

GLOUCESTER-CUMBERLAND RINGETTE ASSOCIATION (GCRA)

ANNUAL GENERAL MEETING

MAY 29,2019 7:00 PM HENRY MUNRO SCHOOL

Present: Rick Burchill, Jen Kosak, Jen Vila, Celine Leduc, Darlene Pickup, Marie Drolet, Michelle Reis, Kelley Perreault, Nadia Wolters, Dave Maniwood, Krista Cooper, Chuck Kennedy, Nathalie Altherr, Marc D'Aoust, Jay Waxman, Josee Sabourin, Elizabeth Lakoff, Omar Nalley, Annie St-Croix, Kim Leemhuis, Kelly Searle, Monique Robichaud, Eric Muller, Torie Billings, Krista Forrest, Johanne Gagnier, John Biro, Dan Altherr, Amy Grosset, Shelley St. George, Mike Dearing.

1. Call To Order

Rick Burchill called the meeting to order at 7:00 p.m.

2. Adoption of 2018 AGM Minutes

Action: Motion that the Minutes of 2018 AGM be adopted – Moved by Josee Sabourin and seconded by Jay Waxman. **Motion Carried**

3. Treasurer's Report

Action: Motion to approve Budget/Financial Report to March 31, 2019 – Moved by Dave Mainwood and Seconded by Celine Leduc. **Motion Carried**

**New this year - Power Point Presentation given by Executive Members
(available on our GCRA website)**

4.1 President's Report - Rick Burchill

- Overall, it was an excellent season in the competitive and regional programs.
- GCRA registration was consistent with last season
 - o Full spectrum of Provincial teams
 - o Full spectrum of Regional teams

o The U14 B team, along with sister teams in CORA and WORA re-seeded to A the last half of the season. Made for a challenging year to only have 3 teams at level, play some A during the second half, then only each other in the NCRRL year-end

o Three (3) U10 teams which was a bit of a stretch, given one had to host 3 underage and 3 new skaters. But was a developmental year and ended up really well. Other two teams performed well – Situation primarily because of the last cohort at this age from U10 that did not have the Player’s Choice option.

· Continued to collaborate and work with other ringette associations. As first year President, I enjoyed a lot of collaboration from all other association presidents, as well as from NCRRL and ERRRA. Membership Services (Ellorie Hanson) was particularly crucial as a resource for GCRA on a number of issues (i.e. discipline, Novice, player releases, underage policy input for GCRA)

· GCRA Tournament was very successful and hosted teams from near and far. Although, there have been challenges in the past with having all level regional divisions, it was a much better year for inclusivity of all levels. It is a very competitive tournament with provincial-level competition as its foundation, but the goal is to host at all levels in all age groups.

· Discipline / Vulnerable Sector Issues – GCRA Executive were faced with some challenging issues in these two areas. However, with attention to process, engaging appropriate organizations, and accountability all situations came to successful conclusions.

· GCRA U16AA made it to the National Championship in Charlottetown, PE and had a strong showing.

· GCRA U14AA made a second consecutive trip to the Eastern Championships in Oshawa, ON this year. Lost in semi-final play in a mini-game.

· U19 and U16 Regional level hosted two B teams each and had very good seasons.

· GCRA Players Choice initiative – 2 year pilot

o Pilot is now completed, and GCRA Executive voted to extend it for another two years

o Commitment for GCRA / CORA / MDRA / NRA to co-host Come Try Ringette events to develop the sport in the south end, get enrollment in any of these associations

- Currently in the process of forming teams at U14A/AA, U16A/AA, and U19A/AA. Appears as though we will host two U14A teams.
- Looking forward to 2020!

4.2 Michelle Reis - VP Administration

Ringette, like no other sport I have been involved in, supports each other like family. I am so thankful to be a part of such an amazing community.

I have been in the role of VP Administration for 4 years now and will be my last. I would to take this opportunity to thank you all.

The ringette night at the 67's game was a very different event this season with only GCRA and CORA participating. ERRRA no longer has a person who coordinates it for the region so I worked with the president of CORA to allow the interested teams to attend. While it was a much smaller event one of our U16 teams won an hour of ice time at TD arena and they invited some of our U10 players to join them.

One of the duties of the VP Administration is to chair the Discipline committee. Unfortunately, this past season was not without incident. The association has gone so far as to have all players and parents read and sign the Code of Conduct. I encourage everyone to review the code of conduct, and a gentle reminder that they are children and we are volunteers.

The Gloucester-Cumberland Ringette Association (GCRA) is committed to providing a sport environment which is athlete-centered, and characterized by open and clear communication, honesty, fairness and mutual respect.

