



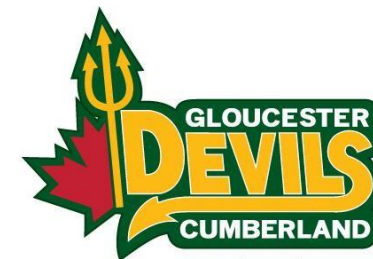
GCRA A Year in Review AGM 2019

MAY 29TH 2019

Agenda

- Call to order
- Reading and adoption of the minutes of the previous Annual Meeting and any subsequent General Meetings
- Treasurer's report
- President's report
- Registrar's report
- Committee reports
- Amendments to By-Laws
- Election of Directors
- New Business
- Adjournment

Income Statement

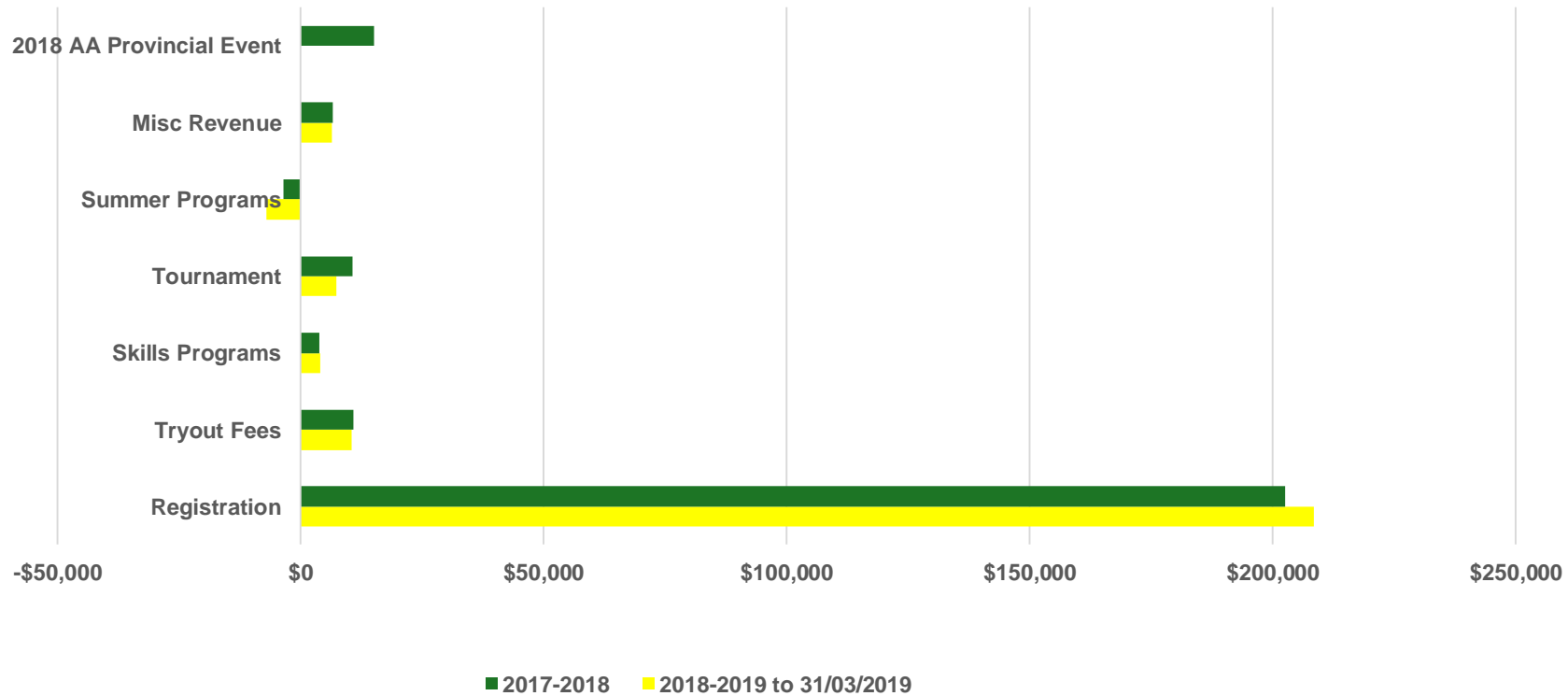


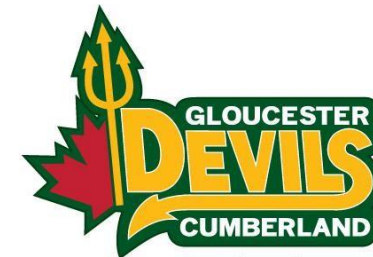
	2018-2019 (to 31/03/2019)	2017-2018
Revenues		
Registration	\$ 208,431.25	\$ 202,515.75
Tryout Fees	\$ 10,500.00	\$ 10,875.00
Skills Programs	\$ 3,935.00	\$ 3,837.81
Tournament	\$ 7,425.26	\$ 10,667.22
Summer Programs	\$ (7,106.90)	\$ (3,471.28)
Misc Revenue	\$ 6,478.77	\$ 6,616.48
2018 AA Provincial Event	\$ -	\$ 15,102.37
Total Revenue	\$ 229,663.38	\$ 246,143.35
Expenses		
Ice (Net)	\$ 174,559.63	\$ 134,568.27
Ringette Ontario	\$ 22,985.42	\$ 21,435.50
Referees	\$ 8,148.60	\$ 9,379.00
NCRRL/LERQ/ERRA	\$ 6,865.00	\$ 8,040.27
Other Sport Related	\$ 4,905.20	\$ 12,707.31
Administration & Travel	\$ 1,857.61	\$ 3,236.27
GCRA Pants	\$ 8,671.52	\$ -
Other Operating	\$ 11,667.67	\$ 14,192.96
Total Expenses	\$ 239,660.65	\$ 203,559.58
Net Profit (Loss)	\$ (9,997.27)	\$ 42,583.77

Financial Highlights - Revenues



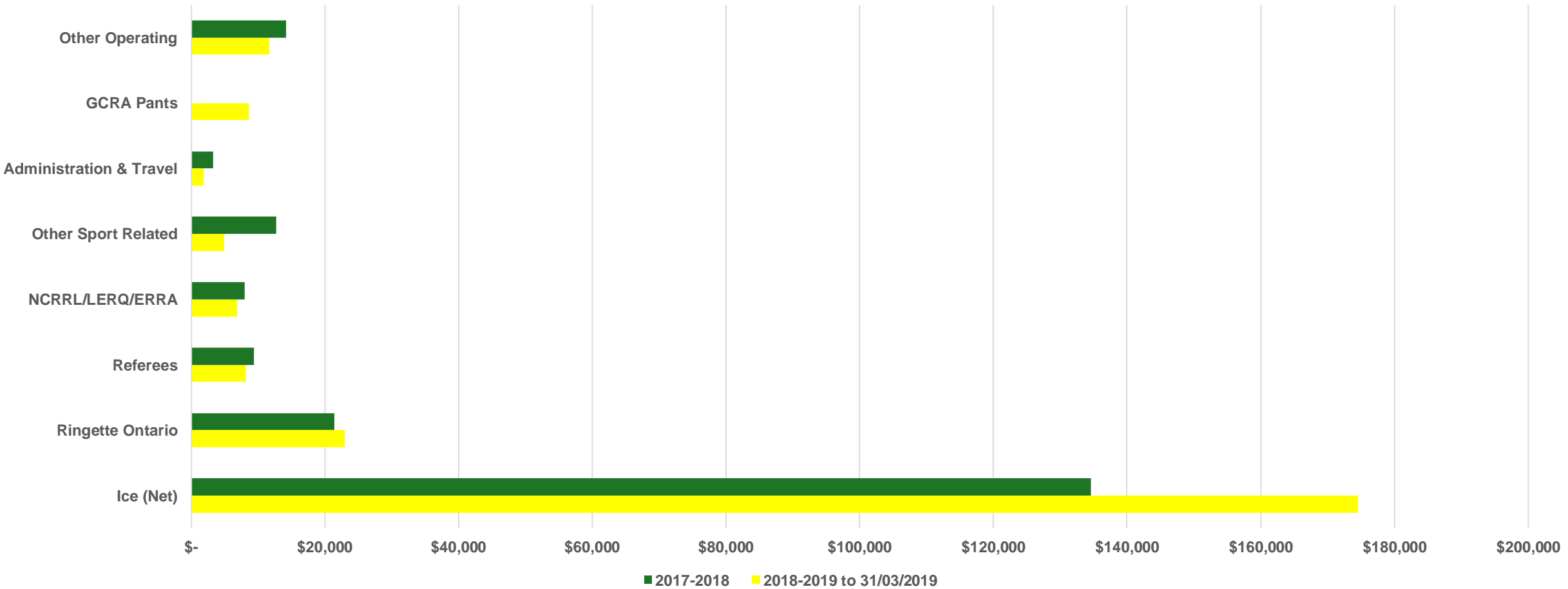
Financial Highlights - Revenues

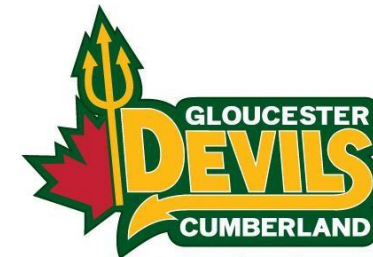




Financial Highlights - Expenses

Financial Highlights - Expenses





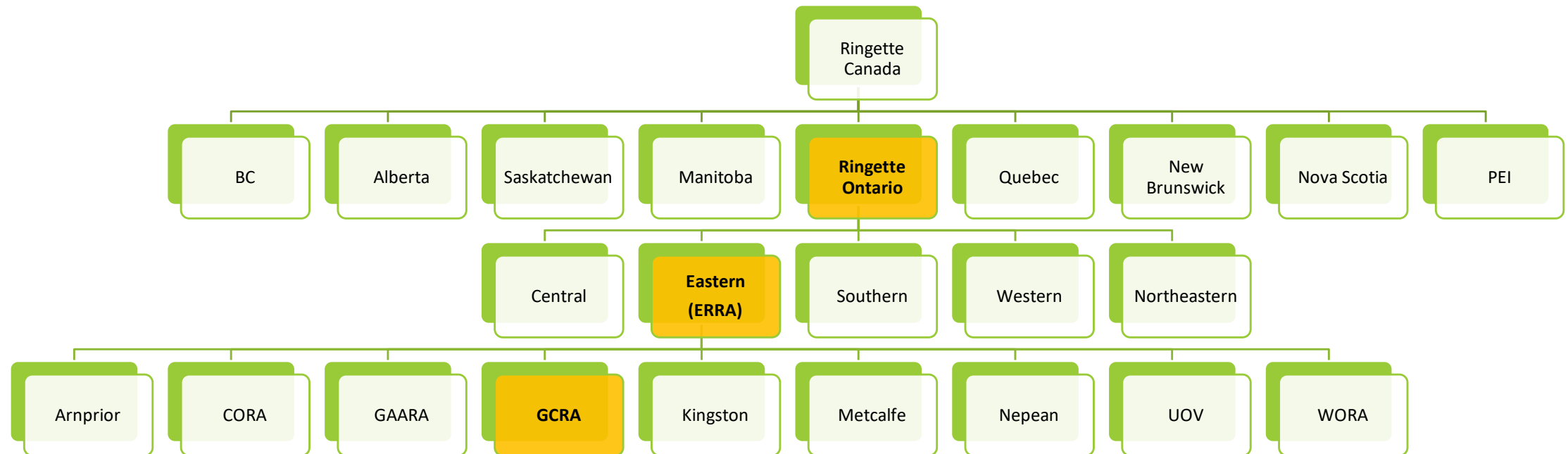
Financial Highlights

- ✓ Ice continues to be the largest expense; city ice has increased over the last several years from \$150/hour to \$192/hour and will increase again in the coming year
- ✓ Ringette Ontario fees are the 2nd largest expense
- ✓ The summer camp program has lost money each of the past 2 years; changes have been made that will hopefully bring us back to net \$0 or perhaps a small profit
- ✓ The tournament continues to make a profit, although less than last year due to the fact that fees were not increased
- ✓ The various clinics continue to make a small profit
- ✓ We have opted to not increase registration for 2019-2020, so the budget will be even tighter next year

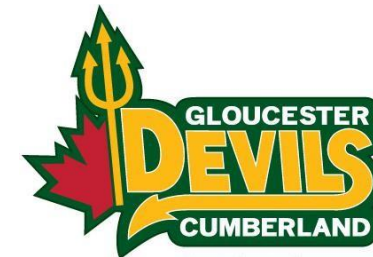
About Us: Governance



A brief Education Session – ONTARIO RINGETTE GOVERNANCE



President / VP Operations



About Us: League Play

Novice & Regional, U12P, U14A: NCRRL (*National Capital Regional Ringette League*)

