

# Kisumu Youth Football Association



Monitoring Report: January – October, 2010

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# Table of Contents

<b>Section 1: Introduction</b> .....	1
1.0 Forward by the M&E Officer.....	2
1.1 Background .....	3
1.3 Executive summary .....	4
<b>Section 2: Objectives and outputs of KYFA programs areas</b> .....	6
2.1 Objective 1.....	6
2.1.1 Output 1.....	6
2.1.2 Output 2.....	6
2.1.3 Output 3.....	7
2.1.4 Output 4.....	8
2.2 Objective 2.....	9
2.2.1 Output 1.....	9
2.2.2 Output 2.....	10
2.2.3 Output 3.....	10
2.2.4 Output 4.....	11
<b>Section 3: Summary of League Monitoring Reports</b> .....	12
3.1 State of fields of Play.....	12
3.2 Ages of Participants .....	13
3.3 Time Management .....	14
3.4 League matches .....	14
3.5 Turnout and conduct of fans .....	14
3.6 Disciplinary Matters .....	14
3.7 Refereeing .....	15
3.8 The competitions manual .....	15
3.9 Informed Decision Making .....	15
3.10 Media Coverage .....	15
3.11 Further training for staff .....	16
3.12 Income generation through skills and linkages from KYFA .....	16
3.13 Tournaments .....	17
<b>Section 4: Major challenges, priorities and conclusion</b> .....	17
4.1 Challenges.....	17
4.2 Priorities in the next half of the year 2010 .....	18
4.3 Conclusion .....	18

## **Section 1: Introduction**

### **1.0 Forward by the Monitoring and Evaluation Officer**

As the huge ship that is KYFA competitions approaches the shore; with thousands of excited passengers disembarking to lay their feet on the sandy beach, I must say that it was an honor to be involved albeit in a small capacity in this journey. I wish to take this early opportunity to thank all my comrades at Kisumu Youth Football Association under the able captaincy of Kelsey Moore for steering this ship through the high seas of football politics in Kisumu and beyond the strong winds of negative media campaign. From my vantage position on top of the deck, I would not hesitate to salute you for your unity of purpose, unyielding faith in and unwavering commitment to KYFA's unwritten vision of having the best of Kenyan football coming from Kisumu. Through you and in you, quality and professionalism in my 'subjective' opinion has prevailed this season

The association for once care dare dream that the ugly face of soccer hooliganism can be wiped out of KYFA competitions. Leagues committees, we have all learnt, can be used as paradigm pioneers in upholding discipline, order and professionalism of KYFA leagues. Without order and discipline, no concrete result can be expected out of our target group.

I wish to note that we are still far off from the ambitious targets set in the Let Us Play project document. In fact, at output level as you shall see in this report, we are not even half way there. However, it my belief that this season alone, we have set the necessary foundation for realization of most of those targets by the end of 2011. An evaluation report that I am preparing will highlight where we are at outcome and impact levels.

I lastly wish to invite all of you to read this report carefully. Considering that it is a summary of tones of information I have within my possession, do not hesitate to ask for clarification.

Thanks all for your support and God Bless You.

Kevin Obware

Monitoring and Evaluation Officer

## **1.1 Background**

Kisumu Youth Football Association (KYFA) has designed and implemented several programs in the last six years of her existence within Kisumu Municipality. During this period, thousands of both boys and girls have actively participated in KYFA organized football leagues within Otonglo, Kajulu, Nyalenda, Obunga, Manyatta and other areas of the municipality. In addition, several youths have been trained as coaches, referees and first aiders with many more set for further advanced training. Furthermore, KYFA has from 2009 rolled out a program in Informed Decision Making aimed at equipping several vulnerable youths with necessary skills in making appropriate and informed decisions in their daily life.

Throughout this period, several achievements have been registered in various programs. However, because of the huge number of participants, keeping track of these achievements as well as evaluation of these programs at impact level has been a major challenge.

It is against this back drop that the Monitoring and Evaluation unit was established.

This report is the first of two reports that the Monitoring and Evaluation Unit has been preparing. It highlights progress made in implementation of different activities based on monitoring records. The evaluation report will highlight the current position of the project against set objectives and targets, impacts and strides towards its sustainability.

## **1.2 Executive summary**

The 2010 monitoring report summarizes the progress the organization is making towards successful implementation of planned activities under trainings and competitions. It also has details on the outputs that have been realized through the successful implementation of these activities.

Sixty seven teams were registered for the 2010 season, six of them being ladies teams and two being teams made up of street children. 8 league committees(LC) with a membership of three people each from amongst the coaches, team managers and referees were formed. Zonal committees were constituted with a teacher's and community representative forming part of the committees. The LC hosted 463 matches throughout the season, an average of 17 matches per week within the thirty weeks of KYFA competitions. There were a total of 59 walkovers.

The competitions manual was reviewed before the kick off of the league. With all the league committee members receiving the document after being trained on its contents, it was expected that the LC's would use it as a guideline during any KYFA organized competition. And indeed, there was no formal complaint that a league committee official had contravened any part of the manual. All the complaints received (an average of seven formal complaints per league) were solved within the limits of the competitions manual. The authority given to the league committees to vet out overage players was also well exercised by most league committees as they vetted out overage players, leaving only players who in their judgment were of the correct age or who had documents to prove their dates of birth. In exercise of their authority to handle all disciplinary issues related to the league, the league committees were in a position to give two match bans to a total eight coaches for misconduct and a whole season ban for two more coaches for gross misconduct and behaving in a way that was threatening to the competition.