We continue to try and grow our sport and introduce as many young people to Ringette as we can. We now have a group of people who are certified and committed to organizing and running the Come try Ringette events for GCRA.

Registration for the 2019– 2020 season has been opened and is available on the GCRA website. A reminder to our competitive parents to go and register your players who have already been offered positions on a GCRA competitive team and this will confirm their position on the team.

The early bird registration fee will be \$625 and we are continuing to offer discounts to families with 3 or more players.

We have gone paper less, all registrations will be completed online for the third year. With the Goaline website the process is much more user friendly!

We continued to try and fine tune the online registration as well as the online payment process. There were definitely lots of improvements and we continue to strive for simplicity and excellence.

As the 2018- 2019 season was coming to an end, it was time for me to organize and host the annual volunteer appreciation evening. We had about 50 volunteers attended Stanley's restaurant on Friday evening, April 29th, I was thrilled to see everyone and hope all enjoyed themselves...I think it was a great success.

It has been my pleasure to be part of the GCRA executive this past year.

Kelly Perreault - Director at Large

Team Photos

In Action Photography did our team photo with success, so the plan is to go with them again this upcoming season.

Summer Camp 2018

- GCRA ran a recreational camp, a competitive camp, and new last summer a conditioning camp in August during the same week.
- The Recreation camp, hosted at Potvin Arena, had 33 campers a decrease from 2017 by 18 participants.
- The Competitive camp, ran out of Barrett Arena had 52 campers a decrease from 2017 by 5 players
- The Conditioning camp, ran out of Barrett had 15 a great participation for a first year

Our camps experienced a net loss last year; however, we remain committed to offering this awesome experience to all players. We are hopeful that the changes we implemented this year i.e. earlier registration, one location, will net our organization a profit

Summer Camp 2019

- Jessica Mainwood, Camp Director, and Celine Leduc Camp Co-Director will run all 3 camps this summer out of Barrett Arena
- We received a good number of applications for the counsellor jobs and the volunteer positions. We are in the process of screening and will be in contact with each applicant within the next 2 weeks.
- We did increase registration fees this year by a small margin mainly due to the increase in ice costs
- Looking at registration numbers for this summer, we continue to see a decrease in novice (new) players to the sport

Power Skating 2019:

Our intent is to run a one-week session of power skating in late August (4 nights, 3 hours each night) to prepare our players for the upcoming season. Details to follow in the upcoming months

4.3 AGM GCRA Regional Report 2018-19 Marie Drolet

The main responsibility of VP Regional is operations of the Regional teams at U12 – U19. This includes the coordination of the sort-out or evaluation process, selection of coaches for approval of the Executive, player placement, team composition, communicating with the NCRRL, point of contact for resolving parent-coach-player issues, provide guidance and support to coaches, representing regional perspective at Executive meetings, year-end coach evaluations, and representing GCRA Regional on the Discipline, Harassment and Appeals Committee.

GENERAL OVERVIEW OF THE SEASON:

Pre-season

- NCRRL meets in June and August to start work for next season.
- Meetings with ice scheduler in July to plan for regional evaluation nights.
- GCRA provides team projections in August to NCRRL.
- GCRA recommendation to NCRRL: exhibition games to better determine level of play.

Sort-outs: September

- Regional sort-outs U12-U19 took place over a 3-week period in September.

- About 120+ players evaluated. Player scores are based on 4 sessions; depending on the age group, players ranked on skating, game sense, positional play and ring-handling.
- A special thank you to the evaluators, parents at the check-in desks and referees.

Eight GCRA Regional teams formed: two balanced U12 teams conforming to LTAD principles adopted by NCRRL; U14C; U14B; two balanced U16B teams and two balanced U19B.

Complications:

Ø Request for players to ‘play up’ an age division to join friends/family;

o Our intent is to have regional players play their proper age group. Players can only “move up” if there is a deficit at one level and a surplus at another; if it affects GCRA ability to ice a team at that level and must be RO approved. All regional players of an age group must be accommodated first. Players can only “move down” only if approved by NCRRL and Eastern Region Sports Development.

Ø Friend requests – at U12 and U19 accept a one-to-one friend request;

Ø Complaints around U12 teams conforming to LTAD principles;

Ø Use of underage players for team viability at U12 and U14C levels;

Ø Complaints around individual player placement;

Ø Overall, the feedback on the teams was quite positive. Grumblings came from about 2% of our membership (a little higher than last year at 1.5% but lower than year previous at 3%).