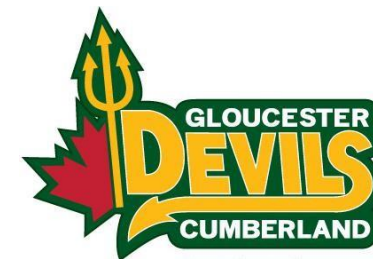
- All Eastern Region teams in these divisions play regular season games within the NCRRL
- NCRRL determines the composition of the various leagues based on player evaluation and team composite scores
- Travel as far as Kingston for season games, typically in the Ottawa Area (all associations which fall under ERRR PLUS Gatineau are part of the NCRRL)

U16A, U19A: LRQ (*Ligue de Ringette Québec*)

- All NCR teams in these divisions play regular season games within the LRQ
- Travel as far as the Quebec City for season games (typically Montreal and surrounding areas)

U14AA, U16AA, U19AA: LERQ (*Ligue Elite de Ringette du Québec*)

- All NCR teams in these divisions play regular season games within the LERQ
- Travel as far as Quebec City for season games



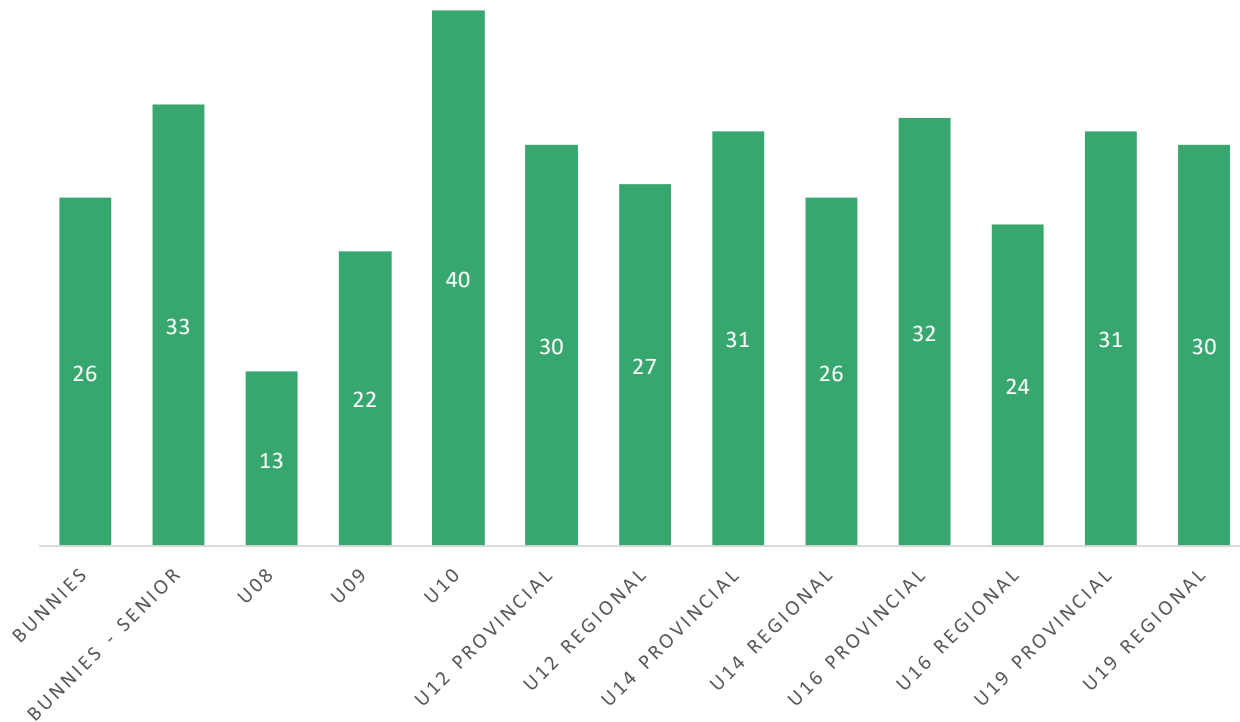
President's Report

- ✓ GCRA registration was consistent:
 - Full spectrum of Provincial teams
 - Full spectrum of Regional teams
- ✓ Working with other ringette associations:
 - Extend Player's Choice 2 years (Boundary Study)
 - Planning joint CTR in Riverside South with MDRA/CORA/NRA
- ✓ GCRA Tournament was very successful and hosted teams from other provinces
- ✓ GCRA hosting Bunnyfest in 2020 at NCRRL year-end
- ✓ Held 2 CTR Events (Fall / Spring)

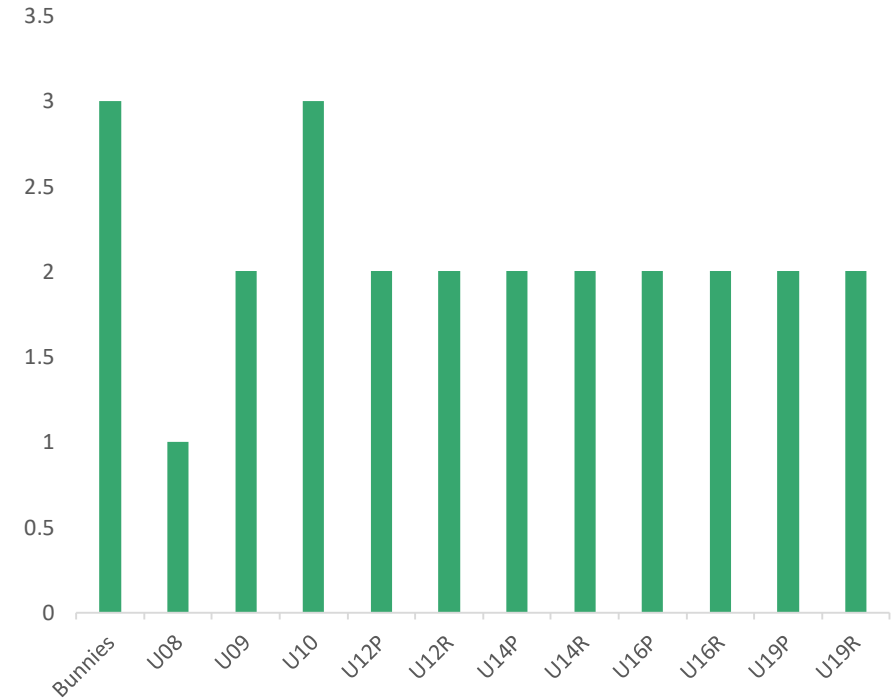
Registrations and Teams



360 ATHLETES – DISTRIBUTION BY LEVEL



Teams by Level



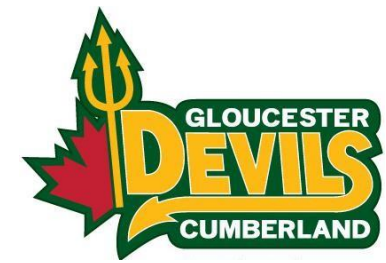
Novice: Balanced teams

Regional U12, U19: Balanced teams

Regional U14, U16: Tiered teams

Provincial: All teams tiered

Tryouts and Sortouts



Level	Teams	Athletes	# Ice Sessions	Time (weeks)	Core (Exec) Volunteers	Other Volunteers	Evaluators Per session
Competitive	8	161*	40	11	1	4	3-12
Regional	8	134	20	3	1	10	7
Novice	6	108	12	2	1	8	4

What's in a session now?

- 1 ice session in evening: **4 hours**
- 2 sessions in evening: **6 hours**



VP's: Competitive, Regional, Novice



These VP's currently are ultimately responsible for:

- All activities surrounding tryouts and sortouts for their area
 - Scheduling / coordination with ERRA & other associations / scheduler
 - Coach selection / interview committees
 - Evaluator management / solicitation of
 - Equipment management
 - Player management
 - On ice management / solicitation of volunteers
 - Communications to players/parents
 - Evaluation result management
 - Final team formations (competitive: with coaches)
 - Underage athlete requests / committees
- Season activities:
 - Bench staff approvals
 - League coordination & meetings
 - Soliciting, compiling, communicating bench staff evaluations
 - Primary contact point for teams and escalation person for parents
 - Team Issues management
 - Attend Discipline hearings
 - Scheduling management for teams
 - Work with Director Development to identify / plan development for teams
 - Ensure coach training compliance
 - Much, much more



Regional Report: Our Successes

- ✓ U12 Grosset: semi-finalist in Nepean; Silver in Beaconsfield-Kirkland.
- ✓ U12 Nasr: gold in Metcalfe
- ✓ U16B Drolet showcasing our sport at 67s Ringette night!
- ✓ U16B Leslie: Silver at Pierrefond;
- ✓ U19 Fletcher: Gold Medal at Whitby ; Silver medal at GCRA
- ✓ Tons of team bonding activities
 - Bottle drives, BBQs, drum class at Movati, Skating at Rideau Hall, Archery, team dinners, Christmas parties, sharing ice at TD Place with our GCRA novice players, paint nights, team sleepovers, scavenger hunts in the hotel, laser tag, Escape Room.....

Regional Report



Regional Complications:

- Request for players to 'play up' an age division to join friends/family;
- Friend requests – at U12 and U19 accept a one-to-one friend request;
- Complaints around U12 teams conforming to LTAD principles;
- Use of underage players for team viability at U12 and U14C levels;
- Complaints around individual player placement;
- Grumblings came from about 2% of our membership

Re-seeding November

- U12 Division: 17 teams - split based on first half results. * next year, proposed that there is no mid-season split.
- U14B teams moved to A; play a skewed schedule and NOT play sister teams.

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 Report: Feedback from teams-coaches-players-parents



- Lack of goalies
- Skills clinics open to interested Regional players (received positive feedback from those attending).
- Coach Mentors
- Clarification of NCRRL call-up rules
- "Curriculum" of incremental drill and plays
- Complaints process:
 - Issues of bullying
 - Tournament volunteer hours: too many for some families with multiple kids in different activities.
 - Lack of evaluators at Regional sort-outs; need for regional conveners;

Novice & Bunnies Report: Our Successes



- ✓ Many new players due to either the Come Try Ringette event or friends raving about the sport
- ✓ Many players who developed a love of the goalie role
- ✓ Many fundraising and team bonding events, from bottle drives to nerf gun wars and playing with the older girls at TD place.
- ✓ U10 Archer won silver for the GCRA tournament
- ✓ U10 Hibbeln won gold for the Kingston tournament as well as the NCRRL tournament and then silver in the Arnprior tournament; great start for a new coach
- ✓ All our bunnies developed so much over the season but most importantly began their love of the sport!

Novice & Bunnies Report



Novice & Bunnies Complications:

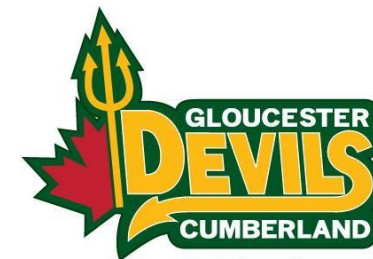
- Placement of new players
- Friend requests –accept a one-to-one friend request (we may introduce a policy);
- Code of conduct issues;
- Low numbers for bunnies
- Formation of only 1 U8 team; decreases our future viability

Re-seeding November

- Very little impact to novice teams & does not apply to Bunnies

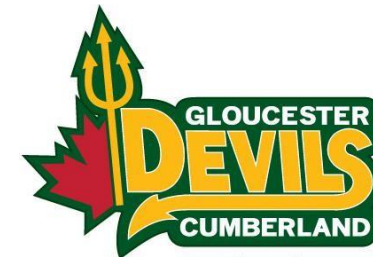
NCRRL Year-end Tournament

- All teams participated
- Opening ceremonies were cancelled due to schedule of games; unfortunate for younger teams



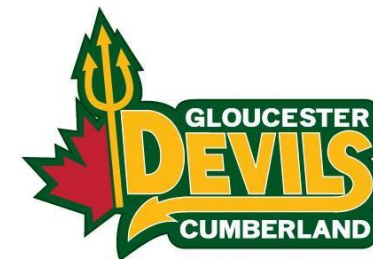
Competitive Tryouts – 2019 season

- Driven by Circumstance
- A good idea
- Collaboration
- Teamwork
- Oversight
- Various Committees depending on Conflict of Interest
- Coach Selection Committee
- Transparency
- We relied heavily on out evaluators to guide us
- Announced coaches in advance to try and provide as much information as possible to the parents and players
- Always will be disappointed parents and players but that is part of the process
- We had a committee of 3 or 4 during the entire process. They managed the evaluators scores and comments as a team



Competitive Report: Our Successes

- ✓ All GCRA Provincial Teams attended Provincials
- ✓ U14AA Attended Easterns – 2nd year running
- ✓ U16AA Attended Nationals – 1st year in many
- ✓ U12 Blue won gold in their division at Provincials



Player Development

- ✓ 40 sessions this year. Every session was sold out. A great year for player development.
- ✓ Apex Power Skating (Competitive U14, U16)
- ✓ Novice Power Skating and Skills and Drills (U10, U9, U8)
- ✓ Regional Clinics (U14, U12)
- ✓ Competitive Clinics (U14, U12)
- ✓ Goalie Clinics (Regional U14, U12 and Novice)
- ✓ 4 on 4 (Competitive and Regional U14 and U12)
- ✓ Shooting clinics (Competitive U12, U14)

Player Development



Strengths:

- ✓ Volunteers
- ✓ Ice time
- ✓ On line registration
- ✓ Variety
- ✓ Cost, value

Areas of need:

- Sustainability
- Training
- Volunteers

Committee Reports

TOURNAMENT

COME TRY RINGETTE

UNDERAGE ATHLETE POLICY

MARKETING

COMPETITIVE TRYOUTS & COACH SELECTION

DISCIPLINE COMMITTEE

BYLAWS

Tournament – always a success



Teams:

102

- Ontario: 69
- Quebec: 16
- New Brunswick: 2
- Alberta: 10
- Nova Scotia: 2
- Manitoba: 3

Games:

215

- 8 Arenas
- 12 Ice Pads

Profits:
\$7,425

Tournament – Lots of Help



Tournament Committee:

- Co-Chair: Nathalie Atherr and Serge Robichaud
- Tournament Treasurer: Nadia Wolters / Carl Morency
- Tournament Registrar: Nora Kennedy
- Tournament schedule: Mark Seguin
- Arena volunteers schedule/Arena Bins: Ann Matschke
- Medal and Banners Coordinators: Marc D'Aoust.
- Ref in Chief: Eve Berthelot

Special Thanks:

- Steve Welch
- Dave Berthelot
- Tanya Martin
- Cathering & Chloe Trudeau
- All the parents who give their precious time to volunteer in the tournament.

Without the Volunteers this tournament would not be one of the best in Ontario!

Marketing



CTR (Come Try Ringette) – 2 events

- 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

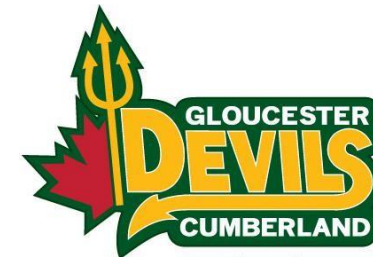
Parade of Lights Float

- THANK YOU to Marc D'Aoust, Kory Kopko and Jen Vila for arranging this – 2nd year
- Lots of participants from novice again as well as many U14 girls to showcase the sport
- GCRA Float won the Best Float award this year!

Pop Sockets

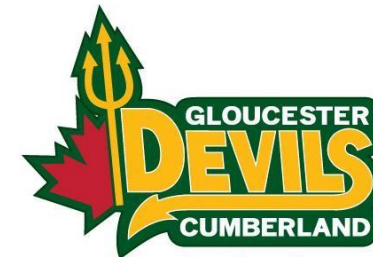
- Cool and innovative way to Market GCRA and Ringette
- Used for CTR Events, more on this coming soon





Team Wear Standardization

- Final team wear instructions coming soon
- Standardized Game and Tournament Attire: Gold Shirts & Black Hoodie with New Devils Logo, Black Pants; Jackets Optional
- Phased in approach



Discipline & Policies

Discipline

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.

- Continues to be a problem
- We had all parents and players as well as the bench staff sign the Code of Conduct
- A gentle reminder that they are children and volunteers.

Under Age Athlete Policy

- Highly discussed in 2017/18
- New policy developed and implemented
- 1st application of it (Spring 2019) has gone smoothly so far

Bylaws



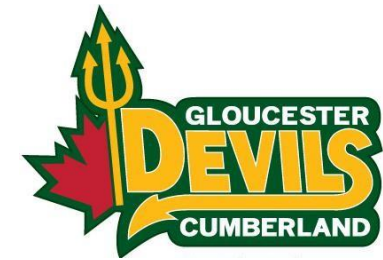
Background: Why the change?