Several data and communication enhancement activities have also been implemented by the Association this season. A newsletter on KYFA activities was published and distributed to over 90% of KYFA stakeholders. The league committees received a formal training on communication skills and were given complaint forms for distribution to teams. The Association's website received some updates with an excel spreadsheet for league competitions this season developed.

In line with its objective of building the capacity and management systems of Kisumu's youth football teams, the Association trained a total of seven coaches in introduction to coaching, seventeen in Basic One coaching course and coach the coach program respectively, fourteen in Basic Two, four in TCIII and forty five in Football for Social Development facilitated by Coaches Across Continents. This investment is expected to yield positive results related to improvement of technical skills of players and professional approach to football.

The Association also trained 139 youths in Informed Decision Making (IDM) phase 1 and 13 in phase 11 of the program. Six teams are now meeting weekly to discuss social issues affecting them. In addition, twenty six team representatives were trained in First Aid courtesy of a partnership between KYFA and St John. Out of the 26 trained, only a total of 8 first aiders have been spotted helping handle injuries in various league fields.

A total of 31 referees were engaged to officiate KYFA league matches. Only one referee received a suspension for unethical conduct. In addition, 26 of these referees were also contracted by various organizations and institutions to officiate their matches at a fee apart from volunteering weekly in KYFA leagues. They received an average of Ksh 600 per day per tournament. Two of those officiating nationwide matches received Ksh 1,000 per match. Seven ladies volunteering in the Association's programs were also contracted at a fee by a local mobile company to conduct phone SIM card registration after training. Five of the ladies shall be employed permanently at the end of November, 2010 after the end of their probation period.

The Association also received frequent media coverage this season. There were two features on the Association's activities aired on citizen TV, with an estimated 10 million viewers. There were also talk shows attended by KYFA staff twice in two local radio stations.

This monitoring report also contains challenges encountered during the season. These include low turnout of teams for vetting, poor time management amongst teams, high cases of walkovers, misconduct amongst a few coaches,

limitations of the competitions manual e.t.c. A number of recommendations have been suggested to help overcome these challenges should they be encountered next season.

## **Section 2: Objectives and outputs of KYFA programs areas**

### **2.1 Objective 1: Create and strengthen sustainable structures for youth football competitions**

This objective is premised on a reality that there are no structures for youth football competitions in Kisumu Municipality just as in other areas of the country. It seeks to ensure creation of strong and sustainable structures for youth football competitions. These structures include strong and professionally run teams, well trained coaches, referees and first aiders and a professionally run league organized by the community and for the community.

#### **2.1.1 Output 1: Teams and local communities actively involved in organization of KYFA football competitions**

The objective of this output is to enable the local community to take charge of mobilization, organization and running of youth competitions within Kisumu Municipality. This is in line with the strategic vision of the Association of having sustainable competitions run by the local community.

The monitoring and evaluation unit has in the last eight months monitored the indicators for this output as put in the competitions logframe matrix and the monitoring and evaluation plan. The table below shows the progress that has been made towards realization of the output indicators.

Planned output Indicators	Realized output indicators
11 LC formed with reps of coaches, team managers and referees	8 LC with 3 members each formed with reps of coaches, team managers and referees
11 LC host at least 45 league matches weekly	8 LC hosted an average of 17 matches every week during the 30 weeks of KYFA competitions. A total of 522 matches were scheduled to be played between this period.
At least one teacher actively supporting each league committees in organizing weekly competitions	Teachers were in the zonal committees not directly mandated to organize weekly competitions. Not a single teacher in the zonal committee was spotted in a league match save for the mini leagues and finals.
League committees solving at least 50% of complaints brought to them by teams.	League committees solved over 90% of complaints <b>formally</b> written and presented to them.
90 football teams actively participating in KYFA competitions during 2010 season	67 football teams registered for and participated in the 2010 season
Over 2000 players actively participating in KYFA leagues	1711 players registered for the 2010 season.
Improvement in perceptions of all KYFA stakeholders on the professionalism of KYFA volunteers	A survey on perceptions of the stakeholders on KYFA volunteers shall be conducted later in the year

**2.1.2 Output 2: Comprehensive competitions manual developed and used during KYFA competitions** The objective of this output is to build a standard and comprehensive guideline for all competitions to promote fair, enjoyable and meaningful competitions.

Planned output Indicators	Realized output indicators
A standard competitions manual consultatively developed by KYFA office	Opinions of team representatives/coaches during meetings and in evaluation forms considered in amendments to the 2009 competitions manual. Challenges in the 2009 season considered in amendment to the manual so that it can be responsive to them. All staff consulted and involved in drafting the 2010 competitions manual.
100% of league committee members receive, read and apply the competitions manual	100% of the league committees were trained on and received the manual. During all the league committee meetings, the competitions manual was used as the MAIN reference materials in all matters related to competitions.