The NCRRL determines the composition of the various leagues based on player evaluation and team composite scores from each association.

o GCRA proposed to ice two U16B teams based on playing ability of the majority of players. GCRA played an exhibition game vs CORA. NCRRL confirmed that GCRA had enough of caliber players to have two U16B teams.

o Nepean also iced two U16B teams.

o This created a problem at NCRRL level as there were 3 true C teams. For first half, NCRRL placed both Nepean, Arnprior and C teams in Red division. This was NOT

what was agreed upon at NCRRL pre-season meeting with Association representatives.

Re-seeding November

At mid-season, the NCRRL meets to re-assess the teams in each division. "The goal is to have every team playing meaningful, competitive games against teams of equivalent skill." My responsibility is to represent the best interests of our GCRA teams to the NCRRL. Coaches provide their input regarding their team and teams in their division.

Divisions are sometimes split as weaker or stronger teams emerge. Some teams may request to play at a higher or lower level. Some teams are happy with the results of re-seeding while others have been, well, not so happy. Each association gets one vote. All associations vote even if they do not have a team in that Division.

- Feedback from re-seeding was generally positive.
- The U12 Division - initially made up of 17 teams - was split based on first half results.
- * next year, it is proposed that there is no mid-season split.
- U14B was disbanded as Nepean moved to U14C, leaving 3 teams in U14B. Lower ranked U14A teams (Nepean and Metcalfe) did not want to move to U14B, so it was decided that U14B teams would move to A, play a skewed schedule and NOT play sister teams.
- U19 played a skewed schedule in second half, with lower ranked teams playing mostly lower ranked

NCRRL Year-end Tournament

- From all accounts, the weekend was a success.
- The divisions used for tournament generally come from the re-seeded divisions
- Since U14A does not participate in year-end, U14B teams played in original division

REGIONAL TEAM ACCOMPLISHMENTS

I would like to thank the regional coaches, managers, other bench staff and parents for their efforts and commitment this past season. These sentiments were reflected in the

year-end evaluations. In general, the majority of parents and players enjoyed their ringette experience this season. Following-up on some recommendations and suggestions for both coaches and the association. I will share those individually with the coach and those pertaining to GCRA are included below.

U12

U12 Grosset: participated in 3 tournaments this year (Nepean, making it to the semi-finals; Beaconsfield-Kirkland, winning a silver medal; and GCRA). Team came together and start playing better and more cohesively at the end of year. It was a pleasure to coach such wonderful girls. Memories and friendships were made, and hopefully a few ringette skills too!

U12 Nasr: Having fun on and off the ice allowed the girls to come together and get to know each other better. the girls really demonstrated great improvement, perseverance and awesome team work to win gold in Metcalfe, finish third of their division in year-end tournament. What a year it was for this U12R team...Very proud of them!

U14

U14B Jamieson: There was no input from bench staff on team accomplishments. There were a number of issues with the team throughout the season. Many attempts were made to balance perspectives of bench staff and parents and to find ways to move on in the best interests of the players and team. In the end, players quit the team and put the team at risk for the year-end tournament.

U14C Swerdfeger: Participated in 4 tournaments, 1 in Montreal, 3 local. Players worked hard throughout the season and participated in a number of team bonding activities over the season: drum class at Movati, Skating at Rideau Hall, Archery at Bank & Walkley, team dinners and including a Christmas party.

U16

U16B Drolet: Despite a short-bench this season, our team played BIG at every game, practice and tournament. It was a pleasure to work with a great group of players and coaches. We have many memories to share: sharing ice at TD Place with our GCRA novice players, showcasing our sport at 67s Ringette night, parties at coach Kris's house, scavenger hunts in the hotel and so on.

U16B Leslie: Silver at Pierrefond; Team bonding with laser tag in Whitby; Placed in the top division for the year end tournament; Year end Team dinner at Lone Star followed by Escape Room.

U19

Team Fletcher: Gold Medal at Whitby tournament and Silver medal at GCRA tournament.

Team Campbell-Daigle: We had a fun year. Losing record but the girls always were happy. Our best times were tournaments....they had all their wins in tournies. The parents were great and coaching staff as well. I've coached these girls for a few years and would coach them again.

Other general comments / recommendations

a. Goalie issue

Lack of goalies at the regional level – U12 and U14 continues to be an issue (across NCRRL). As an association, there is a need to attract and retain players interested in the position. Upcoming season, we have a more coordinated effort between competitive and regional.

b. Skills clinics open to interested Regional players (received positive feedback from those attending).

c. Coach Mentors: Many regional coaches do not have a ringette background and would benefit from a mentorship program with more experienced ringette coaches. Also articulated in some year-end feedback from teams. Coaches should look to share full-ice drills (with teams that they share ice with); share ideas with other coaches. Idea: This could be set up as an informal discussion – twice a year.

d. Clarify NCRRL call-up rules and access through GCRA website. I have spoken to John Bertram throughout season as their seemed to be discontinuity in application of rules (RO vs NCRRL), teams changing caliber by strictly using competitive players etc.

e. Talk of creating a "curriculum" of incremental drill and plays that coaches teach girls at each level of play. This would leave coaches not having to teach everything from scratch each year.

f. Complaints process: There are very conflicting views on how the general complaint process should work when it is a team issue. In an ideal world, issues should first be discussed with the bench staff. If a reasonable solution cannot be reached, it can then be escalated to VP Regional or appropriate Convenors.

g. Issues of bullying: these are taken up with individual teams and bench staff. Most issues were resolved by ensuring that there are den mons present in dressing room, talking to players involved etc.

h. Tournament volunteer hours: too many for some families with multiple kids in different activities.

i. Lack of evaluators at Regional sort-outs; need for regional convenors.

4.4 DIRECTOR OF PLAYER DEVELOPMENT - Celine Leduc

This was our third year with the formal position of Director of Player Development. Using the feedback from previous, our goals this year were to 1) offer programs to both the regional and provincial players with an emphasis on our younger players at no cost to the association. 2) Find ways to engage more on ice staff 3) Find more volunteers 4) look at the goalie clinics (cost and participation)

Our programs:

U8 and U9 Handbook for coaches with practice plans, questions and answers, other info items

Novice Power Skating and Novice Skills Sessions. Both programs were very well attended and received very good feedback. Kim Leehmuis was our head instructor and ran these sessions on a volunteer basis with no cost to the association. We also had many coaches and assistant coaches help out. This program ran throughout the season in order to support our players.

U12/U14 Provincial Skills Program:

This program was for our U12 and U14 Competitive players. They worked on skating, passing, stabbing, checking and shooting. These sessions were well attended and reached their maximum registration rate. Volunteers ran the sessions at no cost to the association. The head instructor was Celine Leduc. This program was offered throughout the year.

U12/U14 Regional Skills Program:

This program was for our U12 and U14 regional players. They worked on a variety of skills such as skating, passing, stabbing, checking and shooting. We continued our joint venture with CORA in order to maximize registration. The head instructor was Rick Burchill. These sessions were also ran by volunteers both from GRCA and CORA. The head instructor was Celine Leduc.

U14/U16 Competitive Power Skating

We ran a program early in the season for the U14 and U16 Competitive players prior to the U12 Competitive and Regional teams and the U14 and U16 Regional team sort outs. This program was ran by APEX instructors and the focus was on Power Skating and Agility Skating.

Goalie Clinics:

We ran goalie clinics for our girls throughout the season. These clinics were for Regional and Novice Goalies. The Head Instructor was Emily Martin. The cost was significantly lower.

Four on Four for U12 and U14:

This program ran in the spring and was sold out within hours of being posted. It was very popular. Volunteers ran the program.

Shooting clinics:

The sessions were trial sessions and were for U12, U14 and U16 Competitive players. The head instructor was Celine Leduc. The sessions came about to help with the cost of ice as our bunny program was very low.

I would like to acknowledge the many volunteers who helped with both the on and off ice components of these programs: working the welcome table, dressing rooms, doors, timeclock, on ice helpers, main instructors. Without the support of volunteers we could not run these programs or make them cost efficient. I would ask that all helpers who are present here this evening to please stand up

I would also like to thank Jay Waxman who was able to purchase ice on a regular night of the week to run the clinics. This was also an improvement made based on the feedback received from the parents of the participants. The thought behind it would be that Monday nights were clinic nights for GCRA.

Good:

It is felt that with the feedback of last year we were able to improve in all areas of the Player Development Programs. We ran over 40 additional sessions for our ringette players over the course of this season. Young players (families) are very interested in having Power Skating and Skill sessions. U12 and U14 Provincial players and goalies also have a high interest for sessions. Having a joint venture with CORA allowed GCRA players an opportunity to attend skill sessions. Many families are also interested in spring sessions such as 4 on 4. It is evident that the need continues to be to have programs for U14 and under. In house goalie clinics are cost efficient and were well received. Having on line registration facilitates the process. Having a set night for clinics also helps families and helps with registration and attendance of programs. We also have a great pool of volunteers that spend a significant number of hours to ensure that these clinics run smoothly.

Areas of improvement:

We need to train our older athletes and coaches to work at clinics in order to make these programs sustainable

Create a bank of volunteers at the beginning of the season. This would allow people to sign up with their interest and areas of expertise.

Promote coaches and assistant coaches to attend and participate in the on ice sessions in order to further develop our coaches.

We need to look at our goalie clinics for Competitive Clinics.

4.5 VP NOVICE AND BUNNIES – Jen Vila

The Novice and Bunny Divisions

The Novice division had 6 teams: only 1 at U8, 2 at U9 and 3 at U10 for a total of 108 players. The team assignment was a challenge this year due to a lot of new registrations that we received from our Come Try Ringette event that we ran last summer. While it's fantastic to add new girls to the sport, we also needed to ensure that they had the support that they needed. One team in particular took a number of new players as per the head coach's request and I did receive some negative feedback about that. That said, it turned out to be for the best for those players as they had an amazing first year of ringette and a lot of good support.

All teams took part in some in-town and out-of-town tournaments. The U8 team chose not to participate in any away tournaments; I think that's the first time that has happened! Each team had a variety of successes both in the league play and in tournament play:

-the U10 Hibbeln team won gold in the Kingston tournament and silver in the Arnprior tournament, and then gold again in the NCRRL tournament—not bad for a new coach!!

-the U10 Archer team won silver in the GCRA tournament

While the rest of the Novice teams didn't win medals, they all had a fun year and the coaches felt that they had much success throughout the season in terms of development. The feedback from the end of year surveys also indicates that the players improved in their skills and their knowledge of ringette.

Again this year, we had the opportunity to field a south end team which allowed us to accommodate our south end residents to a certain degree. They have been advised for a few years now that there will not be another south end team once they move out of novice due to the introduction of the competitive program in U12.

The Bunny program ran three different groups: one in Blackburn, one at Ray Friel and one at Barrett. We had 59 boys and girls registered for our learn-to-skate program. For the second year in a row, our numbers have been much lower than previous years, and we are once again looking at

strategies to increase our numbers for next season. I have talked about advertising for a number of years, and we really do need advertisement to support this program. Our bunnies participated in a once a week program. Some of the bunnies took part in exhibition games during the GCRA tournament. As well, all of the bunnies participated in Bunny Fest at the end of the year, which was hosted by City of Ottawa.

We successfully ran a Come Try Ringette event in June 2018, which resulted in a number of new registrations. GCRA also ran one last month. And we will try to run them with some regularity.

I would like to take this opportunity to publicly thank Nancy and Marc D'Acoust. Because of a conversation we had one year at the parade, we thought it would be good advertising for the association to participate in the Orleans Parade of Lights. Nancy and Marc, along with Kory Kopko took up the challenge again this year, along with few other people, to prep the float and run it smoothly. We typically have a number of kids in novice who participate, because they think it's fun, and this year was no

exception. New for this year, Marc suggested that the older girls pass the ring to each other so that we could better highlight the sport. So I enlisted my older daughter's teammates and friends. Next year, we hope to have more players participate in walking behind the float. It's usually the last weekend of November, so save the date now!

I also want to thank Omar Nalley for all his efforts in promoting our events – specifically the Come Try Ringette event -through social media. A big thank you also goes to Marianne Utano who agreed to be our Come Try Ringette coordinator and was instrumental in making the June event a success.

Again this year, I want to thank Val Cavers, who is a Bunny champion, and has been over many years. Without her, our program would not be what it is, and she has provided some great ideas for improvements for next year.

Anyone who has a child that plays this sport knows how many volunteers it takes to keep the machine rolling. So I would like to thank all our novice volunteers this year. From new coaches who stepped up to lead teams, to more seasoned coaches who coached again, to managers and trainers as well as parent volunteers, thank you. You give your time,

knowledge and enthusiasm to coaching our young players and instilling in them a love of the sport. Without you, this can't happen!

**Motion to adopt the bylaws and move to the new format which was in the presentation this evening by Jennifer Kosak and Seconded by Michelle Reis.
Motion Carried.**

ELECTION OF OFFICERS

VP Administration - Kelley Perreault

VP Finances - Annie St. Croix

VP Operations - Jennifer Vila

Director Safety, Discipline & Appeals - Chuck Kennedy

Director of Accounting - Vanessa Jones

Ice Scheduler - Jay Waxman

Director at Large - Josee Sabourin

Motion to Approve newly Elected Officers to the Executive Council by Celine Leduc and Seconded by Darlene Pickup. Motion Carried.

Rick wanted to Thank everyone who has given their time and effort throughout the past season. A special Thanks to Jeff Beaulac, Nadia Wolters, Michelle Reis and John Biro for everything they have done for the Association.

Motion to adjourn the meeting - Moved by Kim Leemhuis and Seconded by Dave Mainwood. Motion Carried.