launched and was highly utilized in 2018. There were some minor glitches, as there always is with the introduction of new software, changes to methods of payments, and the use of online forms / registrations. The KWSL continues to strive to make this site better, and relatively error free. Overall, the transition to the new website has proven to be successful. It should be noted that a considerable amount of time and effort is being put into updates, changes and on-going maintenance by a few members of the Executive and will continue to do so now that all content is manageable by the KWSL, and not outsourced.

While the 2018 season reflects a surplus of approximately \$9K, we should be careful not to assume that next year will follow suit. The history of the League's financials show that on any given year, the income to expense ratio can fluctuate significantly. The needs of the League changes each year, and is highly dependent on a number of factors. These factors include, but are not limited to: the number of teams and individuals registered, availability of fields / officials, and cancellations / reschedules due to inclement weather.

RECOMMENDATIONS & GOALS:

1. Considerably more effort needs to be put forth to increase League growth, not only youth development and transition, but also to bring back the Masters Division.
2. Carefully review operating costs and accurately account for proposed increases and decreases in an effort to maintain the lowest possible registration fees for Teams. Propose a small increase in fees for the 2019 season;
3. More effort to advertise the League – overall awareness, more sponsors, etc.
4. To continue to work cohesively with the Treasurer and Referee in Chief / Referee Scheduler to develop and maintain good relationships between the Referees, and ensure accurate record keeping and timely payment of subcontractor fees;
5. Review of Referee payment procedures and protocols to improve accuracy, reduce liability and increase referee accountability;
6. Continue to work closely with the Treasurer to monitor monthly expenses and make every effort to keep operating costs down, in turn, keeping League Fees as affordable as possible, and;
7. Continue to assist with the day-to-day operations of the League and the Executive, and to ensure the organization, storage and maintenance of all League documentation, correspondence and financial information.

OTHER NON-FINANCIAL COMMENTS:

Teams and individuals registered within the League need to be held more accountable for their actions, or inaction. There seems to be a general 'ignorance is bliss' policy from many of the teams or specific individuals, which causes unnecessary conflict. Even though it has been said repeatedly year after year, I will once again take the opportunity (should anyone even read this) that:

It is each Team and its members' responsibility to read the rules and adhere to them; ignorance is not a valid excuse, nor is it acceptable. It is expected that all Team Members, Coaches, etc. are familiar with the Constitution & Bylaws as well as the KWSL Code of Conduct, which are both readily available on the www.kwsl.ca website. This also means properly researching information prior to vetting complaints or questions to the Executive; there is the expectation that when any person is involved in any Organization / Group / Club / etc., that those involved are familiar with policies, rules etc.

KWSL League Title Sponsor:



Other Sponsors:



Executive Position: Administrator
Season: 2018
Years served in position: Nine – 2010 - 2018
Name: Rebecca Elechko



2018 once again presented some unique challenges. A significant point of contention this year was due to our having another smoke filled Season causing many last minute game cancellations and some forfeits. Some individuals were also very vocal about their 'displeasure' with decisions that were made by the Executive regarding the air quality, as well as disciplinary issues. Fun Fact - the Board consists of volunteers, all of whom have other full-time employment, families / children, other responsibilities and commitments... and lives; just like most of our Members / players. Those who think they can do a better job, I challenge you to step up and volunteer for a position on the Board.

The dedicated members of Executive Board and other Volunteers who put an extraordinary amount of effort, time and heart into running this League have faced many challenges and criticisms. I commend their ability to put the interest of the League before their own or their Team's interests. While the Executive themselves do not always agree, everyone has a voice, and that complexity, as well as our similarities and differences are what ensures that decisions made by the Executive are not made lightly, and without careful consideration to past experiences / instances, present situations and the impact of these decisions in future.

The KWSL continues to be successful because of the tireless and selfless efforts of these Executive members. I am privileged to work with such an extraordinary group of volunteers whose sole unified purpose is to ensure the continued development and success of the Kelowna Women's Soccer League.

Respectfully,

Rebecca Elechko

Administrator, Kelowna Women's Soccer League

KWSL League Title Sponsor:



Other Sponsors:

