



VILLAGE OF KEY BISCAIYNE

Office of the Village Manager

Village Council

Robert L. Vernon, *Mayor*
Michael Davey, *Vice Mayor*
Enrique Garcia
Robert Gusman
Michael E. Kelly
Jorge E. Mendia
Thomas Thornton

Village Manager

Genaro "Chip" Iglesias

DT: July 7, 2009

TO: Honorable Mayor and Council Members

FR: Genaro "Chip" Iglesias, Village Manager

RE: **Contract for Recreational
Management Services**

RECOMMENDATION

It is recommended that the Village Council approve the amendment to the contract for recreational management services for the soccer program with Stepstone Enterprises LLC.

BACKGROUND

On July 8, 2008 the Village Council approved an agreement between the Village of Key Biscayne and Stepstone Enterprises LLC for management of the 2008-2009 soccer program. This agreement has been amended by increasing the maintenance of effort for operational expenses by \$ 18,000 for the 2009-2010 soccer season. The previous agreement provided a \$10,000 maintenance of effort by the Village.

A lot of positive feedback has been obtained that demonstrates a high level of satisfaction with the program. Additionally, concerns raised have been discussed with Stepstone so adjustments can be made.

It has been the goal of the Village to bring all of the athletic operating budgets to a zero based budget. Soccer has presented several inherent challenges to this charge. Soccer has traditionally operated with a subsidy between \$40,000 and \$100,000 between 2006 and 2008 as demonstrated by the respective annual KBAC budgets.

A revenue sharing structure has also been added that would decrease our maintenance of effort. This agreement states that the Village will receive twenty five percent (25%) of registration revenue received after one

hundred (100) intramural participants, one hundred fifty (150) traveling participants, and thirty (30) 3-4 year old participants.

The Youth Athletics Advisory Board has worked with the Village to deliberate how best to provide a youth soccer program that will satisfy the community's need for a quality program while insuring that the cost is within an acceptable range for those who wish to participate. A summary of these discussions is included in Exhibit "D".

User fees have been adjusted to more closely reflect the operational cost of each respective program. Registration for traveling participants was increased and the intramural registration was decreased. A second year of operation will allow us to make additional adjustments without creating disruptive changes with only one year of data.

Village staff has had ongoing discussions with Stepstone Enterprises (AC Milan) to review the first year of operation and make adjustments and to negotiate this agreement.

It is recommended that the amended agreement be approved for a one year extension. A great deal has been learned in the first season that the Village has operated the soccer program. The Village and the Youth Athletics Advisory Board agree that it is a priority to have fees that reflect more closely a lean operational cost and work towards a budget without a subsidy from the Village. It is also important that the Village be able to provide a quality program for the upcoming season scheduled to start in September. The Village will work with all of the parties and evaluate every option in an attempt to accomplish these goals over the next year.

The agreement allows me to extend for another year, but given the increase in the Village's maintenance of effort I am bringing the amended agreement for your consideration.

Attachments:

Exhibit "A"	Amendment to the Agreement for Recreational Management Services
Exhibit "B"	The Agreement for Recreational Management Services (July 8, 2008)
Exhibit "C"	Amended operating budget

- Exhibit "D"** **A summary of the Youth Athletic Advisory Board discussions regarding the soccer agreement**
- Exhibit "E"** **Minutes from the June 3, 2009 Youth Athletics Advisory Board Meeting**
- Exhibit "F"** **Minutes from the June 8, 2009 Youth Athletics Advisory Board Meeting**
- Exhibit "G"** **Soccer mid-season survey results**
- Exhibit "H"** **Soccer post-season survey results**
- Exhibit "I"** **Soccer Budget with profit sharing Analysis**
- Exhibit "J"** **Soccer cost options reviewed by the Village and Youth Athletics Advisory Board**

RESOLUTION NO. 2009- _____

A RESOLUTION OF THE VILLAGE COUNCIL OF THE VILLAGE OF KEY BISCAYNE, FLORIDA, APPROVING AN AMENDMENT TO THE RECREATIONAL MANAGEMENT SERVICES AGREEMENT BETWEEN THE VILLAGE OF KEY BISCAYNE AND AC MILAN D/B/A STEPSTONE ENTERPRISES LLC FOR MANAGEMENT AND ADMINISTRATION OF THE VILLAGE'S YOUTH SOCCER PROGRAM; PROVIDING FOR IMPLEMENTATION; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, pursuant to Resolution 2008-40, the Village Council retained the recreational management services of AC Milan d/b/a Stepstone Enterprises LLC, a Florida limited liability company (the "Consultant") in connection with the creation, management, and administration of a Youth Soccer Program for Village residents; and

WHEREAS, the Village Council desires to exercise its option to renew the agreement between the Village and Consultant for another year subject to the terms and conditions of the Amendment to Agreement for Recreational Management Services attached hereto as Exhibit "A" (the "Amendment"); and

WHEREAS, the Village Council finds that approval of the Amendment between Consultant and the Village is in the best interest of the Village.

NOW, THEREFORE, IT IS HEREBY RESOLVED BY THE VILLAGE COUNCIL OF THE VILLAGE OF KEY BISCAYNE, FLORIDA, AS FOLLOWS:

Section 1. Recitals Adopted. That each of the recitals stated above is hereby adopted and confirmed.

Section 2. Amendment Approved. That the Amendment between the Village of Key Biscayne and the Consultant, in substantially the form attached hereto, is hereby approved, and the Village Manager and Village Clerk are authorized, in their respective capacities, to execute

the Agreement on behalf of the Village, once approved by the Village Attorney as to form and legal sufficiency.

Section 3. **Implementation.** That the Village Manager and Village Attorney are hereby authorized to take any necessary action to implement the purposes of this resolution and the Agreement.

Section 4. **Effective Date.** That this Resolution shall be effective immediately upon adoption hereof.

PASSED AND ADOPTED this _____ day of July, 2009.

ROBERT VERNON, MAYOR

ATTEST:

CONCHITA H. ALVAREZ, CMC, VILLAGE CLERK

APPROVED AS TO FORM AND LEGAL SUFFICIENCY

Village Attorney

Exhibit "A"

Amendment

AMENDMENT TO
AGREEMENT FOR RECREATIONAL MANAGEMENT SERVICES

THIS AMENDMENT TO AGREEMENT FOR RECREATIONAL MANAGEMENT SERVICES (this "Amendment") is entered into as of this ___ day of July, 2009 by and between the **VILLAGE OF KEY BISCAYNE** ("Village"), and **STEPSTONE ENTERPRISES LLC**, a Florida limited liability company ("Contractor").

WITNESSETH:

WHEREAS, Village and Contractor entered into that certain Agreement Between the Village of Key Biscayne and Stepstone Enterprises LLC for Recreational Management Services dated July 8, 2008 (the "Agreement") for the management of the Village's youth soccer program; and

WHEREAS, Village and Contractor wish to modify the Agreement in accordance with the terms and conditions set forth below.

NOW, THEREFORE, for and in consideration of the mutual promises set forth herein, the parties do hereby agree as follows:

1. The above recitals are true and correct and are incorporated herein by this reference. All initially capitalized terms used but not otherwise defined herein shall have the meaning ascribed thereto in the Agreement.

2. Pursuant to Section 3.1 of the Agreement, the Village desires to extend the Agreement for one (1) year commencing on July 8, 2009. Two (2) one-year extension options still remain available to the Village.

3. The Operating Budget for the 2009-2010 season attached hereto as Exhibit "C" shall replace the 2008-2009 budget attached to the Agreement as Exhibit "C."

4. Section 4.1(a) of the Agreement is hereby deleted and replaced as follows:

(a) 100% of the total amount of registration fees actually collected by the VILLAGE from

- (i) the first 100 participants in the Intramural program;
- (ii) the first 150 participants in the Traveling Program; and
- (iii) the first 30 participants in the Children U3/U4 Program,

all with respect to programs managed by Contractor under the Agreement, and also including fees actually collected by the Village for post-season leagues and the international tournament. All registration fees actually collected by the Village with respect to any additional participants (e.g. the 101st participant in the Intramural program) shall be divided between

the Contractor and the Village with the Contractor receiving 75% of such fees and the Village retaining 25% (collectively, the "Fee Revenue");

5. Section 4.8 of the Agreement is hereby deleted and replaced as follows:

4.8. In the event (a) the Total Annual Amount is less than \$211,215.08 (such amount being the "Total Income" reflected in the 2009-2010 Operating Budget attached hereto as Exhibit "C") or (b) the Total Annual Amount is insufficient to fund the Program's operations (i.e. Program expenses exceeds the Total Annual Amount), and (c) such shortfall is not due to the CONTRACTOR's negligence, mismanagement, or failure to attempt to maximize revenue, then the VILLAGE agrees to fund the shortfall between the Total Annual Amount and Program expenses up to a maximum of \$28,000. In the event CONTRACTOR believes it is entitled to the \$28,000 payment described herein, CONTRACTOR shall notify the VILLAGE at least thirty (30) days prior to the expiration of this Agreement. If the VILLAGE determines, in its reasonable discretion, that this payment is warranted, the payment shall be a part of the final payment to be made to the CONTRACTOR under this Agreement.

6. The maximum amount that may be charged as a registration fee to a program participant is (i) \$300 for an intramural program or a U3 or U4-year-old program and (ii) \$650 for a traveling program.

7. Beginning on the date of this Amendment, the Intramural soccer program (for 5, 6, 7, and 8-year olds) shall be managed as separate teams that play against each other on Saturdays. The uniform purchase requirements of Section 2.3 of the Agreement shall not apply to these teams. Instead, only one uniform is required for each member of each team, with each team having different uniforms. These teams do not need both "home" and "away" uniforms.

8. Contractor shall make a reasonable good faith effort to provide intramural offerings for age groups older than 8 years old.

9. In addition to those soccer programs Contractor managed during the first year of this Agreement, Contractor shall now manage a soccer program for 3 and 4-year-old children. Contractor's obligation to purchase uniforms for those teams shall be reasonably determined by the Village.

10. In the event of any conflict or ambiguity between the terms and provisions of this Amendment and the terms and provisions of the Agreement, the terms and provisions of this Amendment shall control.

11. Except as otherwise specifically set forth herein, the Agreement is hereby ratified and affirmed and shall remain unmodified and in full force and effect in accordance with its terms. The changes to the Agreement shall be applicable beginning on the date of this Amendment and shall not be deemed to alter the obligations and payments between the parties for the period from July 8, 2008 through July 7, 2009.

12. This Amendment may be executed in several counterparts, each of which shall be deemed an original, but all of which, when taken together, shall constitute one and the same instrument. An executed facsimile or electronic copy of this Amendment shall have the same force and effect as an original hereof.

[Signatures of parties follow on next page]

IN WITNESS WHEREOF the parties have executed this Amendment as of the date first set forth above.

CONTRACTOR:

**STEPSTONE ENTERPRISES LLC,
a Florida limited liability company**

By: _____
Name: Eddie Marls
Title: Manager

VILLAGE:

**VILLAGE OF KEY BISCAIYNE,
FLORIDA**

By: _____
Village Manager

Attest: _____
Village Clerk

Approved as to Form and Legal
Sufficiency:

Village Attorney

Exhibit "B"

RESOLUTION NO. 2008-40

A RESOLUTION OF THE VILLAGE COUNCIL OF THE VILLAGE OF KEY BISCAIYNE, FLORIDA, APPROVING THE RECREATIONAL MANAGEMENT SERVICES AGREEMENT BETWEEN THE VILLAGE OF KEY BISCAIYNE AND AC MILAN FOR THE CREATION AND ADMINISTRATION OF A YOUTH SOCCER PROGRAM; PROVIDING FOR IMPLEMENTATION; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Village Council desires to retain the recreational management services of AC Milan (the "Consultant") for the creation and administration of a Youth Soccer Program for Village residents; and

WHEREAS, the Village Council finds that approval of the attached Agreement for Recreational Management Services between Consultant and the Village is in the best interest of the Village.

NOW, THEREFORE, IT IS HEREBY RESOLVED BY THE VILLAGE COUNCIL OF THE VILLAGE OF KEY BISCAIYNE, FLORIDA, AS FOLLOWS:

Section 1. Recitals Adopted. That each of the recitals stated above is hereby adopted and confirmed.

Section 2. Agreement Approved. That the certain Village of Key Biscayne Agreement for Recreational Management Services between the Village of Key Biscayne and AC Milan (the "Agreement"), in substantially the form attached hereto, is hereby approved, and the Village Manager and Village Clerk are authorized, in their respective capacities, to execute the Agreement on behalf of the Village, once approved by the Village Attorney as to form and legal sufficiency.

Section 3. Implementation. That the Village Manager and Village Attorney are hereby authorized to take any necessary action to implement the purposes of this resolution and the Agreement.

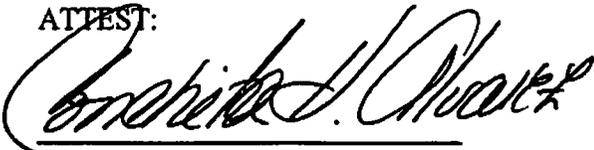
Section 4. Effective Date. That this Resolution shall be effective immediately upon adoption hereof.

PASSED AND ADOPTED this 8th day of July, 2008.



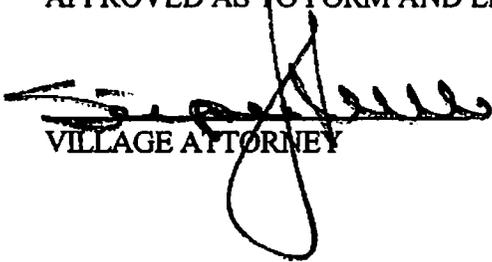
MAYOR ROBERT L. VERNON

ATTEST:



CONCHITA H. ALVAREZ, CMC, VILLAGE CLERK

APPROVED AS TO FORM AND LEGAL SUFFICIENCY



VILLAGE ATTORNEY

**AGREEMENT BETWEEN THE VILLAGE OF KEY BISCAYNE
AND STEPSTONE ENTERPRISES LLC FOR
RECREATIONAL MANAGEMENT SERVICES**

THIS AGREEMENT (this "Agreement") is entered into this July 8, 2008 between the Village of Key Biscayne, a Florida municipal corporation (the "VILLAGE"), and Stepstone Enterprises LLC, a Florida limited liability company (the "CONTRACTOR").

WHEREAS, the VILLAGE desires to retain the professional services of the CONTRACTOR to provide recreational management services; and

WHEREAS, the CONTRACTOR desires to provide recreational management services to the VILLAGE and its residents.

**ARTICLE 1
SCOPE OF SERVICES**

- 1.1 The CONTRACTOR shall provide recreational management services and oversight for the Village of Key Biscayne youth soccer program (the "Program"). The CONTRACTOR shall be prepared to provide for appropriate levels of skill development and training for no less than four hundred (400) Program participants ranging in ages from five (5) to sixteen (16) years old in accordance with the conditions and specifications as set forth in the CONTRACTOR's Letter of Interest and the Additional Information provided by CONTRACTOR (both attached hereto as Exhibit "A") and all existing and future rules, regulations, and procedures relating to the usage of the VILLAGE facilities.
- 1.2 The CONTRACTOR shall conduct soccer related recreational and educational programs, activities, events, leagues, games, and services (the "Program Events") as assigned by the VILLAGE Manager, or his designee, in a professional, careful and responsible manner with due regard for the safety of the participants and others, during normal operating hours. A preliminary schedule of such Program Events is attached hereto as Exhibit "B".

The preliminary ; provided that this schedule shall e VILLAGE shall have the right to require the CONTRACTOR to alter such schedule as determined by the VILLAGE in its sole discretion.

- 1.3 The CONTRACTOR shall be solely responsible for providing and compensating all instructors, counselors, officials, and coaches associated with the Program.
- 1.4 The VILLAGE shall permit the CONTRACTOR to access the Facilities (as defined in Section 2.1) during those times in which Program Events are scheduled to take place at such Facilities.
- 1.5 The CONTRACTOR shall ensure that a minimum of one coach at each Program event is First Aid and CPR certified.
- 1.6 Prior to the registration of Program participants, the CONTRACTOR shall advise the VILLAGE's Park and Recreation Director (the "Director"), in writing, of its proposed detailed schedule of Program Events (the "Detailed Schedule"). Such Detailed Schedule shall include the time, location, Facility, personnel, and such other information as shall be requested by the Director. The Director shall have the right to make any changes he desires to the Detailed Schedule and to determine when and where Program Events take actually take place. The CONTRACTOR shall conduct and manage all Program Events, leagues, and services as directed by the Director, in his sole discretion. In the event the CONTRACTOR desires to make changes to the Detailed Schedule, such changes must be approved by the Director.
- 1.7 The CONTRACTOR shall collect and maintain attendance reports, schedules, and player evaluation forms for all Program participants. The CONTRACTOR shall deliver originals or copies of all such documents to the VILLAGE Clerk upon expiration or earlier termination of this Agreement.
- 1.8 The CONTRACTOR shall make provisions for the acceptance of participants with special needs and scholarship participants as determined by the VILLAGE on an individual basis.
- 1.9 The CONTRACTOR shall provide to the Director the names and background screening for each instructor, counselor, official, volunteer, and coach associated with the Program prior to the start of each league or as soon as the CONTRACTOR determines that it would like to utilize a particular individual in carrying out its obligations under this Agreement. No instructor, counselor, official,

volunteer, or coach shall be a part of the Program unless the Director has approved of that individual (each such individual being an "Approved Person" for purposes of Section 1.13).

- 1.10 The CONTRACTOR shall ensure that all coaches involved in the Program are certified by the Florida Youth Soccer Association ("FYSA").
- 1.11 The CONTRACTOR shall purchase, at its own expense, the items the CONTRACTOR is required to purchase pursuant to Section 2.3 hereof, and shall advise the Director if the CONTRACTOR believes the VILLAGE should purchase any additional, new, or replacement equipment (such as goals and corner flags) required to prepare the Facilities for soccer activities. This paragraph shall in no way limit the CONTRACTOR's obligation to purchase, at its own expense, those items required by Section 2.3.
- 1.12 The CONTRACTOR shall actively supervise the daily operation of all Program Events. The CONTRACTOR shall ensure that at least one FYSA certified coach (as described in Section 1.10) is present and onsite during any Program Event.
- 1.13 The CONTRACTOR shall actively supervise youth soccer teams and each Program participant at all times during Program Events. At least one adult Approved Person shall be present in a supervising capacity for each fifteen children participating in any Program Event (e.g. if 16 children are participating in an event, then at least two adult Approved Persons shall be present and supervising).
- 1.14 The VILLAGE shall permit the CONTRACTOR to use the Facilities during Program Events (at times scheduled by the Director), but the CONTRACTOR may not use the Facilities at any other times without the consent of the Director.
- 1.15 The CONTRACTOR shall be responsible for enforcing compliance with the approved rules for all leagues and programs. The VILLAGE reserves the right to enact other rules, if necessary, at its sole discretion.
- 1.16 The CONTRACTOR shall ensure that all officials, coaches, counselors, volunteers, and instructors undergo thorough background screening, including fingerprinting and criminal background check prior to supervising children, and shall furnish all reports to the VILLAGE. The VILLAGE reserves the right to suspend, bar, or expel any official, coach, counselor, volunteer, or

instructor for any reason, at its sole discretion, without recourse from the subject person or the CONTRACTOR.

ARTICLE 2

PROGRAM FACILITIES AND EQUIPMENT

- 2.1 The VILLAGE shall permit the CONTRACTOR to conduct the Program Events outlined in this Agreement on certain designated playing fields within the VILLAGE. The designated areas for the Program Events are the Village Green, Key Biscayne Community School, Crandon Park, and St. Agnes field (each a "Facility" and collectively, the "Facilities"). The VILLAGE shall prepare the Facility for each Program Event by ensuring the presence of soccer goals and corner flags. The CONTRACTOR shall notify the VILLAGE of any special maintenance requirements for a Facility at least seven (7) days prior to the event requiring the special maintenance requirement.
- 2.2 Upon completion of a Program Event, the CONTRACTOR shall remove all of its personal property from the Facility so that the Facility is in substantially the same condition as it was prior to the Program Event, reasonable wear and tear from Program Events excepted (it being understood that the CONTRACTOR shall have no obligation to perform field maintenance).
- 2.3 The CONTRACTOR shall purchase and provide, at its own expense, all equipment necessary for the Program including, without limitation, soccer balls, cones, and uniforms; provided the CONTRACTOR shall not be required to purchase soccer goals and corner flags. The CONTRACTOR shall provide two uniforms for each Program participant: (1) a blue and white "home" uniform unique to the Program and (2) an A.C. Milan branded "away" uniform. Participants shall be instructed to wear the "home" uniforms during all Program Events, except for games played outside of the VILLAGE, during which the participants shall be instructed to wear the "away" uniform. The CONTRACTOR shall not order uniforms without VILLAGE's prior approval as to quantity and aesthetics of those uniforms.

ARTICLE 3

TERM OF AGREEMENT

- 3.1 This Agreement shall remain in full force and effect for a period of one (1) year commencing on the date shown in the first paragraph of this Agreement and may be extended for up to three (3)

additional one (1) year terms at the discretion of the VILLAGE, acting by and through the VILLAGE Manager.

ARTICLE 4
FEES AND COMPENSATION

4.1 Provided the CONTRACTOR fulfills its obligations under this Agreement to the reasonable satisfaction of the VILLAGE, the VILLAGE shall pay to the CONTRACTOR the "Total Annual Amount", which shall be the sum of the following:

- (a) the total amount of registration fees actually collected by the VILLAGE from individuals participating in recreational leagues and programs managed by the CONTRACTOR under this Agreement, including fees for post-season leagues and the international tournament; provided that in the event the VILLAGE requires the CONTRACTOR to manage its extended season/camp soccer league, the Total Annual Amount shall only include up to \$10,000 as a result of registration fees collected by the VILLAGE for the extended season/camp soccer league (collectively, the "Fee Revenue");
- (b) the amounts actually received by the VILLAGE due to fundraising events managed by the CONTRACTOR, up to a maximum of Ten Thousand Dollars (\$10,000);
- (c) the amounts actually received by the VILLAGE due to sponsorships of the soccer programs managed by the CONTRACTOR, up to a maximum of Twenty Thousand Dollars (\$20,000); and

The items listed in (b) and (c) above shall collectively be referred to as the "Other Revenue".

4.2 Payment of the Total Annual Amount shall be made in monthly installments of Fee Revenue and Other Revenue as described in this paragraph. It is anticipated that the majority of Fee Revenue will be received at the beginning of a particular soccer program. That total amount of Fee Revenue for a particular soccer program, MINUS any amounts advanced to the CONTRACTOR pursuant to Section 4.3, shall be divided by the number of months in the soccer program and paid to the CONTRACTOR in monthly installments over the course of that soccer program. Any Fee Revenue received after a payment has been made to the CONTRACTOR

shall be proportionately paid to the CONTRACTOR over the months remaining in that particular soccer program. The "Other Revenue" portion of the monthly installment shall be calculated by dividing the amount of Other Revenue not yet paid to the CONTRACTOR by the number of months remaining under this Agreement.

- 4.3 Upon the CONTRACTOR's request, the VILLAGE shall advance to the CONTRACTOR amounts reasonably required to permit the CONTRACTOR to order uniforms and equipment it is obligated to purchase under this Agreement, provided that (a) the Director shall have the right to review and require changes or alterations to such purchase, (b) no such purchase shall be made prior to the Director's review, (c) the CONTRACTOR shall submit to the Director purchase orders and/or invoices or quotes detailing the costs of the purchase prior to placing an order for same; and (d) all amounts advanced to the CONTRACTOR shall be subtracted from Fee Revenue for purposes of calculating monthly installment payments under Section 4.2 hereof.
- 4.4 All fees for Program Events and participation shall be approved and collected by the VILLAGE Manager, and the CONTRACTOR shall not alter existing fees or introduce any new fees without the written approval of the VILLAGE Manager. The CONTRACTOR shall not charge any participant for any other services not contained in the Agreement.
- 4.5 Any items, and the pricing of those items, which the CONTRACTOR desires to sell to Program participants ("Permitted Items") shall be approved by the Director prior to the CONTRACTOR offering any item for sale. The CONTRACTOR shall be permitted to collect its price, as approved by the Director, for any Permitted Items directly from the Program participants purchasing those items. Any such amounts collected shall belong to the CONTRACTOR and shall not be a part of the Total Annual Amount.
- 4.6 The CONTRACTOR shall retain all books and league lists/rosters in accordance with standard accounting procedures, and shall deliver originals or copies of such documents to the VILLAGE Clerk upon expiration or earlier termination of this Agreement. Some of these documents and the documents referenced in Section 1.7 may constitute public records under Florida law. As a result, the delivery of these records to the VILLAGE is a material provision of this Agreement. The CONTRACTOR agrees to timely produce any of the above-referenced documents upon request by the VILLAGE at

any time during the term of this Agreement to comply with applicable public records laws. The VILLAGE shall be permitted to withhold the final payment to CONTRACTOR until it receives the documents referenced herein and in Section 1.7.

- 4.7 The CONTRACTOR may solicit sponsors for recreational sports leagues, subject to the VILLAGE's approval which may be granted, withheld, or conditioned, in the VILLAGE's sole discretion. The CONTRACTOR agrees that the VILLAGE may condition any such sponsorship on the VILLAGE receiving a particular portion of fees or costs paid by such sponsor. Sponsors shall not be solicited without the express written consent of the Director. As described in Section 4.1, the first \$20,000 of the sponsorship funds that the VILLAGE receives under this Agreement shall be part of the Total Annual Amount; any additional funds the VILLAGE receives from sponsors shall be retained by the VILLAGE.
- 4.8 In the event (a) the Total Annual Amount is less than \$364,600.00 (such amount being the "Total Revenue" reflected in the 2008-2009 Operating Budget attached hereto as Exhibit "C" excluding revenue from merchandise sales and "shared camp revenue") or, in the event that the VILLAGE requires the CONTRACTOR to manage its "extended league" soccer league, less than \$374,600.00, (b) the Total Annual Amount is insufficient to fund the Program's operations (i.e. Program expenses exceeds the Total Annual Amount), and (c) such shortfall is not due to the CONTRACTOR's negligence, mismanagement, or failure to attempt to maximize revenue, then the VILLAGE agrees to fund the shortfall between the Total Annual Amount and Program expenses up to a maximum of \$10,000. In the event CONTRACTOR believes it is entitled to the \$10,000 payment described herein, CONTRACTOR shall notify the VILLAGE at least thirty (30) days prior to the expiration of this Agreement. If the VILLAGE determines, in its reasonable discretion, that this payment is warranted, the payment shall be a part of the final payment to be made to the CONTRACTOR under this Agreement.

ARTICLE 5

TERMINATION OF AGREEMENT

This Agreement may be terminated upon ten (10) days written notice from the VILLAGE at the VILLAGE'S sole discretion. In the event of termination by the VILLAGE, the CONTRACTOR shall not be entitled to any compensation other than that earned prior to and during the notice period.

ARTICLE 6
INDEPENDENT CONTRACTOR

The CONTRACTOR has control over the means and methods by which it performs the services. The CONTRACTOR, its employees and agents shall be deemed independent contractors and not agents or employees of the VILLAGE, and shall not attain any rights or benefits generally afforded to the VILLAGE employees; further, the CONTRACTOR, its employees and agents shall not be deemed entitled to the VILLAGE'S worker's compensation, insurance benefits or similar laws.

ARTICLE 7
INDEMNIFICATION CLAUSE

The CONTRACTOR agrees to defend, indemnify and hold harmless the VILLAGE and the VILLAGE'S agents, officers, and employees from and against any and all claims, suits, damages, liabilities or causes of action arising during the term of this Agreement, arising out of, related to, or in any way connected with the performance or non-performance of any provision of this Agreement required of the CONTRACTOR, including personal injury, loss of life or damage to property and from and against any orders, judgments or decrees which may be entered, and from and against all costs, attorney's fees, and expenses incurred in and about the defense of any such claim and the investigation thereof, regardless of the negligence of the VILLAGE or the VILLAGE'S agents, officers, and employees.

ARTICLE 8
INSURANCE

- 7.1 The CONTRACTOR shall provide, pay for, and maintain in force at all times during the period of this Agreement, a Comprehensive General Liability Insurance Policy with minimum bodily injury coverage of \$1,000,000.00 (one million dollars) and \$200,000.00 (two hundred thousand dollars) property damage liability.
- 7.2 The CONTRACTOR shall secure workers compensation insurance in the amount required by Florida Statute for all employees to the extent required for compliance with the "Workers' Compensation Law" (Ch. 440, F.S.) of the State of Florida and any applicable federal laws.

- 7.3 The CONTRACTOR shall secure a Business Automobile Liability policy with a minimum coverage of One Million Dollars (1,000,000.00) per occurrence combined single limit for Bodily Injury Liability and Property Damage Liability.
- 7.4 The VILLAGE shall be named, as an additional insured on all insurance policies the CONTRACTOR is required to provide, except for any applicable Workers Compensation insurance .

ARTICLE 9
MISCELLANEOUS

- 8.1 The CONTRACTOR shall, without additional expenses to the VILLAGE be responsible for obtaining any necessary licenses or permits, and for complying with any applicable federal, state, county, and municipal laws, ordinances, and regulations in connection with the performance of the services specified herein. The CONTRACTOR shall take proper safety and health precautions, including the employment of needed assistance, to protect participants, the VILLAGE, the public and property of others. The CONTRACTOR shall be responsible for all service performed or required to be performed pursuant to this Agreement.
- 8.2 The CONTRACTOR shall not promote any privately owned business in a VILLAGE park facility or solicit any participant in a VILLAGE park for any privately owned business. It is further understood that such action(s) may result in immediate termination of the Agreement and the forfeiture of all compensation due to the CONTRACTOR.
- 8.3 The CONTRACTOR shall meet with the Director or designee, and shall attend all meetings as required.
- 8.4 No modification, amendment, or alteration of the terms and conditions contained in this Agreement shall be effective unless contained in a written document executed with the same formality and equal dignity herewith.
- 8.5 This Agreement is non-transferable or assignable, and the CONTRACTOR agrees not to transfer or assign the performance of services called for in the Agreement.
- 8.6 This Agreement sets forth the full and complete understanding of the Parties as of the effective date, and supersedes any and all

negotiations, agreements, and representations made or dated prior to this Agreement.

- 8.7 This Agreement may be executed in several counterparts, each of which shall be deemed an original and such counterparts shall constitute one and the same instrument.
- 8.8 If any term or provision of this Agreement shall to any extent be held invalid or unenforceable, the remainder of this Agreement shall not be affected thereby, and each remaining term and provision of this Agreement shall be valid and be enforceable to the fullest extent permitted by law.
- 8.9 The failure of either party to this Agreement to object to or to take affirmative action with respect to any conduct of the other which is in violation of the terms of this Agreement shall not be construed as a waiver of the violation or breach, or of any future violation, breach or wrongful conduct.
- 8.10 In the event of any litigation arising out of this Agreement, the prevailing party shall be entitled to recover its attorneys' fees and costs, including the fees and expenses of any paralegals, law clerks and legal assistants, and including fees and expenses charged for representation at both the trial and appellate levels.
- 8.11 In the event of any litigation arising out of this Agreement, each party hereby knowingly, irrevocably, voluntarily and intentionally waives its right to trial by jury.
- 8.12 Any notices required by this Agreement shall be in writing and shall be deemed to have been properly given if transmitted by hand-delivery, by registered or certified mail with postage prepaid return receipt requested, or by a private postal service, addressed to the parties (or their successors) at the following addresses:

For the Village: Genaro " Chip" Inglesias
 Village Manager
 The Village of Key Biscayne
 88 West McIntyre Street
 Key Biscayne, FL 33149

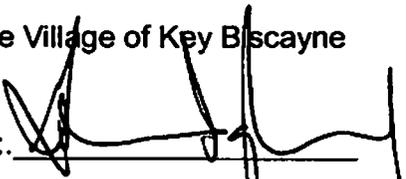
With a copy to: Stephen J. Helfman, Esq.
 Village Attorney
 Weiss Serota Helfman Pastoriza Cole & Boniske, P.L.
 2525 Ponce de Leon Blvd.

Coral Gables, Florida 33134

For The Contractor: Stepstone Enterprises LLC
1830 South Ocean Drive, Apt. 2507
Hallandale, Florida 33009

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IN WITNESS THEREOF, the parties hereto have made and executed this Agreement on the date above:

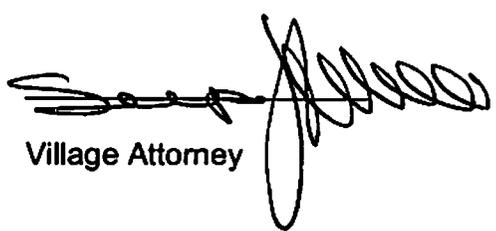
The Village of Key Biscayne
By: 
Genaro " Chip " Iglesias
Village Manager

ATTEST:


Conchita Alvarez
Village Clerk



APPROVED AS TO LEGAL FORM:


Village Attorney

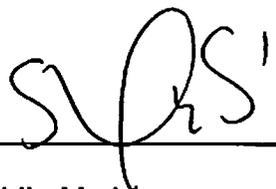
CONTRACTOR
BY: 
Name: Eddie Maris
Title: Manager

EXHIBIT “A”



A.C. Milan
S.p.A.

1. Proposed Contractor Objective:

The Milan Academy and A.C. Milan (Nominated by FIFA as the world’s most successful soccer club and youth development program) would like to offer the community of Key Biscayne a permanent and seasonal Soccer Camp and Soccer Academy Program, with focus on the **Integral Development** of children of all social and ethnic backgrounds. This program will be implemented through benchmarked short and long term goals with the supervision and planning of experienced professionals, the use of technology, innovation, science and with the effort of its network of national and international staff.

2. Proposed Contractor Organizational History Summary:

A.C. Milan, a world renowned institution was founded in 1899. The Milan Academy Program is conducted in 178 locations world wide. Over 100,000 children form part of this program every year and it has been the leading Integral Development program in the Americas and in the world for the passed 11 years. This program is managed by Stepstone Enterprises LLC, an international sports and special events management company operating on behalf of A.C. Milan in 22 states in the USA, Canada and in 13 countries in Latin America providing support to educational, social and recreational programs in the specified territories benefiting parents, children, coaches and other professionals through Clinics, workshops, Masters Courses, Charity Events and Sports Programs targeted towards the promotion of family values, crime prevention, professional formation and a healthy mindset.

3. Proposed Contractor’s Biographical Information:

Eddie Marles, A.C. Milan Managing Director for North and Latin America has been responsible for the implementation and growth of the A.C. Milan Youth Program since 2004 and is directly responsible for its continued growth and unique success through his use of public relations, management and marketing skills, planning and projections. Mr. Marles is also the founder and President of Stepstone Enterprises and has transformed this USA based company into an international Events Management Company with 40 staff members and or contractors, overseeing operations for more than thirty thousand (30,000) families, children, trainers and educators.



Campionati Italiani



Coppa Italia
1967-1972-1973-1977-2003



Supercoppa Italiana
1988-1992-1993-1994



Coppa dei Campioni
1963-1969-1989-1990-1994-2003



Coppa delle Coppe
1968-1973



Supercoppa Europea
1989-1990-1994-2003



Coppa Intercontinentale
1969-1969-1990



A.C. Milan
S.p.A.

Eddie Marles formed part of the USA Olympic Wrestling Team where he developed his sense of leadership and attended numerous Universities in the United States, Europe and in Latin America. Mr. Marles presently provides consulting services for other professional soccer teams from Europe and Latin America and is developing a social development model program plan for the United Nations. This plan will be launched on June 30, 2008 in the city of Pereira, Colombia and it is expected to expand throughout Latin America within the next 12 months.

Other Key Staff:

Jose Soto, a Springfield College sports physiology graduate, is Milan Academy's **Quality Control Manager and Logistics Coordinator** for the all Milan Academies in North America. Mr. Soto has been responsible for the diffusion of the Milan Soccer Camp program in CT, VA, GA, NY, MA and FL.

Mr. Soto has been responsible for the A.C. Milan coordination and organization of Major events such as the NSCAA Convention, USYSA Convention, the WSYSA (Palooza) convention, Milan Park Disney Showcase, Banamex Expo Futbol (Mexico City).

Mr. Soto has worked directly with Milan Lab (A.C. Milan's sports medicine laboratory) and the A.C. Milan Team in Milan, Italy and is in charge of following progress reports, analysis, evaluations, including surveys and testing for academy children in the USA.

Director Of Coaches

Mirco Gubellini: Presently undergoing a masters course in the Milan Academy formational school in Milan, Italy. Over 200 hours of intense training with the guidance of the Catholic University of Milan, Milan Lab and the Milan Academy Staff in Italy. Mr. Gubellini is a former Italian League professional player and Youth Development trainer with experience in 30 different countries with over 10 years in this field.

Mirco is presently the Director of Coaches for the Milan Academy Program in Doral, FL. where he manages a staff of 15 trainers and 450 children of Development and Elite levels.



Coppa Italia
1967-1972-1973-1977-2003



Coppa Italia
1967-1972-1973-1977-2003



Supercoppa Italiana
1988-1992-1993-1994



Coppa del Campioni
1963-1969-1969-1990-1994-2003



Coppa delle Coppe
1968-1973



Supercoppa Europea
1989-1990-1994-2003



Coppa Intercontinentale
1969-1989-1990



A.C. Milan
S.p.A.

4. Description of Managed Programs and Events:

2007/2008-Milan Academy, City of Doral, FL. 450 Children in Recreational, Development and Competitive levels. Year long program

2007/2008- Milan Academy, City of Santa Clarita, CA. 350 Children in Recreational, Development and Competitive levels. Year long program

2007/2008- Galassia Milan International Talent Clinic and Tournament. Milan, Italy

2006-2008- Milan Academy, City of Toronto, Ontario. 100 Children in Elite level

2004-2008 NSCAA, USYSA, WSYSA, CALSOUTH EXPO Conventions, Milan Park, Disney Showcase 3v3 Finals

2004-2008 Milan Junior Camp Program North American locations

Queens NY	Phoenix, AZ
Stanford, CT	Olivett, MI
Winchester, VA	Indianapolis, IN
Norfolk, VA	Toronto, ON
Fairfax, VA	Doral, FL
Atlanta and Lilburn, GA	Glendale, CA
Plymouth, MI	Santa Clarita, CA
Riverside, CA	San Francisco, CA

Latin American Locations

Guayaquil, Ecuador	Cuenca, Ecuador
Santiago, Chile	Quito, Ecuador
Caracas, Venezuela	Mexico City, Mexico
Panama City, Panama	Bogota, Colombia
Pereira, Colombia	Cali, Colombia
Medellin, Colombia	Lima, Peru
Sao Paolo, Brazil	Buenos Aires, Argentina
Cali, Colombia	Sabaneta, Colombia
Bucaramanga, Colombia	

Masters Courses

2008-Bogota, Colombia
2008-Pereira, Colombia
2007-Panama City, Panama

Clinics

Baltimore, MD, Santa Clarita, CA, Doral, FL



Campionati Italiani



Coppa Italia
1967-1972-1973-1977-2003



Supercoppa Italiana
1968-1992-1993-1994



Coppa del Campioni
1963-1969-1969-1990-1994-2003



Coppa delle Coppe
1968-1973



Supercoppa Europea
1969-1990-1994-2003



Coppa Intercontinentale
1968-1989-1990

EXHIBIT “B”

Event Name 2008-2009 Key Biscayne 510 Players

Location Key Biscayne-MIAMI, FL



	#	Costs	Time	Periods	Total	TOTAL USD
						2008/09
Boys Competitive Players	230	560	6	Months		\$ 128,800.00
Boys Developmental Players	180	460	5	Months		\$ 82,800.00
Girls Competitive Players	50	560	6	Months		\$ 28,000.00
Girls Development Players	50	460	5	Months		\$ 23,000.00
Total Fees						\$ 262,600.00
Post Season activities	200	165	2	months		\$ 66,000.00
Camp Shared Revenue						\$ 10,000.00
International Tournament	30	200				\$ 6,000.00
Merchandise Sales						\$ 3,000.00
Fund Raisers						\$ 10,000.00
Sponsorships						\$ 20,000.00
Total Other Revenues						\$ 115,000.00
						\$ 377,600.00



Coaches 40 Boys Teams 410 boys	20	700	6	Months		\$ 84,000.00
Coaches 8 girls Teams for 100 players	4	700	6	Months		\$ 16,800.00
Post season coaches	8	700	2			\$ 11,200.00
Total Coaches Expense						\$ 112,000.00



President, Technical Director, Manager & Assistant Manager						\$ 123,800.00
Total Staffing Cost						\$ 235,800.00
t/p						
Boys Passes	280	30	5\$	Variable		\$ 8,400.00
League Registration Boys	26.00	200				\$ 5,200.00
Play Off	26.00	190				\$ 4,940.00
Referees	26.00	50		4	6	\$ 31,200.00
Total League Costs						49,740.00
Balls (500 balls per 410 Players)	600	11		6 Months		\$ 6,600.00
Bibs	300	6		1 Anually		\$ 1,800.00
Goals, Cones, Discs, Flags, Rims, Ladders coolers, tents				Anually		\$ 3,000.00
Total						\$ 1,000.00
						12,400.00
Players Uniforms Competitive 3-3-3 & 1	280	135		1 Anually		\$ 37,800.00
Players Uniforms Development 2- 2- 2 &	230	95		1 Anually		\$ 21,850.00
Staff Uniforms 2-2-2-1 TRAINING BAG	24	90		1 Anually		\$ 2,160.00
Numbering of Uniforms	510	4,500				\$ 4,500.00
Total Uniforms						66,310.00
Printing & Publications				1 Anually		\$ 1,000.00
Visual Identity				1 Anually		\$ 500.00
Marketing Supplies				1 Anually		\$ 1,000.00
Publicity				1 Anually		\$ 1,000.00
Total						\$ 3,500.00
Attorney				Anually	1,000	\$ 1,000.00
Coaches Licenses						\$ 3,000.00

 Milan Park	\$ 5,000.00
Total of Expenses	\$ 373,250.00
Total Revenue	\$ 377,600.00
Revenue over Expenditiures	\$ 4,350.00

EXHIBIT “C”

Request for Letters of Interest

In its continued efforts to serve the residents of the Village of Key Biscayne, the Parks and Recreation Department (the "Department") is currently seeking to develop a youth soccer program designed to educate area children about the game of soccer and provide them with an avenue for basic skill development. To that end, the Department invites qualified and experienced individuals or firms (the "Proposed Contractor") who would like to oversee the development and implementation of a successful youth soccer program, capable of meeting the goals of the Department, to submit a letter of interest for the consideration of the Village, including review and input from the Village's Youth Athletics Advisory Board.

Letters of interest submitted to the Village shall include the following: (1) an outline of the type of program the Proposed Contractor intends to design and implement for the Village including an explanation of how it will achieve the Department's stated goals, (2) a brief organizational history of the Proposed Contractor; (3) biographical information of the Proposed Contractor's proposed director for the program as well as any key staff, and (4) a list and description of all soccer programs, leagues, and events previously developed and managed by the Proposed Contractor.

Submissions (including an original and ten (10) copies) must be received by the Village in the form of a Letter of Interest, which meets the requirements which are set forth herein, no later than 3p.m., on Monday, June 9th, 2008, at the Office of the Village Clerk, located at 88 W. McIntyre Street, Suite 220, Key Biscayne, Florida 33149. Faxes and email submittals are not acceptable.

Each qualified and responsive Proposed Contractor shall be evaluated based on the experience of their staff, history of developing successful programs and ability to meet the stated goals of the Department. Following a thorough evaluation of the qualifications of each Proposed Contractor, the Youth Athletics Advisory Board may invite up to the four (4) most qualified Proposed Contractors to make a presentation to the Board. Any final decision of the Village to authorize negotiations of a contract with the Proposed Contractor shall be up to the final decision of the Village Council and shall be subject to any recommendations of the Village Manager.

Any questions involving the Letter of Interest process shall be made in writing and directed to:

**Todd Hofferberth, Parks and Recreation Director
Parks and Recreation Department
Village of Key Biscayne
10 Village Green Way
Key Biscayne, FL 33149
FAX (305) 365-8991
E-mail: thofferberth@keybiscayne.fl.gov**

EXHIBIT “D”

Todd Hofferberth

From: eddiemarls@aol.com
Sent: Monday, June 30, 2008 2:11 PM
To: Todd Hofferberth
Subject: questions for AC Milan
Attachments: Key Bisc 6 30 08.zip

Dear Sirs,

Thank you for this great opportunity and for providing us the possibility to illustrate the Milan Academy Program.

We hope that you will base your decision on all the criteria that are essential for placing in charge an organization that is opt in managing a true soccer program for the benefit of its children, with the needed guidance, leadership, professionalism and image as it will reflect the capacity and ability of your board.

We would like to express our total confidence in your decision, as we are confident of our program and of the work we have done thorough out the world in the the USA. Every year 100,000 children take part in our activities through the implementation of basic, interactive, entertaining and targeted programs for boys and girls of all athletic, technical levels and ethnical backgrounds. This is acheived in conjunction with the use of technology, innovation, research, science and a group of true soccer professionals.

Thank you for this opportunity.

Best regards,

Eddie Marles

Get the Moviefone Toolbar. Showtimes, theaters, movie news, & more!

Thank you all for the opportunity to further detail the information which we have already provided. These questions reflect the points that we had actually covered in our presentation and that were addressed and provided in our documentation. Please refer to the CD and Paper copy of the material we provided at the meeting.

In this documentation and CD material you will find the entire Milan Academy Program, approach, philosophy and method of implementation of our initiatives

1. Does your organization have insurance? Please describe the policy you have.

Yes, It is Francis L. Dean and Associates. 307 West 7th Street, Suite 1720 Fort Worth, Texas 76102 Phone (800) 375-0552 Fax (817) 810-0477

Policy attached. Max. market coverage for events and sports activities to be activated in each location. We have a general global policy and for every event location we make an amendment.

2. Is your organization incorporated and in good standing with the State of Florida? Please provide the corporate information.

In good standing. Articles of incorporation are attached. Stepstone Enterprises LLC is the AC Milan event and camp/academy management company for the Americas.

3. Is your organization equipped to handle girls soccer separately with psychological strategy geared towards girls?

Understanding the difference between both programs and their integration is indispensable to the general club progress. Though different, boys and girls have equal capacity and ability to develop their talent. Women may need a different mean for measurement when it comes to physical and psychological pressures and demands. Basic physical training will differ in a women's program as their biological, genetical and environmental conditions will require diverse training and scientific approaches. Muscular- skeletal injuries (structures), for example require focus on hips, knee joints and ankles. Basic balance and stability exercises will differ in a men's and women's training program. Physical and genetical differences in women, the recent participation of women in competitive sports and other conditions are a reality that is particularly linked to the psychological factors in women who play this sport.

Knowledgeable coaches will understand this difference and a well trained Technical Director will also understand it, thus implementing a proper program that is different but parallel. Our technical Directors are prepared for this task which includes team building exercises, enhanced communication through team activities, confidence building through validation, acknowledgement, accomplishments and abilities.

4. Can your organization provide us with at least 10 coaches and guarantee that they are properly licensed to teach, have clear criminal backgrounds and legal US immigration status. Please provide a list of coaches.

Yes we can. We wish to begin working with the coaches in the current program in order not create a situation of trauma or shock to the players and their families, and conduct a filtering process through which we will identify those individuals who are better qualified, referenced and have clearance with local authorities. The program needs to part from its current base. We will then add other professionals from our list and begin a proper search.

Mirco Gubellini, Cristiano Scapolo, Alessandro Sbrizzo, Wilmar Montoya, Jose Soto, Carlos Barone, Davide Corti, Mateus Manoel, Mauro Ardizzone, Roberto Tumiatì, Roberto Alessio,

5. Can each academy provide the cost per child for a recreational/intramural season and a traveling/competitive season? Please provide a detailed budget proposal.

Attached. There are five different scenarios that we can discuss with the board in order to decide what is best for the families, the Village board and for the program management.

6. I would like to know each organizations fees they will be charging per participant, length of season as it pertains to said fees. What each participant will be receiving (uniforms, 1 or 2 coaches, balls, etc...)

Please see attached budget. Includes a complete uniform with an Adidas home and away jersey, a training jersey and a gym bag. All children will have a ball to train with. There will be one coach per every two teams and assistant coaches plus technical Director

7. Please discuss anticipated sponsorship funds and how these sponsorship funds would be allocated (split) between the 'managing' organization and the Village.

This is to be discussed in detail as the sponsorship funds would be reinvested into the program for the bettering of infrastructure, participation in tournaments, coaches, doctors, strength and conditioning coaches, psychologists and coaches education. Split amounts would be negotiated according to the necessities of the Village and of the program itself.

8. Please disclose any business or other financial relationship, directly or indirectly, past or present, which you or your company/organization has with any Board member of the Key Biscayne Athletic Club (KBAC), the Key Biscayne Youth Athletic Advisory Board (KBYAAB), or any other representative or employee of the Village of Key Biscayne. If no such relationship exists, please state "None".

None

9. Please provide reference letters from municipalities and organizations with whom you have worked with over the past three years.

Attached

Form SS-4 (For use by employers, corporations, partnerships, trusts, estates, churches, government agencies, Indian tribal entities, certain individuals, and others.) Department of the Treasury (Rev. December 2001)		Application for Employer Identification Number ▶ See separate instructions for each line. ▶ Keep a copy for your records.		OMB No 1545-0003 25-5827548 EIN	
1 Legal name of entity (or individual) for whom the EIN is being requested STEPSTONE ENTERPRISES LLC					
2 Trade name of business (if different from name on line 1) 3 Executor, trustee, or name					
4a Mailing address (room, apt., suite no. and street, or P.O. box) 14355 SW 15 STREET		4b City, state, and ZIP code PEARSONVILLE FL 32077		6 County and state where principal business is located County BROWARD State FL	
7a Name of principal officer, general partner, proprietor, owner, or trustee EDGAR MARLES					
7b SSN, TIN, EIN 7b SSN TIN EIN 118-66-6999					
8a Type of entity (check only one) <input type="checkbox"/> Sole Proprietor (SSN) <input type="checkbox"/> Partnership <input type="checkbox"/> Corporation (enter farm number to be filed) <input type="checkbox"/> Personal Service <input type="checkbox"/> Church or church-controlled organization <input type="checkbox"/> Other nonprofit organization (specify) ▶ <input type="checkbox"/> Other (specify) ▶ DISREGARDED ENTITY <input type="checkbox"/> If a corporation, name the state or foreign country (if applicable) where incorporated <input type="checkbox"/> State FL <input type="checkbox"/> Foreign country					
9 Reason for applying (check only one) <input type="checkbox"/> Started new business (specify type) ▶ <input type="checkbox"/> Entertainment <input type="checkbox"/> Head employees (check the box and see line 12) <input type="checkbox"/> Compliance with IRS withholding regulations <input type="checkbox"/> Other (specify) ▶ 10 Date business started or acquired (month, day, year) 11 Closing month of accounting year 12 First date wages or salaries were paid or will be paid (month, day, year) Note: If applicant is a withholding agent, enter date income will first be paid to withholding agent (month, day, year) 13 Highest number of employees expected in the next twelve months (Note: If no applicant is expected to have any employees during the period, enter "0") <input type="checkbox"/> Household <input type="checkbox"/> Agriculture <input type="checkbox"/> Other					
14 Check box and date (month, day, year) when the principal activity of the business changed (specify type of organization) (specify new type) ▶ <input type="checkbox"/> Banking purpose (specify purpose) ▶ <input type="checkbox"/> Purchased going business <input type="checkbox"/> Changed type of organization (specify new type) ▶ <input type="checkbox"/> Entertainment <input type="checkbox"/> Head employees (check the box and see line 12) <input type="checkbox"/> Compliance with IRS withholding regulations <input type="checkbox"/> Other (specify) ▶ 15 Date business started or acquired (month, day, year) 16 Highest number of employees expected in the next twelve months (Note: If no applicant is expected to have any employees during the period, enter "0") <input type="checkbox"/> Household <input type="checkbox"/> Agriculture <input type="checkbox"/> Other					
16 Check box and date (month, day, year) when the principal activity of the business changed (specify type of organization) (specify new type) ▶ <input type="checkbox"/> Health care & social assistance <input type="checkbox"/> Accommodation & food service <input type="checkbox"/> Retail <input type="checkbox"/> Wholesale-retailer <input type="checkbox"/> Construction <input type="checkbox"/> Rental & leasing <input type="checkbox"/> Transportation & warehousing <input type="checkbox"/> Finance & insurance <input type="checkbox"/> Other (specify) ▶ ENTERTAINMENT AND RECREATION 17 Indicate principal activity of the business (check one or more) (specify products, services, or other) <input type="checkbox"/> Entertainment and recreation <input type="checkbox"/> Health care & social assistance <input type="checkbox"/> Accommodation & food service <input type="checkbox"/> Retail <input type="checkbox"/> Wholesale-retailer					
18 Has the applicant ever been an employer identification number for this or any other business? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No					
19 If you checked "Yes" on line 18, give applicant's legal name and (do name shown on prior application if different from line 1 or 2 above) 20 If you checked "Yes" on line 18, give applicant's legal name and (do name shown on prior application if different from line 1 or 2 above) 21 Approximate date when this business first started (month, day, year) 22 City and state where filed (Enter previous employer identification number if known) 23 Previous EIN					
24 Complete section only if you are filing this return with the IRS (do not check this box unless you are filing with the IRS) 25 Designator (specify number) (include any suffix) 26 Designator (specify number) (include any suffix) 27 Designator (specify number) (include any suffix)					
28 Date of filing (month, day, year) 29 Date of filing (month, day, year)					

**Electronic Articles of Organization
For
Florida Limited Liability Company**

**L06000105974
FILED 8:00 AM
November 01, 2006
Sec. Of State
Jbryan**

Article I

The name of the Limited Liability Company is:

STEPSTONE ENTERPRISES I.L.C

Article II

The street address of the principal office of the Limited Liability Company is:

**14935 SW 15 STREET
PEMBROKE PINES, FL. US 33027**

The mailing address of the Limited Liability Company is:

**14935 SW 15 STREET
PEMBROKE PINES, FL. US 33027**

Article III

The purpose for which this Limited Liability Company is organized is:

**ANY AND ALL LAWFUL BUSINESS, ESPECIALLY SPORTS,
ENTERTAINMENT AND RECREATION.**

Article IV

The name and Florida street address of the registered agent is:

**EDGAR MARLES
14935 SW 15 STREET
PEMBROKE PINES, FL. 33027**

**Having been named as registered agent and to accept service of process
for the above stated limited liability company at the place designated
in this certificate, I hereby accept the appointment as registered agent
and agree to act in this capacity. I further agree to comply with the
provisions of all statutes relating to the proper and complete performance
of my duties, and I am familiar with and accept the obligations of my
position as registered agent.**

Registered Agent Signature: EDGAR MARLES

Article V

The name and address of managing members/managers are:

Title: MGR
EDGAR MARLES
14935 SW 15 STREET
PEMBROKE PINES, FL. 33027 US

L06000105974
FILED 8:00 AM
November 01, 2006
Sec. Of State
jbryan

Article VI

The effective date for this Limited Liability Company shall be:

10/31/2006

Signature of member or an authorized representative of a member

Signature: EDGAR MARLES



July 23, 2008

Village of Key Biscayne, Florida

To Whom It May Concern:

The Continental Cup international youth soccer tournament foresees boundless potential through its partnership with AC Milan, the world's most successful football institution and the world's most decorated club. So much so that, in 2009, the Continental Cup will be renamed the "AC Milan Continental Cup presented by Adidas." Through this partnership, the Continental Cup and AC Milan will add additional elements to the tournament providing players and coaches with the opportunity to be part of an elite soccer experience found no where else in the world!

The "AC Milan College Showcase Division" will provide an opportunity for youth players from around the world to showcase their talents in front of the top college coaches from across the United States, thereby opening doors to college scholarships. The Showcase will feature competitions among 12 teams: Four elite teams from the United States, four AC Milan Academy teams, and four elite international teams.

This partnership will also provide additional philanthropic opportunities such as the "Kick for Nick" program which provides soccer balls and programming to the youth soccer players of Iraq with the potential to extend the program to additional war-torn countries.

AC Milan's partnership with the Continental Cup speaks volumes to the potential of this tournament. Our ability to foster this relationship with the world's most successful and decorated soccer institution is not only beneficial for the Continental Cup, but also for the Greater Cleveland community. With AC Milan Academies in 14 countries around the world, we anticipate tremendous international growth and appeal of the tournament and the city.

We have found the staff and the programming elements of AC Milan to be exemplary and recommend them without reservation.

Sincerely,

Michael D. Payto
President, Marketing and Sales
Greater Cleveland Sports Commission



A.C. Milan Academy

June 30, 2008

On Behalf of the AC Milan USA Academy,

Dear Sirs,

I would like to submit this letter of recommendation on behalf of the AC Milan USA Soccer Academy. The Academy is one of the only authentic relationships that exists between youth and professional soccer in this country and a truly world class professional soccer club in Europe. Our philosophy is to create the same high standards of excellence and competition here in the U.S. that has been built up over many decades at A.C. Milan. Our Directors of Coaches are the direct link from the AC Milan professional team and the Milanello training ground. They ensure that the quality of the technical work is first rate and they help us all instill a sense of the rich traditions that are a part of the championship culture of AC Milan.

We feel that our model is proven to be one of the best for developing players. We also feel that we are rapidly building a sense of loyalty, respect, and commitment to the AC Milan colors and traditions. As a twenty year veteran of professional and youth soccer here in the United States I know how much talk is made about developing players without any real understanding of how players learn and absorb technique, tactics, and a sense of devotion to the game played at a high level. Having played professionally in Miami as the original member of the MLS franchise Miami Fusion I know that the residents of South Florida are desperate for an environment that will bring first rate soccer to players of all ages and ability. AC Milan Academies have the recreation and competitive soccer programs and events to provide that opportunity.

Sincerely,

David S. Vaudreuil



June 30, 2008

Re: Milan Junior Camp

To: Todd Hofferberth

My name is Giuseppe Luna, Asst. Director and Coach of Crown City Soccer Club in San Marino, California.

I'm the Director and Coordinator of the Milan Junior Camp in Glendale. I have been working with Eddie Marls and his organization for the past three years and working currently on this years Milan Junior Camp in July. During this time I work very closely with Eddie and his staff, and the level of professionalism, organization, communication and experience is exceptional.

Organized a Soccer Camp of this level is not an easy task, but I can guarantee you that with out the help and organization of Eddie Marls and his Staff would be impossible.

Mr. Eddie Marls and his organization would be a great asset to your organization and community

If you have any question, please feel free to call me at (909) 944-3838 xt.13 or my cell at (626) 673-1680.

Sincerely

A handwritten signature in black ink, appearing to read "Giuseppe Luna", is written over the typed name.

Giuseppe Luna
MJC Organizer
Glendale



Dear Friends

We want to inform you all of the great initiatives of AC Milan in Mexico, since 2004 we started with 2 Milan junior camps in Mexico City from that time we made 7 Milan junior camps until 2007 in Cancun, Estado de México and México City. This year we will have 5 Milan Junior Camps.

We have also had a very successful soccer school program in operation since 2006 with 300 children(boys and girls)in México City.

The level of our players has significantly increased since the beginning of the program and our club now identifies itself with the honor, pride and professionalism of AC Milan

Thank you for your attention,

A handwritten signature in black ink, appearing to read "Mario Ayala".

Mario Ayala
CEO ISA México
Club Central
Mexico City



+ (52 55) 5568-1448
www.isamexico.com.mx





A.C. Milan Academy

June 30, 2008

On Behalf of the AC Milan USA Academy,

Dear Sirs,

I would like to submit this letter of recommendation on behalf of the AC Milan USA Soccer Academy. The Academy is one of the only authentic relationships that exists between youth and professional soccer in this country and a truly world class professional soccer club in Europe. Our philosophy is to create the same high standards of excellence and competition here in the U.S. that has been built up over many decades at A.C. Milan. Our Directors of Coaches are the direct link from the AC Milan professional team and the Milanello training ground. They ensure that the quality of the technical work is first rate and they help us all instill a sense of the rich traditions that are a part of the championship culture of AC Milan.

We feel that our model is proven to be one of the best for developing players. We also feel that we are rapidly building a sense of loyalty, respect, and commitment to the AC Milan colors and traditions. As a twenty year veteran of professional and youth soccer here in the United States I know how much talk is made about developing players without any real understanding of how players learn and absorb technique, tactics, and a sense of devotion to the game played at a high level. Having played professionally in Miami as the original member of the MLS franchise Miami Fusion I know that the residents of South Florida are desperate for an environment that will bring first rate soccer to players of all ages and ability. AC Milan Academies have the recreation and competitive soccer programs and events to provide that opportunity.

Sincerely,

David S. Vaudreuil



Wednesday, July 02, 2008



Dear Sir/Madame,

The Soccer Academy for Champions and their professional staff from Italy and Canada have created a model that will provide hands-on training philosophy and methods applying the AC Milan system of teaching and coaching. This development is offered year round.



Our mission is *"to foster an athletic environment that allows students-athletes to experience the true game of soccer and which overtime develops them into elite soccer player."* The Soccer Academy for Champions is entering their third year of AC Milan Soccer School programs and the growths of our programs have been a success and our athletes have seen an immense difference in their skills and personality.

The ultimate result is that young Canadian players are being prepared by professional coaches with international experience for their next level of play. This could include levels of Professional Clubs or Canadian/American Universities.



Sincerely,



Debora Mazzone
The Soccer Academy for Champions – Manager

Exhibit "C"

Exhibit "C"

Operating Budget

280 PLAYERS

SEASON INCOME		PLAYERS	REGIST. \$	TOTAL
INTRAMURAL		100	\$300.00	\$30,000.00
TRAVELING		150	\$650.00	\$97,500.00
CHILDREN U3/U4		30	\$300.00	\$9,000.00
TOTAL		280		\$136,500.00

OTHER INCOME	
SPONSORSHIPS	\$10,000.00
AC MILAN Subsidy for Technical Director	\$36,400.00
VILLAGE OF KEY BISCAYNE Subsidy #1	\$10,000.00
VKB Subsidy #2: Referees, League & Others	\$18,315.08
TOTAL	\$74,715.08

TOTAL INCOME	\$211,215.08
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SEASON COSTS	
UNIFORMS & EQUIPMENT	\$25,500.00
SALARIES, WAGES & OTHER STAFF	\$17,000.00
COACHES SALARIES	\$110,400.00
MANAGEMENT	\$32,000.00
EVENT COSTS	\$2,000.00
MARKETING EXPENSES	\$2,000.00
BANK SERVICES CHARGES	\$400.00
GENERAL OPERATIVE EXPENSES	\$1,000.00
REFEREES & LEAGUE	\$18,315.08
OTHERS (Scholarships)	\$5,500.00
TOTAL COSTS	\$214,115.08

SEASON BALANCE		
INCOME		\$211,215.08
COSTS		\$214,115.08
	TOTAL	-\$2,900.00

POST-SEASON PROJECTIONS				
MONTH	INCOME		COSTS	BALANCE
	PLAYERS	USD\$	COACH	
March	100	\$10,150.00	\$5,000.00	\$5,150.00
April	50	\$5,075.00	\$2,500.00	\$2,575.00
May	50	\$5,075.00	\$2,500.00	\$2,575.00
August	50	\$5,075.00	\$2,500.00	\$2,575.00
TOTAL	250	\$25,375.00	\$12,500.00	\$12,875.00

POST-SEASON BALANCE \$12,875.00

Exhibit "D"

Soccer Time-Line

- January 7, 2009:** The Village sends out the soccer mid-season assessment survey
- February 11, 2009:** YAAB Meeting:
The Youth Athletics Advisory Board (YAAB) discusses following issues related to soccer:
1. Legal status of coaches
 2. Contract's expiration date
 3. Season Dates
- March 4, 2009:** YAAB Meeting:
YAAB discusses the intramural soccer and contract review
- March 18, 2009:** YAAB Meeting:
The YAAB discusses post-season soccer activities and the dates for the 2009-2010 season
- April 1, 2009:** YAAB Meeting:
The YAAB discusses the following items related to soccer:
1. Season dates
 2. Inviting AC Milan to the April 22, 2009 meeting to discuss several issues
 3. KBAC appointment of soccer commissioner
 4. Discussed a model where intramural is done in house and traveling is outsourced
 5. The issues related to paid coaches and the cost of programs
 6. Discussed the post season soccer survey and the program moving forward
- April 22, 2009:** YAAB Meeting:
The following soccer related issues took place
1. Jose Lopez was introduced as the new KBAC Soccer Commissioner
 2. Jose Lopez stated his desire to create a focus group to discuss soccer
 - a. This group would discuss the current program and other options
 - b. Discuss questions that could be included in the survey
 3. The YAAB discussed the make-up of this group and who should be included
 4. The YAAB discussed defining the role for this focus group

5. The YAAB recommended that this group meet and provide recommended survey questions and information relating to the soccer program to the YAAB and Village Staff

May 5, 2009:

YAAB meeting:

1. Jose Lopez addresses the YAAB and gives a summary of the "Think Tanks" activities
2. Jose Lopez provided a draft survey created by the "Think Tank"
3. The YAAB discusses the questions and format of a post season soccer survey
4. A Village wide "Town Hall Meeting" to discuss the soccer season is scheduled for May 28th
5. Village staff discusses what has taken place to date in their negotiations with AC Milan and that they are awaiting a new proposal from them
6. A June 3rd soccer discussion is agreed to
7. The YAAB discusses the existing contract and staff requests that the YAAB review the contract that has been provided to them and recommend any changes they feel are required
8. The YAAB agrees to email staff recommended changes to the contract

May 20, 2009:

YAAB Meeting:

1. Staff discussed the AC Milan meeting that took place earlier that day.
2. Staff stated they are attempting to negotiate lower costs in the agreement with AC Milan
3. Staff will provide the survey results, AC Milan costs, and discuss the "Town Hall Meeting" at the board's June 3rd meeting. The information will be provided to the board no later than May 29th in preparation for the meeting.
4. The YAAB agreed to also hear the "Think Tank" recommendations at the June 3rd meeting
5. It was agreed that the contract would be forwarded to the board again for their review
6. The YAAB reviewed the final draft of the soccer survey
7. The YAAB recommended changes to the survey that were implemented by staff
8. The YAAB discussed the format of the May 28th "Town Hall Meeting" to discuss soccer

May 22, 2009:

The Village sends out the amended soccer survey

June 3, 2009:

YAAB Meeting:

1. The YAAB and staff discuss the results of the soccer survey
 - a. There was an issue with bellsouth.net and Comcast blocking the survey
 - b. This survey received 160 responses, the next most responded to survey was the mid-season soccer survey with 38 responses followed by basketball with 27, Volleyball 26, and flag with 17
2. The YAAB discussed the "Town Hall Meeting"
 - a. Ricky Martinez and Gonzalo Nunez were present and discussed the issues that were discussed at the meeting
 - b. Everyone agreed that the intramural teams should be divided into individual teams and play games on Saturdays
3. Jose Lopez presented the soccer "Think Tank" recommendations
 - a. The YAAB discussed how these recommendations were reached
 - b. The YAAB discussed the recommendation for lower intramural fees and that the intramural program should be divided into separate teams with each teams having it own uniform and playing games on Saturdays
 - c. The YAAB discussed the appropriate license the coaches should be required to maintain
 - d. The YAAB discussed that efforts should be made to improve communication
4. Eddie Marls addressed the Board on behalf of AC Milan/Stepstone Enterprises LLC.
 - a. The YAAB and Mr. Marls addressed budget items as the YAAB looked for ways to reduce the costs for the program
5. The YAAB heard public comments in support of the program Mark Godward, Sergio Allemlia, and Stephanie Lambert. Jackie Kellogg addressed the board with her concerns with the intramural costs.
6. The YAAB agreed to review the information provided and re-convene on June 8th to provide a recommendation

June 8, 2009:

YAAB Meeting:

1. The YAAB reviewed the spreadsheet provided by staff describing the costs and the potential fees for soccer
2. The YAAB discussed the \$28,000 subsidy
3. The YAAB discussed several issues relating to the soccer program
4. The YAAB provided the following recommendation:
 - a. Provided that:
 - i. Soccer is split into an intramural and traveling with the registration being no more than \$300/child for the intramural

program and \$650 for traveling as described in option #1 on the form provided. Seconded by RM: Unanimous

- ii. The Board recommends that AC Milan and the Village work to improve lines of communication available to the program participants
- iii. That the 3&4 years old program be included in the contract
- iv. The Board recommends that an attempt be made to provide intramural offering for older age groups
- v. The Board recommends that the intramural program be made up of different teams with different uniforms that play games on Saturday
- vi. The Board recommends the establishment of a Girl's Soccer Commissioner under the current Soccer Commissioner with a main emphasis of recruiting girls into the program
- vii. The Board recommends that the Village still take all payment for the program
- viii. The Board recommends that the Village strive to achieve compliance with the CPR, certifications and background checks as stated in the contract
- ix. RM made a motion to approve all of the recommendations as stated: the board agreed
- x. RM made a motion to approve AC Milan as the soccer vendor for the year 2009-2010 provided their can meet the approved recommendations: Unanimous
- xi. The Board discussed the motion
 1. RM asked about the term
 2. Staff stated that there was an extension provision
 3. The Board discussed that these terms be for one year and that a multi-years contract be entered into
 4. ML stated that the uniform issue in the contract be enforced and all of these items terms and provisions in the existing contract be included and enforced.
 - a. The Board made this as a motion, seconded by RM and unanimously approved by the board
 5. The Board requested further delineation on the salaries, wages and other costs mentioned including the management fees in the contract. This motion was moved by RB and approved by the board.

Exhibit "E"

Meeting Notes

6-3-09

1. Call to order:
 - a. Ricky Martinez, Glen Waldman, Robert Bailey, Gonzalo Nunez and were present and Mayra Lindsay arrived after roll call.
2. Agenda Review:
 - a. The Board reviewed the agenda.
3. Minutes:
 - a. The meeting minutes from 5/20/09 were not adopted
4. Youth Soccer Information Review:
 - a. Youth Soccer Survey:
 - i. Staff reviewed the survey information provided to the board
 - ii. Staff stated that Bellsouth.net and maybe Comcast are blocking the ZAP survey
 - iii. Staff is looking to address these issues
 - iv. The soccer survey was by far the most respondents
 - v. The Board discussed the issues related to the survey
 - vi. 75% stated that the program was improved or much improved was discussed
 - vii. GN stated that the cost issue in the survey was very informative
 - viii. GW discussed how people had skipped some of the questions
 - ix. RB stated that the survey was improved, but that the data has to be looked into to see how valid the response was.
 - x. GW discussed how 4-5 people volunteered to coach in the survey
 - b. Youth Soccer "Open House" discussion:
 - i. The Village conducted an open house on Thursday, May 28th at 7:00 PM in the Community Center.
 - ii. Staff gave a brief recap of the meeting. There were about 30 people in attendance. Everyone agreed that intramural should be divided into individual teams with uniforms that play games every Saturday. Many people stated the satisfaction with the program while there was one or two that had issues with the program.
 - iii. RM stated how the numbers impacted the season at that it is priority to get greater numbers of kids involved in the program by addressing any issues including cost.
 - c. Soccer "Think Tank" Recommendations:

- i. RM gave a brief background about the Think Tank.
- ii. Jose Lopez (JL2) addressed the Board
 1. JL2 read a statement into the record. (The recommendations are provided in the agenda)
 2. RM asked if the recommendations were voted on
 3. JL2 stated they were issue that came out of the meetings
 4. GN stated that they were not voted on by the board or without group approval
 5. The Board discussed the origin of the recommendations
 6. GW clarified that it these were issues that came up in the process, but there were not unanimous, and are provided to the Board for consideration.
 7. Staff stated that these items have all been heard by the Board prior to this document
 8. The Board discussed the first recommendation regarding communication with the coach. There was disagreement as to the statements made but all agreed that lines of communication could be improved.
 9. JL2 and the Board discussed lower cost for intramurals
 10. JL2 discussed national team uniforms for the intramural program
 11. JL2 and the Board discussed the recommendation that all payments should go through the Village for the regular season.
 12. RB addressed how off season will go directly through the contractors like they will for the other programs.
 13. JL2 stated that the Village should be able to interview all new staff with their credentials, background check, employment documentation papers, CPR and first aid, and all documents as per the contract in a timely manner.
 14. JL2 stated that the contractor agreed to have all coaches USSF "C" license level
 15. GN asked if this is required of all vendors
 16. Staff stated that this is a Parks & Recreation policy
 17. RM stated these items were in the contract
 18. JL2 stated that hiring a girl's soccer coordinator was a goal. This person would be the face of the girl's program and help recruit girls to increase participation.
 19. JL2 stated that girls are leaving the program to participate elsewhere and this could help address this issue
 20. JL2 stated a goal was to incorporate volunteers into the program.
 21. The Board discussed if this was a KBAC Board/Volunteer position or something from within AC Milan.

5. The Board agreed to merge the agenda items of AC Milan proposal and AC Milan Budget:
 - a. Eddie Marls (EM) addressed the Board
 - i. EM stated that he agreed with the recommendations and that they look to improve in those areas moving forward.
 - ii. EM stated the girls were a priority going forward and that uniforms, cost and communications have also been a topic
 - iii. EM stated that AC Milan did manage a communication platform and they encouraged communication between the coaches and the parents.
 - iv. He stated his desire to get moving forward quickly if a decision is made soon
 - v. RM asked if the coaches were available to the parents and ML stated that was the case as well as the technical director and the manager.
 - b. Proposed Budget
 - i. EM stated how previous years had a subsidy of around \$100,000
 - ii. He stated that the costs were reduced in this budget, but over time that additional cost reductions could be made
 - iii. EM stated that the records and bank statements are available for review
 - iv. EM stated that as seasons go by the fees can be reduced
 - v. EM stated that the proposed budget presented is the best that they are available to do this years
 - vi. RM asked why the estimated registration was 280 and 330 players
 - vii. EM stated that that was a pessimistic estimate if the economy was to reduce registration
 - viii. EM stated that all of the funds generated go back into the program, and the had a loss this year
 - ix. EM stated that they were aggressively looking for sponsorships
 - x. GW had questions regarding the budget.
 - xi. RB discussed the previous budget deficits
 - xii. ML asked if the moneys provided previously were for soccer
 - xiii. Staff stated the it effectively went to soccer but the funds were managed by KBAC
 - xiv. RB GW stated that the budgets provided by KBAC showed that these funds were going to soccer.
 - xv. Staff addressed the additional funds being included in this budget proposal
 - xvi. Staff stated that the 18,315 was for all of the FYSA and referee fees.
 - xvii. Staff addressed how many of the issues that had happened in the past with canceled games and forfeits did not happen this year and as a result the Village's reputation in the league was improved
 - xviii. RM stated that the \$18,315 was fees all for the traveling program and as a result the intramural fees are still subsidizing traveling program
 - xix. GW stated that with the shortened season that this reduced fee really does not result in a per month reduced cost for the intramural program.

- xx. EM stated that they could not commit to a lower fee at this time, and they did not shorten the season, that was done by the YAAB.
- xxi. ML stated that numbers dropped due to cost and that based on the economy, and that unless the costs drop in will reduce the participation numbers.
- xxii. ML stated that fees were changed during the course of the season.
- xxiii. EM stated that the cost of the regular season was not changed
- xxiv. GW asked between the off season and the regular season and that the answer was not satisfactory
- xxv. The Board discussed the off season and in-season costs and fees.
- xxvi. The board addressed the \$380 intramural fee
- xxvii. The 50 per month was for the 3 & 4 year old program as per AC Milan
- xxviii. GW inquired about the staffing costs for \$17,000 for wages and other staff and the \$32,000
- xxix. EM stated addressed these costs by saying this are staff that work for the program and the \$32,000 was for Maria the manager just for Key Biscayne
- xxx. ML asked about the other marketing, events and others costs
- xxxi. EM stated those were for promotional items, flyers, brochures, newspaper ads, advertising, SMS platform and others
- xxxii. GN asked about the 3 sessions at an hour per session
- xxxiii. RB stated he looked at those numbers and it comes out to about \$9 per session.
- xxxiv. GN stated that is a good bench mark for expense, and how does this compare to other activities.
- xxxv. ML stated that this is understood, but not subsidize by tax dollars. She stated her objection is due to the tax dollar subsidy
- xxxvi. RM asked if AC Milan could do the program with just the traveling program
- xxxvii. EM stated that this was not possible
- xxxviii. RB stated that splitting the program may have negative effects on the program
- xxxix. Staff stated there were issues in the past when the program was split.
 - xl. GW asked about the qualified volunteer coaches indentified in the survey
 - xli. EM stated that they are in the process of contacting those individuals.
 - xl.ii. EM stated that they had started a parent coaches clinic that was only attended by five people
 - xl.iii. ML stated she did not see the clinics advertised
 - xl.ii. The Board stated it was in the Islander
 - xl.v. RM asked if staff was expecting a recommendation
 - xl.vi. Staff stated it needed to be at this or the next meeting
 - xl.vii. The Board discussed what is needed to make a decision
 - xl.viii. The Board discussed the uniform issue, and that they were ordered a year in advance
 - xl.ix. Staff stated that they may ask that this be removed from the contract in the future to accomplish saving

- I. GN asked if the registration exceeds the proposed would there be some form of savings available
- li. RB stated there should be a credit or some form of savings
- lii. The Board discussed lowering the intramural costs
- liii. The board discussed another special meeting to address this
- liv. The Board agreed to schedule a meeting for Monday
- lv. The Board discussed what was being provided to the participants as uniforms
- lvi. Staff discussed the cost versus quality issue and that people in the league and the referees stated that the program was improved this year and that the next year's results will indicate the success of this years' program
- Ivii. ML stated that this may be due to the program hitting rock bottom before this year
- Iviii. Staff stated that if the program is not good it may not matter what the cost of the program is
- lix. The Board restated that the costs remains an issue to increase enrollment
- Ix. RM stated that he is concerned that the intramural is lower than the traveling program
- Ixi. ML stated that 595 was a good deal for traveling and the Board agreed that this is a good value
- Ixii. The Board discussed the different costs between the intramural and traveling program and how the difference is not represented in the fee difference
- Ixiii. The Board discussed being competitive with the travel costs and reducing the intramural costs.

6. Public Comments:

- a. Mark Godward addressed the board
 - i. Stated his support for the AC Milan program
 - ii. He agreed the costs need to be addressed, but was worried that the Village subsidy may not be approved.
 - iii. He discussed the intramural from 9-14 ages, and if a wide age range with a lower cost may make it feasible
- b. RB discussed the scholarship incentive beyond the contractual amount and what could be put in the contract to address this.
- c. The Board discussed the Village subsidy and the impact on the program if it is not approved by the Village
- d. Sergio Allemlia (?) addressed the board
 - i. He is the father of an 11 year participant of all sports and what a privilege it is to have AC Milan providing the program
 - ii. He stated that the Board is focusing too much on cost and that is was a very successful season due to AC Milan
- e. Stephanie Lambert (?) addressed the board
 - i. She stated that her son was with the U-10 team

- ii. She commended AC Milan and they had an outstanding season
 - iii. She asked about multi-sibling discount of 10 %
 - iv. She said as a single parent, but she is willing to pay because the program is worth the cost.
 - v. She was a team parent and stated the communication with AC Milan and Maria was excellent
 - vi. She stated that it would be sad to lose this program due to cost
 - f. Jackie Kellogg addressed the board
 - i. Stated her passion for soccer
 - ii. She stated that the intramural fees do concern her
 - iii. The tackle football and baseball intramural sport fees are \$185 to \$250 are a good benchmark
 - iv. The mission of parks and recreation and the board are recreational program
 - v. Cost was a factor for her and she has three children and that she heard from others who stated that this is why they did not participate as well.
7. Staff agreed to notify the board if there was a quorum for the 8th.
8. RM adjourned the meeting at approximately 8:20 PM

Exhibit "F"

Meeting Minutes

6-8-09

1. Call to order:
 - a. Ricky Martinez, Robert Bailey, Mayra Lindsay, and John Lombardi were present.
2. Agenda Review:
 - a. The Board reviewed the agenda.
3. Minutes:
 - a. The meeting minutes from 5/20/09 were not adopted and 6-03-08 was not yet available.
4. Youth Soccer Review:
 - a. The Board reviewed the spreadsheet provided by staff describing the costs and potential fees for soccer.
 - i. There was the original cost option and two new options.
 - ii. RB discussed he felt option #1 gave a better breakdown of fees
 - iii. The Board discussed other program fees relative to this option
 - iv. The Board discussed the cost per session
 - v. The Board discussed that option 1 did not seem to have any subsidy from intramural to the travel program
 - vi. JL asked about the \$28,000 subsidy. The Board discussed that it is on the table but it may not be approved by the Village.
 - vii. The Board discussed the potential subsidy and contract issues
 1. RB discussed how this was a transition from a much larger subsidy to a smaller one
 2. ML discussed how this would be an increase in the subsidy
 3. RB discussed that going from a \$100,000 to \$10,000 was a big step
 4. ML discussed that that was an issues because you subsidizing 280 children
 5. RM discussed the subsidy in previous years
 6. Staff discussed how previously tackle football, volleyball and other sports had subsidies in previous years but over time there were able to get them to a zero based budget
 7. RM stated that was during the KBAC years and it is different when it is directly a Village issue
 8. ML discussed the management payments and the potential of overlap between AC Milan and the Village.

9. ML discussed that there was a new staff position to handle the communication aspects of the athletic programs
 10. ML discussed the administrative roles managed by the Village
 11. The Board discussed the discussion of these items at the last meeting
 12. Maria (from AC Milan) discussed some of the fees present in the budget
 13. The Board discussed the issues presented
 14. Staff stated that even if approved the Board and Village can continue to look into these items during the season and review the expenses of AC Milan to see if they are effective and justified
 15. The Board discussed the Village roles in field set-up for different sports
 16. Staff recommended that there be a reporting system set-up to report these issues going forward to review these items and that this was the final offer from AC Milan
 17. The Board continue to discuss the management fees involved in the program
 18. Staff mentioned that several programs and all of the sports are subsidized to a certain level
 19. Everyone agreed that the goal was to get to a zero based budget
 20. The Board discussed the recommendation relative to the fees and the profit sharing added to the budget.
 21. RM stated that staff put this profit sharing and asked if AC Milan agreed
 22. Staff stated they have put this together and it will be negotiated by staff
 23. The Board discussed the need to proffer a recommendation
- viii. The Board discussed the contract
1. Staff discussed the uniform issue in the contract
 2. It was stated that the Key Biscayne would play home games in KB uniforms
 3. The Board discussed the survey information and how it related to the uniform issue
 4. The Board discussed the scholarship issues and that all scholarships would be available to only KB resident, Village employees and teachers at the school and that the Village would not provide scholarships to off island youth
 5. The Board discussed the fact that AC Milan ordered the uniforms
 6. Staff stated that was speculative on their part and that a future contract may take this over to achieve cost savings
 7. The Board discussed the integration of volunteer coaching into the program
 8. Staff discussed that the soccer discussion will continue throughout the season
 9. The Board discussed the coaches certification
 10. AC Milan stated that goal is to have everyone to have a US certification

11. JL discussed sensitivity training provided by NAYS and its importance
12. Staff discussed how paid coaches should be removed from the program if their performance is not up to par and that this is more difficult with volunteer coaches
13. ML discussed the contract provision 1.5 requiring CPR and 1.9 requiring background checks and the issues this past season
14. Staff stated that clear status will be required this year
15. The Board discussed the new software and that registration will still go through the Village
16. The Board discussed communication and the desire to improve communication this year
17. The Board discussed how to incorporate the recommendation of the think tank into the negotiations
18. Staff agreed that different intramural teams should be included in the updated contract
19. The Board discussed the uniforms for the intramural teams
20. Maria stated that they will check into that
21. The Board stated that this would have to be addressed
22. The Board discussed the Girl's Soccer commissioner and AC Milan agreed.
23. JL stated that the KBAC could address this
24. Staff stated that this position should fall under the soccer commissioner to insure we do not have two competing commissioner as was the case two years ago
25. The Board discussed how this worked for baseball

5. Youth Soccer Recommendation:

- a. The Board discussed how to formulate their recommendation
- b. Provided that:
 - i. Soccer is split into an intramural and traveling with the registration being no more than \$300/child for the intramural program and \$650 for traveling as described in option #1 on the form provided. Seconded by RM: Unanimous
 - ii. The Board recommends that AC Milan and the Village work to improve lines of communication available to the program participants
 - iii. That the 3&4 years old program be included in the contract
 - iv. The Board recommends that an attempt be made to provide intramural offering for older age groups
 - v. The Board recommends that the intramural program be made up of different teams with different uniforms that play games on Saturday
 - vi. The Board recommends the establishment of a Girl's Soccer Commissioner under the current Soccer Commissioner with a main emphasis of recruiting girls into the program

- vii. The Board recommends that the Village still take all payment for the program
- viii. The Board recommends that the Village strive to achieve compliance with the CPR, certifications and background checks as stated in the contract
- ix. RM made a motion to approve all of the recommendations as stated: the board agreed
- x. RM made a motion to approve AC Milan as the soccer vendor for the year 2009-2010 provided their can meet the approved recommendations: Unanimous
- xi. The Board discussed the motion
 - 1. RM asked about the term
 - 2. Staff stated that there was an extension provision
 - 3. The Board discussed that these terms be for one year and that a multi-years contract be entered into
 - 4. ML stated that the uniform issue in the contract be enforced and all of these items terms and provisions in the existing contract be included and enforced.
 - a. The Board made this as a motion, seconded by RM and unanimously approved by the board
 - 5. The Board requested further delineation on the salaries, wages and other costs mentioned including the management fees in the contract. This motion was moved by RB and approved by the board.

6. The meeting was adjourned at approximately 8:00 PM

Exhibit "G"



Logout
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You are here > Manage Surveys > Summary Report

Display entire survey

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Apply Filter

38 total responses, 38 as filtered

Note: the calculation of %'s for multiple choice questions has recently changed, [click here for details.](#)

Page 1. [No Page Title Set]

1. General Information

- Details
- Details
- Details
- Details

Age/Grade? 38

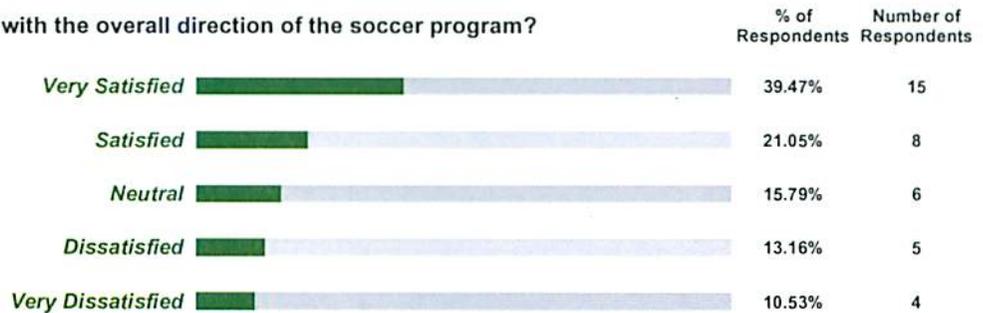
Coach's Name? 38

Your name (optional) 38

Contact number (optional) 38

Number of respondents who skipped this question 0

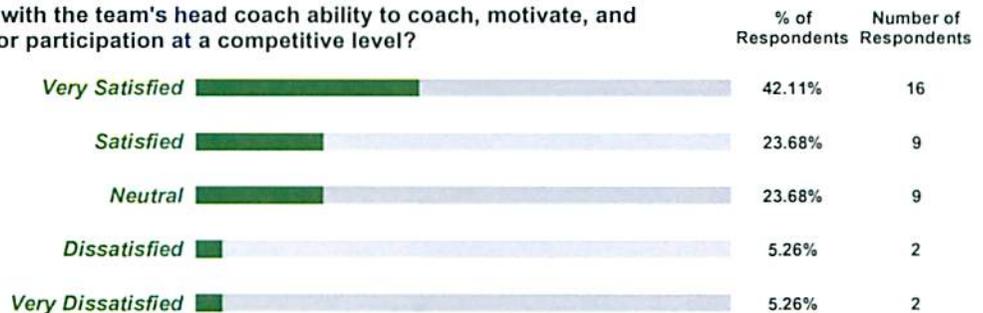
2. How satisfied are you with the overall direction of the soccer program?



Number of respondents 38

Number of respondents who skipped this question 0

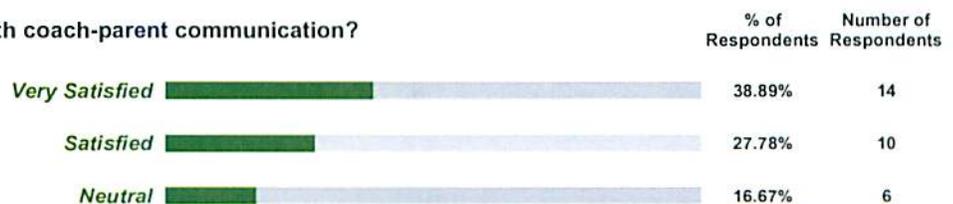
3. How satisfied are you with the team's head coach ability to coach, motivate, and prepare your child athlete for participation at a competitive level?



Number of respondents 38

Number of respondents who skipped this question 0

4. How satisfied are you with coach-parent communication?



Details

<i>Dissatisfied</i>		8.33%	3
<i>Very Dissatisfied</i>		8.33%	3
<i>Other (Specify)</i>		5.56%	2
Number of respondents			36
Number of respondents who skipped this question			2

5. Overall, how satisfied are you with the first half of the Soccer season?

		% of Respondents	Number of Respondents
<i>Very Satisfied</i>		31.58%	12
<i>Satisfied</i>		34.21%	13
<i>Neutral</i>		5.26%	2
<i>Dissatisfied</i>		21.05%	8
<i>Very Dissatisfied</i>		7.89%	3
Number of respondents			38
Number of respondents who skipped this question			0

6. Please list any additional comments and/or suggestions for improvement for the remainder of the season.

Details

Number of Respondents	24
Number of respondents who skipped this question	14

Page 1. [No Page Title Set]

6. Please list any additional comments and/or suggestions for improvement for the remainder of the season.

- 1 The Key Biscayne Blue/White soccer jersey is horrible. It does not match with the black and red shorts and black and red socks, and the kids look like clowns out there when they wear it. I would prefer to see the White Home Jersey of AC Milan which looks very professional with the rest of the uniform.
- 2 I think the program is not what they offered. The head coach of U14 girls is not present on the games because that is the way they decided so I don't understand how you can coach and don't be in the games to see the results of the practices and see what needs to be improved. Instead the assistance, Bianka, is the one on the games. Where are the Italian coaches that promises many things? I also think that the money we paid for the program it was beyond reasonable for what we are getting.
- 3 There is not a lot of difference between last year and this year with AC Milan. The parents are doing the logistics communication, not Milan. There is no feedback in terms of what your child's strengths and weaknesses are, what needs to be improved, etc. I have no idea how children are actually rated in soccer and the individual skills they are trying to achieve. The schedule is as disorganized as ever—maybe that's the league, not our program.
- 4 Communication with parents happens through a couple of parents which creates lots of unnecessary e-mail and some delays... Direct coach communication would be more practical and accurate...
- 5 The coaches should contact the parents before games and they should teach more about soccer to kids playing for the first time.
- 6 I think the AC Milan program is top notch!!!
- 7 There is no communication with the coaches (unless I ask a question), but there does not seem to be a need to communicate. The kids are learning some good skills. Unclear to me how much they are learning about the game or how to work as a team with positions and roles vs. a bunch of kids chasing the ball. This is my daughter's first year and I am pleased with her progress so far. I do not know if the coaches know the kids' names or if someone is missing, but the kids seem to be doing well.
- 8 My son is a great player, he likes the game but doesn't want to attend the practices, he is not motivated to go, the uniforms, the flags, the equipment are beautiful but they miss the 15 min. mini games in each practice, and the fun of it. It was veryyyyyyyyyyyyy expensive and you are not reaching him. He loves Saturdays soccer game.
- 9 This has been a disappointing season for my son. He has not enjoyed this program because he hasn't connected with any coach. Because you do not separate into teams, he feels disconnected and lost. He is unenthusiastic and doesn't want to attend. He also feels that they only speak Spanish which he doesn't understand. I wish they had formed teams so my son could learn teamwork, be motivated to show up and to form a bond with the coach.
- 10 The AC Milan group has done a great job with my young, first-time player. The only weakness I have experienced is the many changes of time, location, and travel/not travel logistics of my daughter's team. In the future, I would suggest whatever changes that need to be made come from the coach and/or village via an email instead of parents spreading the information to one another. In addition to the emails from the village concerning the girls' soccer come for all the teams—it would be more helpful to receive information on my child's team only or rather just the non-traveling team info.
- 11 AT THE BEGINNING OF SOCCER THERE WAS A LOT OF GOOD THING FOR OUR GIRLS BUT AT THE LONG RUN WE HAVE THE SAME COACHES AS BEFORE AND I REALLY THINK IT IS A DISASTER!!!
- 12 This is a very professional academy and I am very proud to have it in Key Biscayne!
- 13 I hope AC Milan continues with our soccer program throughout the year for the children who want to continue with soccer all year round, and I have 3 of them. We lost the colors (blue and white) but we won a great deal of soccer quality. I also wish AC Milan will coordinate the teams to go to other tournaments, right now is organized by parents, I should be organized by AC Milan, put up a list, send e-mails, more communication in general. They could also keep a page on the Islander news to show all scores from all teams, not only the teams that a "few" parents send to show up on the paper. That part is not fair to me.
- 14 There has been zero communication between the coach and the parents. Decisions about player positions have been made without telling the kids why. I am very uncomfortable with the amount of play my child has gotten and the coach does not care. Also training of his position has been very limited. I am extremely dissatisfied and upset with the whole situation.
- 15 The season is going quite well. I would encourage the coach to play all the players evenly so they don't feel left out. The kids are still very young and it is important to keep the fun in the sport. It isn't all about winning. When kids are forced to the side line more than other kids on the team they lose their confidence. I see this with two kids on the team. Last year they had a great amount of confidence and this year they are losing

- confidence because they feel like a 2nd tier player.
After some organization "hiccups" at the beginning (practice field and timetable changes) the program is now working fine. I noticed a big progress of the technical skills of all the players in our team, which is extremely positive. I think it would be good to organize some matches among the same age Key Biscayne teams. This could be an occasion for the head coach (Mirco) to provide some additional input to the players and their coaches.
- 16** 16 positive. I think it would be good to organize some matches among the same age Key Biscayne teams. This could be an occasion for the head coach (Mirco) to provide some additional input to the players and their coaches.
- 17** 17 We miss the teams and tournament.
- the girls U12 need to be in better shape and practice harder. The other teams seem to be more prepared and can play hard during the whole game. There should be a practice on Saturdays like in years past...more money and less practice this year.I have not seen any other AC Milan coaches at there practice...just Gabe doing it alone. The boys teams seem to have a primary coach and at least in put from another coach.The U13 girls train much harder and probalby do much better in there games. We practice on a smaller field so when we play our games we are tired by half time.The girls really do not seem to know where they should be during games and theirfor are bunched up with out proper spacing and confussion.
- 18** 18 alone. The boys teams seem to have a primary coach and at least in put from another coach.The U13 girls train much harder and probalby do much better in there games. We practice on a smaller field so when we play our games we are tired by half time.The girls really do not seem to know where they should be during games and theirfor are bunched up with out proper spacing and confussion.
- the coach never went to the matches (except one I believe). what is the point of having italian coaches , the milan brabd etc...if there is no difference, he only showed up at one game, and during the week there is only the lady training the girls? it is definitely not worth the money. what is the value of the Milan brand in all this? what is the REAL difference?
- 19** 19 the coach never went to the matches (except one I believe). what is the point of having italian coaches , the milan brabd etc...if there is no difference, he only showed up at one game, and during the week there is only the lady training the girls? it is definitely not worth the money. what is the value of the Milan brand in all this? what is the REAL difference?
- 20** 20 Keep up the great work !
- 21** 21 I don't like that you permitted to add kids after the registration was over, the coach and team made decisions based on the number of kids, and after that we were more than we would like to be in only one team.
- El programa me parecio bueno. Los coaches me han parecido muy buenos pero la estructura del programa carece de un ambiente mas retador en cuanto a partidos. El que se roten los jugadores dentro de las actividades sin haber equipos que hagan partidos en contra, le resta competitividad y se convierte en un mega entrenamiento pero sin llegar nunca a ejecutarse nada. Tampoco contribuye a que haya jugadas dentro de los integrantes, ya que como constantemente se rotan, no hay posiciones definidas ni se logra tecnica dentro de los partidos porque los ninos no conocen a los jugadores a su alrededor.
- 22** 22 actividades sin haber equipos que hagan partidos en contra, le resta competitividad y se convierte en un mega entrenamiento pero sin llegar nunca a ejecutarse nada. Tampoco contribuye a que haya jugadas dentro de los integrantes, ya que como constantemente se rotan, no hay posiciones definidas ni se logra tecnica dentro de los partidos porque los ninos no conocen a los jugadores a su alrededor.
- The organisation of the teams has been a desaster from the beginning. My boys started at the Broward Team and were moved than to the Dade Team. The communication has been confusing until they asked the mothers to coordinate the teams, than it actually started working. I must say that my boys are very demotivated and I don't think that I will continue next season with the Milan. I must say that we pay a lot of money and what we get in return is not what we expected.
- 23** 23 to coordinate the teams, than it actually started working. I must say that my boys are very demotivated and I don't think that I will continue next season with the Milan. I must say that we pay a lot of money and what we get in return is not what we expected.
- Son loves soccer but does not want to continue in program because all that is done are drills. The Saturday games are not motivating to my son because he has no team. It is a random selection of what group of kids he gets to play with each Saturday. I think for a program that runs 3 1/2 months there should be teams set up so the kids are motivated to play against each other and feel part of a specific team. Drills are ok for very young players but for older kids there should be permanent teams set up.
- 24** 24 gets to play with each Saturday. I think for a program that runs 3 1/2 months there should be teams set up so the kids are motivated to play against each other and feel part of a specific team. Drills are ok for very young players but for older kids there should be permanent teams set up.

Exhibit "H"

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Note: the calculation of %'s for multiple choice questions has recently changed, click here for details.

[Edit Filter](#)

Apply Filter

151 total responses, 151 as filtered

Page 1. [No Page Title Set]

1. Did your child participate in this year's soccer program?

	% of Respondents	Number of Respondents
Yes	47.10%	65
No	52.90%	73
Other (Specify)	2.90%	4

[Details](#)

Number of respondents 138

Number of respondents who skipped this question 13

Page 2. 2

2. How would you describe your soccer experience this year compared to previous experiences

	% of Respondents	Number of Respondents
Much improved	51.79%	29
Improved	23.21%	13
The same as previous years	16.07%	9
Less than previous years	7.14%	4
Much less than previous years	1.79%	1
Other (Specify)	8.93%	5

[Details](#)

Number of respondents 56

Number of respondents who skipped this question 95

Page 3. 3

3. If you did not participate, was a cost the reason you choose not to participate

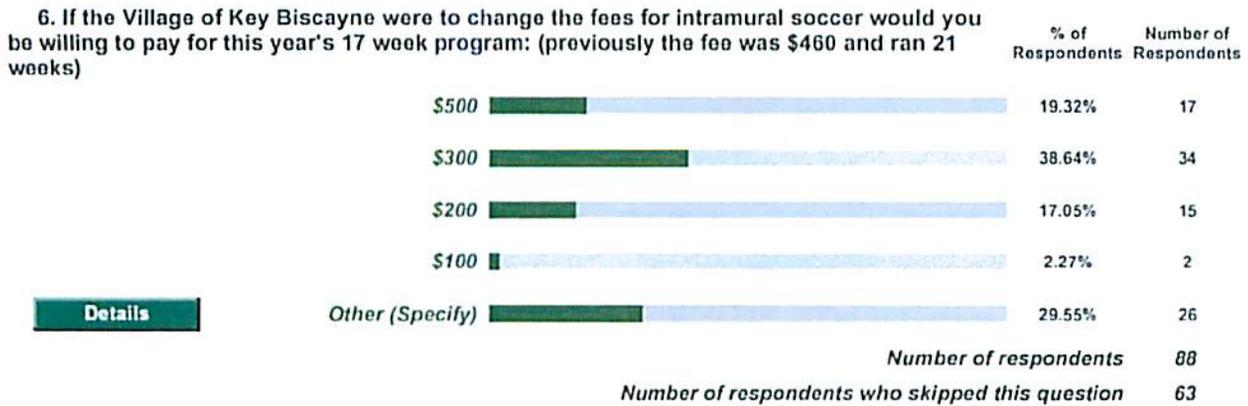
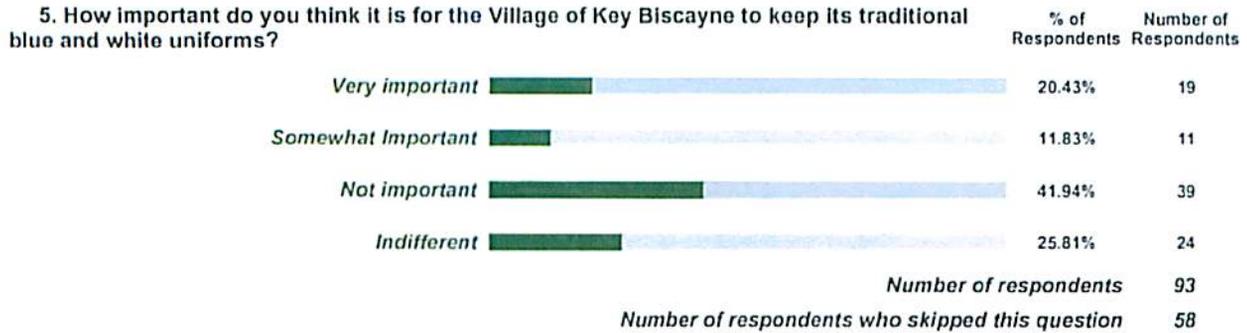
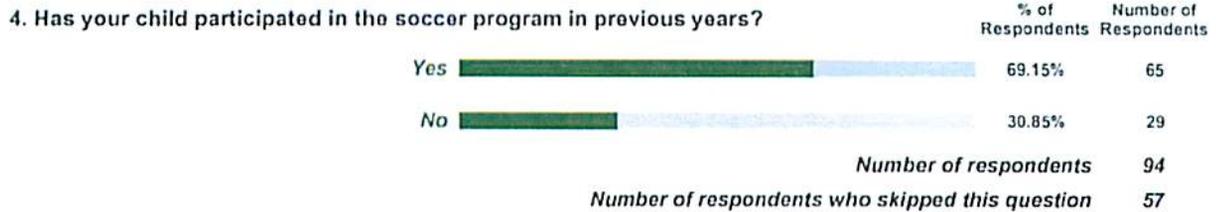
	% of Respondents	Number of Respondents
Cost	27.08%	13
Played elsewhere	14.58%	7
Played another sport on Key Biscayne	22.92%	11
Other (Specify)	54.17%	26

[Details](#)

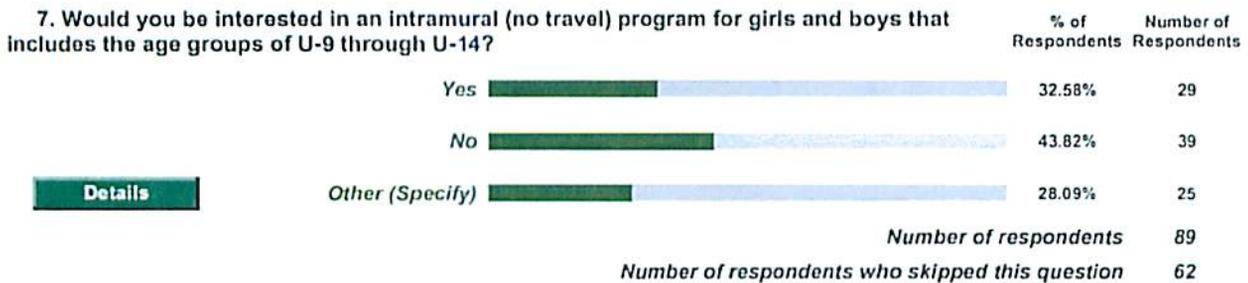
Number of respondents 48

Number of respondents who skipped this question 103

Page 4. 4



Details



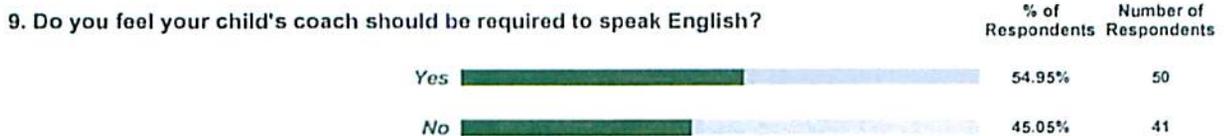
Details

8. If yes to previous question, would you be willing to volunteer for such a program? Would you be willing to provide us with your name and phone number so we may contact you?