<p>Over 80% KYFA teams, league committees, coaches, referees, team managers and first Aiders adhering to and utilizing guidelines enshrined in the competitions manual during all KYFA competitions and inter team disputes resolution</p>	<p>All KYFA league matches this season were played under the match rules in the competitions manual. Questionnaires to all teams on the competitions manual has been given out and the findings will be given later. However, one team in under 10, two in under12, one in the ladies league, one in under 18 town and one in under 18 Otonglo received warning letters for contravening particular sections of the manual. 10 coaches received bans ranging from a two match to whole season bans depending on the severity of the act. A total of 6 players also received suspensions contravening player's codes of conduct, a part of the competitions manual.</p>
<p>Less than thirty (30) complaints to each league committee during the entire season</p>	<ul style="list-style-type: none"> <li>*Under 10 LC received 7 formal complaints</li> <li>*Under 12 LC received 9 formal complaints</li> <li>*Under 14 LC Manyatta received 5 formal complaints</li> <li>*Under 14 LC Nyalenda received 9 formal complaints</li> <li>*Under 16 LC Town received 9 formal complaints</li> <li>*Under 18 LC Town received 7 formal complaints</li> <li>*Under 18 LC Otonglo received 8 formal complaints</li> <li>*Ladies LC received 7 formal complaints</li> </ul>
<p>Over 60% of KYFA teams adhering to time set for different KYFA league matches during the season</p>	<ul style="list-style-type: none"> <li>*U 10 League had an average of 3 teams on time weekly</li> <li>*U 12 League had an average of 7 teams on time weekly</li> <li>*U 14 League had an average of 5 teams on time weekly</li> <li>*U 14 League had an average of 5 teams on time weekly</li> <li>*U 16 League had an average of 5 teams on time weekly</li> <li>*U 18 League had an average of 3 teams on time weekly</li> <li>*U 18 League had an average of 6 teams on time weekly</li> <li>*Ladies League had an average of 3 teams on time weekly</li> </ul> <p><b>N/B Most of those teams that came on time were never playing the first matches across all leagues.</b></p>
<p>90% of players playing in their correct age categories.</p>	<ul style="list-style-type: none"> <li>*All players (100%) that participated in the league were subjected to vetting exercise conducted by a vetting committee comprising 2 KYFA staff members, 5 representatives of the previous league committee and two people appointed by the office. There was no scientific and independent means to establish the ages of players other than through observation and probing for the correct age.</li> <li>*However, those who in the opinion of the vetting committee were overage were requested to provide birth certificates.</li> <li>*In the course of the season, a total of 15 players were vetted out of their leagues for being overage. The 15 were amongst 58 players whose cards had been detailed by various league committees upon receiving complaints that they were not of the correct age in their leagues. The 15 could not provide evidence of their ages.</li> </ul>
<p>General improvement of perceptions of KYFA stakeholders on sound management of KYFA competitions in terms of quality and competitiveness during 2010 season</p>	<p>A survey on perceptions of the stakeholders on 2010 KYFA competitions in terms of competitiveness and quality shall be conducted later in the year</p>

### 2.1.3 Output 3: Effective data and communication tools and strategies developed and used during KYFA competitions

The objective of this output is to provide effective channels of information flow from and to the project stakeholders for efficient interventions.

Planned output Indicators	Realized output indicators
Publication and distribution of quarterly KYFA newsletters to over 80% of KYFA stakeholders	The March edition of KYFA newsletter was published and distributed to all teams (an average of 16 newsletters to players per team), surrounding schools, relevant government ministries, donors and guests who visited the office. This represents over 90% of KYFA stakeholders.
Eleven league committees trained on effective communication and decision making	Twenty four league committee officials were trained on their roles, leadership, effective communication skills and conflict resolution.
Eleven league committees possessing and distributing complaints and suggestions forms to teams or officials in need of them. Suggestions box availed at KYFA offices	All the eight league committees were provided with complaint forms to distribute to teams that had complaints before, during and after matches. A total of 68 complaint forms were written and submitted to the various league committees for action. However, a few teams (four) filled complaints forms from the office because of fear that the league committee might not act on their cases. A suggestions box is being put up at the office
Updating of KYFA website twice every week	This year, the KYFA website has been under construction. Several new information has been added on the Association's website. However, because external expertise is required to update the Association's website, it has not been as regular (updating) as was anticipated.
League excel data databank operational	The competitions office has put in place an excel record of all players who participated in the 2010 season. In addition, the M&E unit also has an excel spreadsheet of league committee activities including meetings and decisions.

### 2.1.4 Output 4: Four football fields improved and used during KYFA organized competitions

The objective of this output is to improve the physical infrastructure of football fields for safe and enjoyable competitions.

Planned output Indicators	Realized output indicators
An average of twelve league matches hosted on improved fields on a weekly basis	One field that received complete rehabilitation of the playing surface shall be in use officially early, 2011. It is expected to host at least three matches every week. Obunga grounds that received goalposts have been hosting an average of three league matches every week. Carwash grounds which was also rehabilitated has been hosting an average of four league matches every week.
An average of four teams using the rehabilitated fields for their daily trainings	Carwash field is being used by five Real Kisumu teams for their trainings daily. Obunga ground on the other hand is being used by two teams for training. When in use, the newly rehabilitated field at Shaurimoyo is expected to be

	used by at least two teams daily.
Players enjoying the game on the improved fields	Most of the under 14 players using Carwash field have been spared a lot of mad that used to be occasioned by a lot of water standing in the middle of the field when it rained because of trenches dug on the edges of the field. The reduction of the intensity of the mad has meant that the ball can now move better on the surface even when it rains. Most players in the league have confessed that the rehabilitated field has been more enjoyable to play in than it was before.
Reduction by 50% the number of complaints related to the field of play on the improved fields	Before the Carwash field received a minor rehabilitation effort, league committees used to report on weekly basis complaints from teams concerning the surface. After the rehabilitation, there was no other complaint received on the surface of Carwash field up to the end of the season. At Obunga, the league committee reported on numerous occasions cases of the bad state of the goal posts. After the erection of the metallic goalposts, no official complaint was recorded on the goalposts. This is a reduction by 100% the complaints related to fields of play.
Standard goal posts in 80% of grounds used for KYFA competitions	All the fields (100%) used for under 10 to under 16 league competitions have standard metallic goalposts. This has been realized through the erection of standard metallic goalposts at Obunga grounds, the only field that had wooden goalposts. Under 18 teams choose their home grounds and have the responsibility of ensuring that the facility (soccer pitch including goalposts) is of the right standard. See a summary on the fields of play below for more information.

## 2.2 Objective 2: Build the capacity and strengthen management systems of Kisumu's youth football teams

### 2.2.1 Output 1: KYFA coaches trained in TC3, Basic Two and Basic One coaching courses actively involved in coaching KYFA league teams

The objective of this output is to equip volunteer coaches with relevant technical and social coaching skills and opportunities for soccer development of teams and players

Planned output Indicators	Realized output indicators
20 coaches attend basic one coaching course	17 coaches completed a Basic 1 coaching course organized by KYFA/KNVB
20 coaches trained in Basic II coaching course	A total of 14 coaches completed Basic 11 coaching course instructed by a KNVB instructor assisted by KYFA's KNVB trained Ted Odhiambo.
90% of trained coaches actively training with teams every week	100% of the coaches trained in Basic 1 and 11 came from teams that participate in KYFA leagues.
One coach identified for TC111 training	Four coaches identified for TC 111 training and are continuing with the training on TC111
Improved level of enjoyment of training sessions by players	A survey on perceptions of the players whose coaches were trained shall be undertaken later on in the year. However, Hovic under 16 players whose two coaches were

	trained by KYFA have confessed to feeling more confident in the field of play. They attribute this to enjoyable and skillful training sessions being conducted by their coaches.
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### 2.2.2 Output 2: KYFA league players trained in Informed Decision Making and other life skills forming and active in IDM clubs

The objective of this output is to equip KYFA team captains with relevant and appropriate skills in informed decision making on matters of reproductive health, teamwork, communication, leadership and values for both individual and team well being

Planned output Indicators	Realized output indicators
162 youths trained in IDM	139 youths trained in Informed Decision Making phase 1. There were 119 boys and 20 ladies participants. A total of seven street boys were trained.
81 IDM clubs formed at team level	Out of the 139 trainees from thirty one teams participating in five different KYFA leagues, only thirteen trainees from ten teams were found to be actively meeting with their team members. In sum, only these ten teams meeting regularly could be said to be forming IDM clubs. After review of the training curriculum for the second phase of the IDM training and training of thirteen participants from ten teams meeting, a total of six teams have been found to be regularly meeting to discuss social issues affecting the teams and players,
Monitoring plan for IDM developed	A plan for follow-up of those youths trained in IDM was developed and has been in operation. Out of the plan, the Monitoring and Evaluation unit was able to reach all teams that had their players trained in the 1 <sup>st</sup> phase of IDM course and establish those that were actively meeting. Tools for the follow-up including questionnaires were prepared and administered.
Two IDM sessions every month for every club	Six teams have been meeting every week to discuss issues related to their social life and their various teams. In these discussions, issues on discipline of players, teamwork amongst others have been discussed.

### 2.2.3 Output 3: New referees trained by a qualified instructor and competently officiating KYFA matches

The objective of this output is build the capacity of volunteers in refereeing and laws of the game for free and fair competitions

Planned output Indicators	Realized output indicators
20 newly trained referees	In the beginning of 2010 season, there was an expectation that there would be at least 11 leagues. It was therefore anticipated that the number of referees would be more than the 31 that were available. This justified the need for training of more referees. However, after registering teams for only eight leagues, the number of referees was deemed enough. No training for new referees was

	therefore undertaken.
At least 80% of newly trained referees engaged weekly in KYFA league games	No training for new referees was undertaken during this season.
Reduction by 20% complaints due to officiation	There were a total of 12 official complaints received during the season concerning referees officiation. The trend was very irregular. In March and April, there was no complaint. There was one complaint in May, with none in June. There were two complaints in July and August respectively on officiation. There were however seven complaints on officiation in the month of September. This perhaps could be due to the league getting to the penultimate stage where every decision of the referee was subject to change outcome of a match.
At most two matches for a referee every week	There were a total of 31 referees this season engaged in the league. With an average of seventeen matches every week, it would have required 51 referees to officiate one match each if they were working in a group of three referees. However, in an average, referees this season officiated at least three matches every week.
Improved perceptions of fairness amongst teams	Questionnaires on perceptions of teams on fairness of referees are yet to be returned by all teams for analysis.

#### 2.2.4 Output 4: KYFA team representatives trained on First Aid competently offering first aid to teams

The objective of this output is to equip teams with skills in emergency care during team training and league matches for safe competitions.

Planned output Indicators	Realized output indicators
40 team officials trained in first Aid	26 officials from KYFA teams were trained in International Lifesaver First Aid Course. Out of the 26 trained, only 12 were certified competent after final examination.
50% of injured players receive first aid attention on a weekly basis	At the beginning of the season, about only 30% of injured players were receiving first aid attentions. However, from June and with the First Aid kit, at least 80% of injured players were attended to by team officials a few of whom were trained on first aid. Out of the 26 trained, only 8 have been spotted in the various fields of play offering first aid
A least one first aider per ground of football competition	This was realized in the course of June to the end of the season. Because most of those trained were coaches, they were always in the various fields of play. However, some of them were not proactive in offering first aid.
- Improved perception on safety of players by teams	A survey on perceptions of all stakeholders on the safety of players this season will be conducted later on in the year.

## **Section 3: Summary of League Monitoring Reports**

### **3.1 State of fields used for KYFA competitions**

As has been reported under objective 1, majority of the fields used for KYFA league matches this season were suitable for safe and fair competitions. The sports ground hockey field used by under 10's even though lacking in grass cover was in suitable playing condition. However when it rained hard, the field got muddy. There were also no markings on the field during most of the matches.

Obunga grounds hosted under 12 Manyatta zone matches has a healthy grass cover. The association has also erected metallic goalposts to replace the wooden goalposts that used to be a major challenge due to their size and shakiness. Even though the entrance to the field was fixed by arranging big stones on the stagnant water, crossing the place is still a nightmare when it rains heavily.

Carwash field that hosted under 14 Manyatta zone league matches received a minor rehabilitation by volunteers from Netherfield Colts football team in United Kingdom. Trenches were dug on two sides that used to allow water to enter the field of play. Small valleys that were forming in the middle of the field were also filled up. However, the goal areas are still flooding when it rains making it very difficult to the goalkeepers to do their work.

Bamako grounds used for Nyalenda under 14 matches in terms of location was not central to most teams from Nyalenda. The field itself has metallic goalposts. The surface however has small but sharp stones near the goal areas. This made it very difficult for the players without shoes to play to their full potential. It was also difficult for the goalkeepers to dive on the stones.

The Sports ground main field used by under 16 boys' teams however was in good condition. The only things lacking were only nets and field markings. This was the same ground that was being used for the ladies league matches.

The fields used for under 18 matches were also generally playable. In town, Real Kisumu used Carwash ground as their home ground. The state of Carwash has been described above. Later on during the season when Sotema ground was banned, F.C Porto and Benfica also used Carwash as their home ground. Al Ansar and Bislet used Highway Primary grounds as their home ground. The field has no grass cover and is rocky. Throughout the season, the field was never marked. However, it has metallic goalposts. KYSNET academy on the other hand used Shaurimoyo Primary grounds as their home ground. The field is fairly flat but also does not have grass cover. The goalposts are also metallic. Again, the field was never marked throughout the season. Milan Dala used Kasagam Secondary school football pitch for their matches. The field is however located in a very swampy place that makes it totally unplayable when it rains. Even though the goalposts are metallic, the field was also not marked throughout the season for the leagues matches. Wafalme F.C used Sports ground main field for their home matches.

In Otonglo under 18 Pool A, Kisian used Kisian primary school pitch for their home matches. The major challenge throughout the season was that the grass was too long making it difficult for the ball to move smoothly. The field was also never marked even though the goal posts were metallic. Okore Golden Youth have a flat and good field at Riat. However, there are no goalposts. During matches, makeshift and non standard goalposts were used. The field also got very muddy when it rained. Usoma had a small field without goalposts. Being that it is difficult to find wooden posts naturally around Usoma beach, very small posts sometimes with a rope on top of the posts was the appearance of the goalpost. The field was also never marked. Real Molasses used Molasses field for their home matches. There were goalposts and the field was fairly flat. Field markings were lacking. Kodiaga prison field was used by Express Sportiff for their home matches. The field is also fairly flat and now has metallic goalposts. Kamamedha field used by RKR is also fairly flat even though muddy when it rains. There are however no goalposts. The field was also never marked during their league matches.

In Otonglo Pool B, Nyawara had a flat field located in a sandy area. The only challenge is the lack of standard goalposts even though the wooden ones are stable. Sajanand grounds used by Real Warriors and Usare F.C are small with small and bent goalposts. The field had markings. Oyiengo has a very big, flat and beautiful field at Oyiengo Primary. Goalposts

and long grass on one side of the field were the only challenges noted. Katuk Oriental had a flat field at Nyang'inja Primary. Goalposts are wooden and bent. The field however is marked. Ojola F.C lastly has a bumpy field at Ojola primary. The goalposts are also wooden. The field was never marked.

### **3.2 Ages of participants**

As has been reported in earlier part of this report, there was a general consensus from fans watching league matches that there was a huge improvement in terms of ages of players this season compared to the 2009 season. As has been indicated, a total of 15 players were vetted out of their leagues for being overage. The 15 were amongst 58 players whose cards had been detained by various league committees upon receiving complaints that they were not of the correct age in their leagues. The 15 could not provide evidence of their ages.

However, the procedure dictated that either the respective league committee would vet out over age players after receiving a complaint on the age of the affected players or after signing the complaint forms themselves. Even though some coaches or league committee officials complained of over age players, they never took the initiative to fill the relevant forms. No action could therefore be taken against such cases.

The proof of real age has been a challenge for a long time during the vetting exercise. Majority of the players do not have birth certificates in their possession. Some of them do not go to school so it becomes almost like a nightmare getting to authenticate their real ages. Some of the players who go to school also collude with teachers to write for them ages that they want. Players that appear physically over age in a particular age category came back to the office with letters from their respective schools indicating that they could play in the respective age category.

There was also a big age disparity in the ladies league. Even though it was a free age league, young ladies from Bislet and Young Generation Centre found it difficult to compete against players in their 20's from Galactico.

Around a third of Otonglo under 18 teams also appeared to have over age players. The reason for this has not been established considering that the same vetting committee was used in both Town and Otonglo.

### **3.3 Time Management**

Time management continued to be a major challenge to most teams throughout the league. The reasons advanced by most teams were diverse. Some teams claimed that some of their players go to church or school on Sunday morning. Others claimed that because kids are occupied at school throughout the week, they did not have that contact with the players that would enable them to plan for the week ahead properly. Others on the other hand blamed parents for not allowing their kids to turnout for the matches on time because of domestic chores. For the ladies, some coaches claimed that transportation of girls to sports ground was a major reason for lateness. Lack of general motivation amongst players to come early was also mentioned.

While the list above given by the coaches might not cover exhaustively the factors that made teams come for their matches late, the common consensus amongst all teams was that lateness for matches affected opponents and match officials. Players who arrived early for instance for under 12 matches so as to play and go prepare for school in the afternoon sometimes left the field without playing because they had to go to school. Match officials with appointments in other fields ended up delaying other matches and teams. The details on average figures of lateness as derived from match forms and league committee reports can be found above.

### **3.4 League matches**

A total of 522 matches were scheduled to be played during this season. 8 LC hosted an average of 17 matches every week during the 30 weeks of KYFA competitions.

Age category	No. of teams	No. of matches scheduled	Matches played	Walkovers

Under 10	6	30	25	5
Under 12	10	90	78	12
Under 14 Manyatta	8	56	48	8
Under 14 Nyalenda	8	56	49	7
Under 16 Town	9	72	64	8
Under 18 Town	8	56	49	7
Under 18 Otonglo	12	132	128	4
Ladies Town	6	30	22	8
Total	78	522	463	59

The above table indicates that about 11.3% of the matches were walkovers. This is a very high percentage that must be reduced.

### **3.5 Turnout and conduct of fans**

The turnout of fans for KYFA matches across the leagues was minimal at the beginning of the season. However, as the leagues became more competitive, fans started to increase in number. Persons recreating at Sports ground on Saturday and Sunday could always be spotted around hockey pitch and main field watching under 10 and under 16 matches respectively. At Obunga, matches involving Obunga Babes and Real Kisumu Carwash always attracted big crowds of fans.

In Otonglo zones, there were always big crowds turning to watch matches. At Oyiengo for instance, every time there was a KYFA match, huge crowds of fans could always be spotted at the fields. There were always passionate fans at Real Molasses and Katuk.

Other than an incidence at Sotema grounds where fans fought after a KYFA match, there has been no major misconduct amongst fans this season. This must be appreciated.

### **3.6 Disciplinary matters**

The league committee with the technical support of KYFA office enforced with huge success strict disciplinary measures. Teams, officials, referees or league committees were not spared once it was established that they were in the wrong. Irrespective of the social standing of a person or team, seniority of the volunteer in the association, everybody was treated the same by the league and zonal committees. In most cases, the Association triumphed over forces of hooliganism.

However, one team in under 10, two in under 12, one in the ladies league, one in under 18 town and one in under 18 Otonglo received warning letters on contravening particular sections of the manual by their respective league committees. 10 coaches received bans ranging from a two match to whole season bans depending on the severity of the act committed. A total of 6 players also received suspensions contravening player's codes of conduct, a part of the competitions manual. One player was suspended for the whole season for slapping a match official.

The most positive part of these disciplinary measures are the results. One coach who was banned for the whole season stayed away from his team's matches throughout. When his team qualified for the champions league final, he requested to attend the match. His request was granted subject to promising to behave as per the coaches' code of conduct. The coach behaved amazingly well. He ensured his fans were orderly. When there was a disputed goal, he prevailed upon his players and fans to keep order and allow for a diplomatic solution. In sum, if his conduct during the finals and after is something to go by, then the whole season ban to him has been effective.

All the players who were banned have also written apology letters promising not to go against the player's code of conduct ever again. Teams that were warned for cheating also stopped the same forthwith.

What's more? All the affected parties continue to be friends of the association. They have been in a position to realize that they were in the wrong when they misbehaved.

### **3.7 Refereeing**

Officiation during the season was free of a major controversy save for a few complaints by teams and their officials. As has been indicated in the section above, there were a total of 12 official complaints received during the season concerning referees officiation. The trend was very irregular. In March and April, there was no complaint. There was one complaint in May, with none in June. There were two complaints in July and August respectively on officiation. There were however seven complaints on officiation in the month of September. This perhaps could be due to the league getting to the penultimate stage where every decision of the referee was subject to change outcome of a match.

However, towards the end of the season, there was an ugly incident where a referee was allegedly compromised to change red cards to two players that he had issued earlier in the game to yellow cards. This was supposed to allow the players to participate in the next crucial matches. The referee has since been suspended.

Towards the beginning of the season, a few referees reported late for their matches. This was however corrected. Towards the middle of the season, a few other referees were avoiding under 14 matches because it was allegedly not paying enough. This again was corrected once it was determined.

In summary however, officiation in the 2010 season has been commendable based on the information received by the M&E desk.

### **3.8 The Competitions Manual**

In the course of the season, a number of issues have arisen that could not be amicably handled within the confines of the competitions manual. These issues included

1. Lack of a guideline on how to deal with non consecutive or irregular but numerous walkovers from the same team.
2. Lack of a clear guideline on how to handle two or more teams from the same club playing in the same league against a potential accusation of match fixing especially towards the end of the league.
3. Lack of rules on match fixing. How do we establish a case of match fixing? What penalties should be given out e.t.c?
4. Lack of a code of conduct for league committees. How can a league committee member who fails completely to go to the field of play be handled? What of a partisan league committee official?
5. Unclear composition procedure and mandate of the zonal committees. How for instance do they help the Association in monitoring leagues in a zone? How regular should they meet? How should they help the Association make in-roads into the community, e.t.c?
6. On match rules, at what point do we start a match that has been abandoned due to Acts of God? From the beginning, from where it stopped, do we retain the scores if any?
7. Pre-match protests- What should be the content, can a team allow opponents to play without cards and play in protest?

### **3.9 Informed Decision Making Course trainees**

Informed Decision Making course was conceived in 2009 to address social challenges afflicting several players within KYFA teams. The course was developed to equip team captains with informed decision making skills in communication, leadership, sexuality and reproductive health issues, team work and values.

As has been reported earlier, 139 captains and assistant captains were trained in the 1<sup>st</sup> phase of the IDM course. However, after a series of follow-up meetings, the M&E unit gathered that only ten teams were meeting to discuss topics they had learnt in the training in addition to sharing social challenges affecting them as players. The M&E unit recommended a comprehensive re-look into the design, facilitation, monitoring and support of the program.

The IDM program has since been reviewed with only 13 captains trained in the month of August during phase 11 of the program. There was an emphasis on facilitation skills and group discussions during the training. All trainees took a more prominent role in the training in terms of facilitating mock discussions on some social issues. Their coaches were also introduced to the concept of IDM and were involved in formulation of action plans for individual teams. Initial results of this training are very promising. Six teams are meeting weekly to discuss social issues affecting them as team members. The M&E Unit gets written reports of the meetings and issues discussed regularly.

### **3.10 Media Coverage**

The Association has received substantial media coverage from both electronic and print media this season, some positive while others negative. On the positive side, two local radio stations, Radio Lake Victoria and Kenya Broadcasting Corporation-Kisumu, all transmitting in the native Luo language have hosted KYFA staff twice for free in two hour talk shows on the Association and her activities. The publicity from these shows has made it easy for parents to release their kids to play as they are aware of what the Association is all about. In the month of April, the Association benefitted from a five minute feature on Citizen TV, one of the most watched television stations in the country. In fact, an estimated five million people watched the feature according to Citizen TV. Equally, there were two articles on the positive impact of the Association's activities in the Standard newspaper, one of the most widely read newspapers in Kenya.

In the month of October, 2010, Citizen TV did another three minute feature on KYFA programs within Kisumu. Again, an estimated five million people watched the feature.

The positive media coverage during the month of October made Jack Oguda, the CEO of Kenya Premier League to comment that Kisumu has no problem with soccer development because of KYFA. This is a very positive statement coming from the top of football management in Kenya.

On the negative side, the Association's name was negatively dragged in one of the letters to the editor section of the Standard Newspaper in May, 2010. The letter sought to claim that the association was being run down and was composed of a group of loyalists. Again during the month of July, there were two letters written in the Letters to the Editor section of the Standard Newspaper. The two pieces sought to portray that association to be on the way towards her death as the current leadership is made of incompetent cronies. The letters also drummed up support for one Tobias Obado to be restored as the director of the association. To the authors, he is epitome of sound soccer management in Kisumu. Rather sadly, the authors of these cowardly pieces also implied that there was misuse of the Association's funds.

### **3.11 Further training for staff**

The Association's membership to different networks has made it possible for her staff to benefit from different training organized by the networks. Kevin attended two trainings organized by Kenya Netherlands Sports for Development Partnership. The two workshops were on Early Childhood Development through Sports and Strategic Planning, Monitoring and Evaluation and Fundraising. Jason was also in the latter training. The M&E Officer also attended a three day sharing forum on Monitoring and Evaluation for all Sports for Development organizations in Kenya organized by Moving the Goalposts, Kilifi. Ben also attended two workshops on Value based sports organized by KNSDP.

