



## POLICY PLAN EINDHOVEN KEMPHANEN 2020-2021

### Ambition 2020-2030

(Ice Hockey Association Eindhoven) Kemphanen is a club where everyone feels welcome. Kemphanen tries to offer the right level of play for every member, whereby it should be noted that the only recreational teams are the senior teams. Kemphanen is financially stable and healthy.

Kemphanen expects voluntary efforts from members and parents of youth members to make the ins and outs of the association possible. Kemphanen is an exemplary association in areas such as:

- core values (see 'Assumptions and core values')
- financial policy
- vision and transparency
- acting in the general interest of Dutch ice hockey

### Principles and core values

- sportsmanship
- respect for everyone
- norms and values
- family feeling with ambition
- up to and including U17 the focus is on development, from U21 more on performance
- the U21 focuses the training on the further development of players towards Team1
- up to and including U17, all field players get the same amount of ice time, possibly with the exception of the last period
- being a member = helping: senior members, members from U17 and parents of members up to U17 do voluntary work for the association

### Voluntary work

- Coach, (Assistant) Trainer and Team Supervisor
- Referee, Linesman
- Equipment man/woman
- Bench official
- Committee member (Referee, Technical, Sponsor, Activities, Anniversary Committee, etc.)
- Board member

### Main Preconditions

- the parents of junior players, coaches and players are expected to be sportive and respectful. Everyone speaks to each other if necessary or is called to account for transgressive behaviour, if necessary the Confidential Contact is called in
- coaches and trainers have relevant diplomas or are following a course for these diplomas
- coaches and trainers sign an annual 'Covenant of the 10 commandments'
- the TC determines, possibly in consultation with coaches, the division of the teams on the basis of the protocol as stated in the House Rules
- each competition team has at least one person with a first aid certificate in the team staff
- the only paid employees within the association are the head coach and coach of the Team1, as well as officers in core functions. These are determined by the board
- the policy plan is reviewed annually by the board and proposed changes are submitted to the GMM

### Administrative goals

- annual review of the Articles of Association, House Rules and Technical Policy Plan
- developing a policy plan in protocols and manuals
- realize and maintain a financial buffer of 25% of the annual membership contribution
- looking for additional board members if vacant
- searching for and appointing a Sponsor Committee member with a broad business network in and around Eindhoven
- searching for and appointing a Volunteer Coordinator
- organize brainstorming sessions for teams to fill in volunteer positions

### General Goals

- realization of association room
- recruitment and training refs and, if necessary, Bench officials



## Where will we be in 2025

- **Association:**
  - consists of more than 200 members
  - has some age categories with more than one team
  - has, including Team1, an annual sponsorship proceeds of more than €50,000
- **Training and Development:**
  - all competition teams have a trainer, a coach, a team supervisor and a first aider
  - Team1 has a trainer coach who guides all other trainers
- **Team1**
  - plays in the highest division "in the left row"
  - consists for 70% of players with a Kemphanen history
  - has an average of 800 spectators at home games, including 150 season ticket holders
  - has an active Business Club

## Structure Organization

- **Board**
  - chairman
  - treasurer
  - secretary (currently vacancy)
  - board member TC
  - board member general
  - board member general
- Technical Committee (≥ three members)
- Staff
  - referee coordinator
  - confidential contact person
  - volunteer coordinator
  - match secretary
  - sponsorship affairs (≥ two members)
  - ice hockey school

## Responsibilities Board

- **chairman**
  - general affairs and external contacts (e.g. IJshockey Nederland municipality, Ice Sports Center and associations)
  - internal point of contact for general affairs
  - contact person Confidential contact person
  - initiates board meetings
- **Treasurer**
  - member and contribution administration
  - other activities Financial Administration
  - contact point for the audit committee
  - management of the Articles of Association, By-Laws, Protocols and Manuals
- **Board members General**
  - contact with sponsors
  - contact with material officer
  - contact person Competition secretariat
  - other matters

## Responsibilities TC

- organize teams
- recruit, nominate, appoint and manage trainers after board approval
- appoint coaches team supervisors
- organize training times
  
- **determine dispensation request and train higher team**
- **advise board on Technical policy**



- **feedback to trainers**
- **guide trainers/coaches in feedback to players**

## **Team1:**

- 24 players and 2 goalie
- performance team
- 70% of the team consists of Eindhoven players and or has a history with Kemphanen
- sounding board group of 3 players
- talented U19 players can train and be fitted in
- last 4 Play-Offs team of the competition, if realistically feasible

## **U21**

- a maximum of 22 players and 2/3 goalies
- performance team
- top 4 of the competition, if realistically feasible
- individual skills, skating technique, stick handling, passing, teamwork and tactics

## **U17**

- maximum 20 players and 2 goalies
- participation in Elite competition if realistically feasible
- everyone as much ice time as possible, but the coach may deviate from this in the third period
- individual skills, skating technique, stick handling, passing, teamwork and tactics

## **U15**

- maximum 20 players and 2 goalies
- fun in the sport is the top priority
- everyone the same ice age
- participation in competition
- individual skills, skating technique, stick handling, passing, teamwork and more extensive tactics

## **U13**

- fun comes first
- maximum 16 Players and 2 goalies
- everyone the same ice time
- participation in competitions
- individual skills, skating technique, stick handling, passing and simple tactics

## **U9/11**

- fun comes first
- each age maximum of 16 players, then two teams per age
- everyone the same ice time
- attention to individual skills, skating and novice stick handling

## **Ice hockey school**

- maximum combination of fun and learning (skating technique)
- no competitions
- quick selection flow U8/U10 where possible
- men's team
- a maximum of 24 players and 2 to 3 goalies
- recreational, workouts
- participation in the competition from season 2021-2022

## **Team3**

- fun comes first
- up to 24 players
- finish competition as high as possible but all together
- self-regulating

## **Fun Team**

- fun comes first
- up to 30 players
- ambition is at least 1 to 2 matches per month, no competition
- self-regulating