Details

Number of Respondents 23

Number of respondents who skipped this question 128



Details

<i>Other (Specify)</i>		2.20%	2
		<i>Number of respondents</i>	91
		<i>Number of respondents who skipped this question</i>	60



Logout
Help

- HOME
- CREATE SURVEY
- MANAGE SURVEYS
- MANAGE MESSAGES
- MANAGE ACCOUNT

Page 3. 3

3. If you did not participate, was a cost the reason you choose not to participate

	% of Respondents	Number of Respondents
Cost	27.08%	13
Played elsewhere	14.58%	7
Played another sport on Key Biscayne	22.92%	11
	18.75%	9
boy to young	2.08%	1
cost and the ac milan who did not kept to their promises.(staffing, trainning, ratios, etc	2.08%	1
Didn't care for the organizers of soccer this year	2.08%	1
don't have children	2.08%	1
I have no children of age	2.08%	1
I'm 79 and my Kids are 50 and 47!	2.08%	1
My kid does not speak Spanish	2.08%	1
No children	6.25%	3
no kids	2.08%	1
no soccer age children	2.08%	1
not the right organisation running the program and cost related	2.08%	1
Played another sport on Key Biscayne at the same hours than the soccer program was	2.08%	1
Played another sport ouside KB (water ski)	2.08%	1
played with a more appropriate group less money and less competitive for a 5 yr old	2.08%	1
the previous year had been so disorganized that I did not want my daughter to participate	2.08%	1
Number of respondents		48
Number of respondents who skipped this question		103

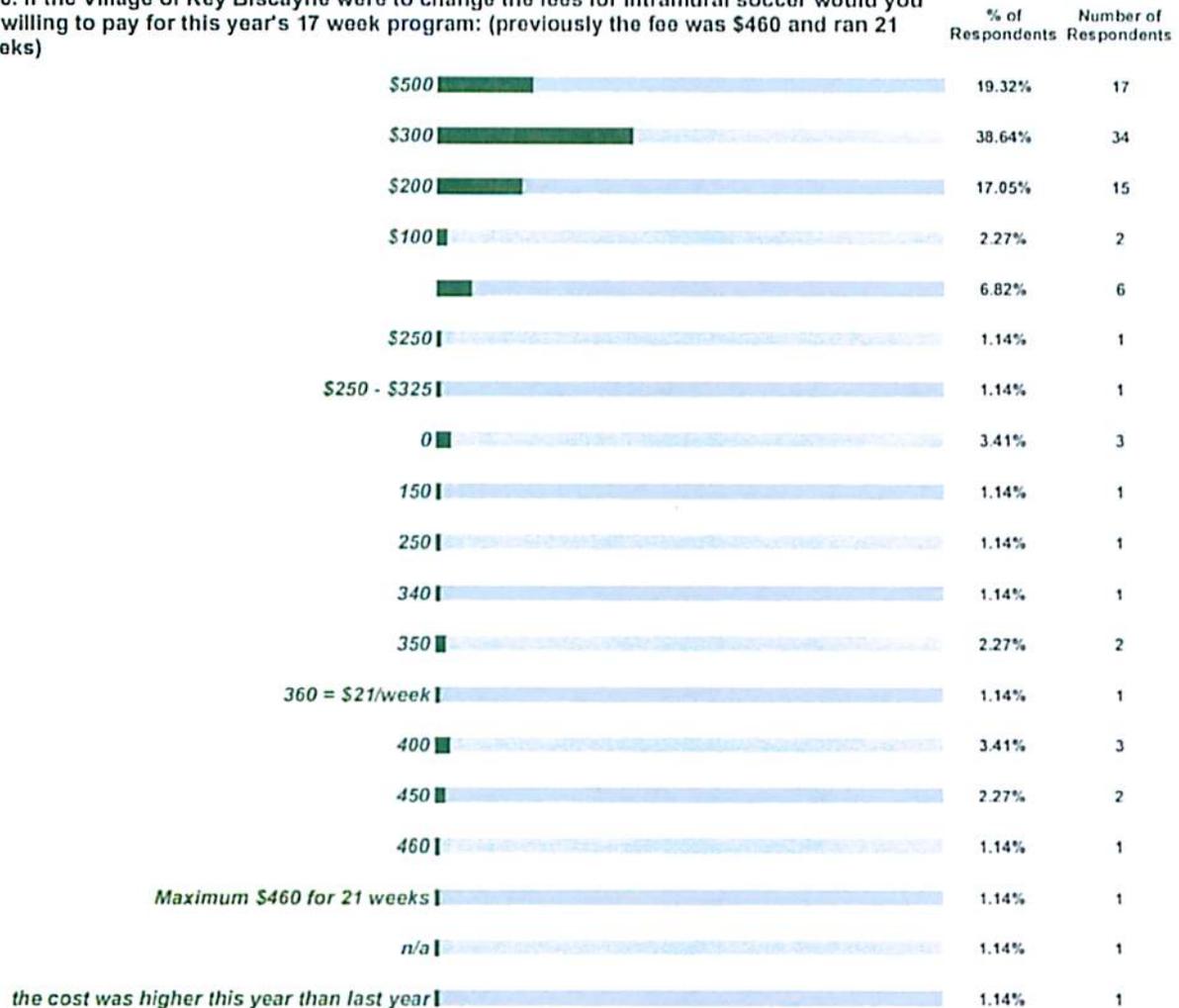
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Help

- HOME
- CREATE SURVEY
- MANAGE SURVEYS
- MANAGE MESSAGES
- MANAGE ACCOUNT

Page 4. 4

6. If the Village of Key Biscayne were to change the fees for intramural soccer would you be willing to pay for this year's 17 week program: (previously the fee was \$460 and ran 21 weeks)



Number of respondents 88

Number of respondents who skipped this question 63



Logout
Help

- HOME
- CREATE SURVEY
- MANAGE SURVEYS
- MANAGE MESSAGES
- MANAGE ACCOUNT

Page 4. 4

7. Would you be interested in an intramural (no travel) program for girls and boys that includes the age groups of U-9 through U-14?

	% of Respondents	Number of Respondents
Yes	32.58%	29
No	43.82%	39
	4.49%	4
10 female 10 male	1.12%	1
10 female	1.12%	1
11	1.12%	1
11 and 12 MALE	1.12%	1
11 year old girl.	1.12%	1
11-Girl and 7-Boy	1.12%	1
12,11	1.12%	1
7 female and 10 male	1.12%	1
7 M	1.12%	1
7 Years Old/ Male	1.12%	1
8 years and Male	1.12%	1
9	1.12%	1
9, female	1.12%	1
all ages if there are enough kids.	1.12%	1
F	1.12%	1
female	1.12%	1
I don't have any children in that situation, but I think some children don't want to compete. I don't know if they'll have enough kids to make a team though...	1.12%	1
MALE 11	1.12%	1
male/U-11 female/U-11	1.12%	1
U 12 - Female	1.12%	1
U9 female U13 male	1.12%	1
Number of respondents		89
Number of respondents who skipped this question		62

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Help

HOME

CREATE SURVEY

MANAGE SURVEYS

MANAGE MESSAGES

MANAGE ACCOUNT

Page 4. 4

8. If yes to previous question, would you be willing to volunteer for such a program? Would you be willing to provide us with your name and phone number so we may contact you?

1 the main issue is the ratio of coach to players. my daughter did not have a good experience in that there were not enough coaches and she was lost. i believe the program worked for strong players but was not good for ones that need more support gwen wurm 305 361 3895

2 No sorry

3 no.

4 no

5 What does volunteer mean? I can't coach (don't know how to play).

6 cannot volunteer

7 Sorry, no time. Also I think that a coach should be qualified and have a serious soccer experience. Not an amateur.

8 No

9 LUIS FRANCISCO PEREZ (786) 210 2745

10 Richard Kappen KNVB(Dutch Soccer federation) and UEFA/FIFA licensend cell 786-863-3163

11 Not at this time.

12 Unless the coaches and volunteers start speaking English I will not participate, even if it is a free program.

13 Depends on times and days of the week.

14 no

15 The coaches are professional with tremendous experience that only benefits the children. Learning from coaches with such valuable experience makes a world of difference. Thank you

16 Sorry, can't volunteer.

17 Yes

18 yes i would volunteer. Louis Marcantonio 305-365-6727

19 Yes, Bill Wilson at 786-200-0958

20 NO

21 Possibly, but I work full time and don't know how much time I could devote

22 Depends on who the coaches are

23 yes Myriam L. Sitterson 305-905-8482



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- HOME
- CREATE SURVEY
- MANAGE SURVEYS
- MANAGE MESSAGES
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Page 4. 4

9. Do you feel your child's coach should be required to speak English?

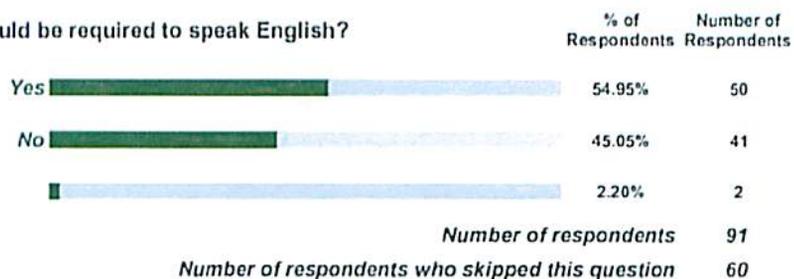


Exhibit "I"

280 PLAYERS

SEASON INCOME	PLAYERS	REGIST. \$	TOTAL
INTRAMURAL	100	\$300.00	\$30,000.00
TRAVELING	150	\$650.00	\$97,500.00
CHILDREN U3/U4	30	\$300.00	\$9,000.00
TOTAL	280		\$136,500.00

OTHER INCOME	AMOUNT
SPONSORSHIPS	\$10,000.00
AC MILLAN Subsidy/for Technical Director	\$36,400.00
VILLAGE OF KEY BISCAYNE Subsidy #1	\$10,000.00
VKB Subsidy #2: Referees, League & Others	\$18,315.08
TOTAL	\$74,715.08

TOTAL INCOME \$211,215.08

SEASON COSTS	AMOUNT
UNIFORMS & EQUIPMENT	\$25,500.00
SALARIES, WAGES & OTHER STAFF	\$17,000.00
COACHES SALARIES	\$110,400.00
MANAGEMENT	\$32,000.00
EVENT COSTS	\$2,000.00
MARKETING EXPENSES	\$2,000.00
BANK SERVICES CHARGES	\$400.00
GENERAL OPERATIVE EXPENSES	\$1,000.00
REFEREES & LEAGUE	\$18,315.08
OTHERS (Scholarships)	\$5,500.00
TOTAL COSTS	\$214,115.08

SEASON BALANCE	AMOUNT
INCOME	\$211,215.08
COSTS	\$214,115.08
TOTAL	-\$2,900.00

POST-SEASON PROJECTIONS				
MONTH	INCOME PLAYERS	USDS	COSTS COACH	BALANCE
March	100	\$10,150.00	\$5,000.00	\$5,150.00
April	50	\$5,075.00	\$2,500.00	\$2,575.00
May	50	\$5,075.00	\$2,500.00	\$2,575.00
August	50	\$5,075.00	\$2,500.00	\$2,575.00
TOTAL	250	\$25,375.00	\$12,500.00	\$12,875.00

POST-SEASON BALANCE \$12,875.00

FINAL BALANCE \$9,975.00

Village Profit Sharing Analysis

Players	Total Revenue	Additional Revenue	Village's 25%	Total To Village Subsidy	Resulting Subsidy
Intramural	110 \$33,000.00	\$3,000.00	\$750.00	\$3,125.00	\$24,875.00
Traveling	160 \$104,000.00	\$6,500.00	\$1,625.00	\$750.00	
U3/U4	40 \$12,000.00	\$3,000.00	\$750.00		
Intramural	120	\$36,000.00	\$6,000.00	\$1,500.00	\$22,500.00
Traveling	170	\$110,500.00	\$13,000.00	\$3,250.00	
U3/U4	40	\$12,000.00	\$3,000.00	\$750.00	
Intramural	130	\$39,000.00	\$9,000.00	\$2,250.00	\$7,875.00
Traveling	180	\$117,000.00	\$19,500.00	\$4,875.00	\$20,125.00
U3/U4	40	\$12,000.00	\$3,000.00	\$750.00	
Intramural	150	\$45,000.00	\$15,000.00	\$3,750.00	\$9,375.00
Traveling	180	\$117,000.00	\$19,500.00	\$4,875.00	\$18,625.00
U3/U4	40	\$12,000.00	\$3,000.00	\$750.00	

Exhibit "J"

SOCCER INFORMATION

Original

SEASON INCOME	PLAYERS	REGIST. \$	TOTAL	Cost/Session
INTRAMURAL	100	\$380.00	\$38,000.00	\$ 9.74
TRAVELING	150	\$595.00	\$89,250.00	\$ 8.26
CHILDREN U3/U4	30	\$300.00	\$9,000.00	
TOTAL	280		\$136,250.00	

Option #1

SEASON INCOME	PLAYERS	REGIST. \$	TOTAL	Cost/Session
INTRAMURAL	100	\$300.00	\$30,000.00	\$ 7.69
TRAVELING	150	\$650.00	\$97,500.00	\$ 9.03
CHILDREN U3/U4	30	\$300.00	\$9,000.00	
TOTAL	280		\$136,500.00	

Option #2

SEASON INCOME	PLAYERS	REGIST. \$	TOTAL	Cost/Session
INTRAMURAL	100	\$350.00	\$35,000.00	\$ 8.97
TRAVELING	150	\$615.00	\$92,250.00	\$ 8.54
CHILDREN U3/U4	30	\$300.00	\$9,000.00	
TOTAL	280		\$136,250.00	

Traveling Fees	Total Cost	Cost Per Player
League Fees	\$ 18,000.00	\$ 120.00
Additional Uniform Cost		\$ 40.00
Extra Month #1		\$ 100.00
Extra Month #2		\$ 100.00
Total		\$ 360.00

	Dates	Weeks	Meeting/week	Total Sessions	Season Cost	Cost/Session
Travel Soccer						
Option #1	9/1 to 2/28	24	3	72	\$ 650.00	\$ 9.03
Option #2	9/1 to 2/28	24	3	72	\$ 615.00	\$ 8.54
Original	9/1 to 2/28	24	3	72	\$ 595.00	\$ 8.26

Intrmural Soccer						
Option #1	11/1 to 2/15	13	3	39	\$ 300.00	\$ 7.69
Option #2	11/1 to 2/15	13	3	39	\$ 350.00	\$ 8.97
Original	11/1 to 2/15	13	3	39	\$ 380.00	\$ 9.74