The association also gave a chance for training to two volunteers to attend workshops on female empowerment through sports. These workshops were organized by KNSDP.

The knowledge and new perspectives gained in these forums has been useful in navigating the Association throughout the season. The training on Strategic Planning, M&E and Fundraising is going to be particularly useful as the staff plans for next season.

### **3.12 Income Generation through skills and linkages gained at KYFA**

Twenty six (26) KYFA trained referees were contracted by various organizations and institutions to officiate their matches at a fee apart from volunteering weekly in KYFA leagues. In an average, the referees earned a total of Ksh 600 per day of officiating. In some lucrative inter colleges tournaments, the referees earned Ksh 1,000 per match.

KYFA also affiliated two referees to Kenya Federation of Referees Association (KEFRA) as way of exposing those with huge potential for growth in officiating. These two referees have been regularly engaged by KEFRA in officiating nationwide league matches at a fee of KSH 1,000 per match. This season, the referees have officiated a combined total of 15 matches. In addition, another KYFA trained referee is actively engaged as a referee by the Ladies Kenya Premier League as a referee. She is earning a total of Ksh 1,500 for every match officiated at home (Kisumu) and Ksh 3,000 for away matches. This season alone, the referee has officiated eight matches.

Seven ladies volunteering in the Association's programs were also contracted by Orange, a local mobile company at a fee to conduct phone Sim Card registration. The ladies were trained in basic computer use and also mentored on secretarial duties and front office management. They are being paid Kshs 150 (around two US Dollars) per day for their services while still in probation. Five of the ladies shall be employed permanently in three months after the end of their probation period.

### **3.13 Tournaments**

The Association this season in partnership with Galactico Youth Recreational Group organized the third edition of KYFA-Galactico Nationwide Ladies Tournament. A total of thirteen teams participated in the event held at Jomo Kenyatta Sports Ground from 27th to 29th, August, 2010. There were seven free age and six under 14 teams. The teams were from Nairobi, Suba, Kakamega and Kisumu. As opposed to last year, there was no team from Coast or Rift Valley provinces. A total of 244 players participated in this 3rd edition of KYFA – Galactico Nationwide Ladies Tournament as opposed to 360 in 2009.

## **Section 4: Major challenges, priorities and conclusion**

### **4.1 Challenges**

There were a number of challenges encountered during this season.

1. Turn- out of teams for vetting was a major challenge. This delayed the kick-off of most league matches.
2. Bamako field and under 18 fields a few from town but mostly from Otonglo were not standardized and therefore did not offer the opportunity to all players to maximize their potential.
3. Fields like Bamako for under 14 Nyalenda and sports ground for the ladies was not central according to most players and coaches. The distance to the fields was long for some teams.
4. Time management was poor across the league. Teams came late for their matches. This delayed league programs.
5. There was lack of an objective and accurate procedure for verifying ages of players. This resulted in a situation where a few overage players from different leagues were vetted and allowed to play.
6. There were an abnormally high number of walkovers across the league.
7. Conduct of a few coaches and players was against the coaches and players codes of conduct. This left the league committees and the management with no option other than to enforce disciplinary measures.

8. Negative media coverage on the Association that painted it to be on its death bed was also a major source of anxiety amongst the players and community alike.

9. There were a number of issues that arose during the season that could not be addressed within the competitions manual. These included inconsecutive walkovers, allegations of match fixing, lack of a code of conduct for the league committees' e.t.c

#### **4.2 Recommendations**

1. A clear strategy for mobilization, vetting and registration of teams should be in place before December. Deadlines should be set and enforced so as to ensure timely kick-off of most leagues.

2. There should be a comprehensive database on the physical status of all fields used for KYFA competitions. This would make it easy for the teams to be involved in simple but necessary renovations required.

3. Deliberate efforts should be made to find a field in Nyalenda. Even if Bamako was to be used for under 14, other fields would be required for other age categories.

4. There should be awards to teams that report on time every month. On the same note, lateness of teams should be dealt with strictly within the confines of the rules.

5. The vetting committee should be transparently chosen. Persons serving in the committee should command respect of other teams and be totally non-partisan. On the same note, vetting should not be done more than three times for a team. A consideration should be made to have the vetting committee being backed up by a dentist for players whose real age cannot be gauged.

6. The management should consultatively consider developing a strategy of handling cases of walkovers once they arise

7. All coaches, players and teams must be made to sign their respective codes of conduct before the start of the season. In case a coach, player or team goes against the signed code of conduct, appropriate disciplinary action should be considered.

8. The Association should consider intensifying her media presence. This would help make more in roads into the community.

9. The management should consider looking afresh at the competitions manual with a view of addressing the challenges raised in this report.

#### **4.3 Conclusion**

In conclusion, a number of targeted outputs have been realized this season. All these have happened in the area of competitions and trainings. This has happened in the backdrop of challenges encountered right from the beginning of the season when the turnout of teams for vetting was unexpectedly low. With eight leagues successfully hosted by the league committees up to the end of the season with minimal hiccups, there is hope that the firm foundation established this season will go a long way in motivating teams to continue playing the KYFA organized competitions. This will depend on drawing lessons from the 2010 competitions and trainings and making necessary improvements on areas where there were challenges.