1972. 2002. Minimal maintenance, dated

- Duplication
- Gaps
- Difficult to read in current format
- Defined governance that does not align to our needs
- Defined governance does not entice new volunteers

With the new bylaws you will see the following benefits:

- Modern, clearly articulated, easy flowing and understandable set of rules to which the GCRA Governing Body will be accountable
- New Governance Structure:
 - ✓ GCRA will now be administered by a set of councils - putting more bums in seats;
 - ✓ Distributed workloads!
 - ✓ More transparency within councils - helps more than one person be doing any one specific thing alone
 - ✓ A more effective governance structure with more evenly distributed workloads
 - ✓ Good succession planning
 - ✓ Oversight



Bylaws - Strategy

New Structure

- Bylaws
 - Contain the only the rules
 - Define what we are accountable for adhering to
 - Governance: Only fundamental governance is defined, rest stripped out
 - No significant changes to what previous bylaws defined:
 - Enhanced financial accountability
 - Enhanced discipline
 - New requirement to notify membership of proposed changes
- Governance is defined as a Minimum and Maximum number of people
 - Council format and role definitions defined in a separate policy
 - Will take time to implement – 1 year or more
 - Elected body and appointees will work collaboratively to finalize the council formations and and job descriptions
 - We need to be able to form councils to meet the needs and expectations of the membership
 - Welcome input from membership

Every Council Member votes at their Council Meetings & at “ALL Council” Meetings

Executive



Strategic: Aims & Objectives
Official Communication
Representation externally
Council Alignment and Oversight
Financial
Safety, Discipline & Appeals
Contracts and Facility bookings
Association Wide Policies
Volunteer Compliance

Operations



All Day to Day Operational Tasks
Team Formations
All Tryouts and Sortouts
including all procedural tasks to
accomplish
Player Placement at all levels
Coach Selection
Games oversight
League Meetings
Operational Issues – Game Ice,
Practice Ice, Fair Ice, Call ups, etc
Operational Policies

Development



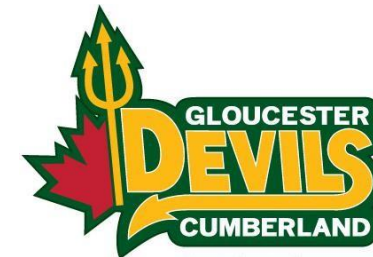
Player Development
Coach Development
Coach Compliance
Mentoring
Learn-to-Skate (Bunnies)
Camps
Coach Compliance

Administration



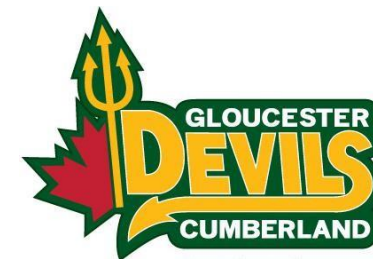
GCRA Registrations
RO Registrations/ TRF
Insurance
Publicity & Promotions
Communications, Website
Equipment
Logo, Team Wear, Advertising
Administrative Policies
Association Compliance
Volunteer Appreciation

GCRA COUNCILS WORK TOGETHER IN SUBJECT AREAS; Representation all Around



Adoption of Bylaws

- Are there are concerns about the contents of the proposed bylaws?
- If yes, please indicate which paragraph number and we shall review.
 - Alternatively we can go through the entire document paragraph by paragraph.
- Are we ready to adopt the bylaws?
- Bylaws can be adopted with 2/3 of members present in favor.



Elections

Elections (new Bylaws)

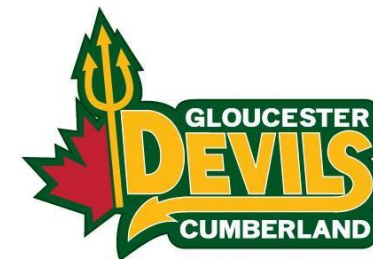


Role	Council	Election Year	2018-2019	2019-2020	AGM Acclaimed names:
President	Exec	Even	Rick Burchill	Rick Burchill	n/a
Executive Vice President	Exec	Odd	n/a	OPEN	Jen Kosak
Secretary	Exec	Even	Darlene Pickup	Darlene Pickup	n/a
VP Operations	Exec	Odd	n/a	OPEN	Jen Vila
VP Administration	Exec	Odd	Michelle Reiss	OPEN	Kelley Perreault
VP Development	Exec	Even	Celine Leduc	Celine Leduc*	Vacant
Director of Safety, Disciplines and Appeals	Exec	Odd	n/a	OPEN	Chuck Kennedy
<i>Director of Accounting</i>	Exec	Even	Nadia Wolters	OPEN	Vacant
<i>Director at Large</i>	Exec	All	n/a	OPEN	Josee Sabourin
Competitive Director	OPS	All	n/a	OPEN	Celine Leduc
Regional Director	OPS	All	Marie Drolet	Marie Drolet*	Marie Drolet
Novice Director	OPS	All	Jen Vila	OPEN	Vacant
Director of Administration	ADM	All	n/a	OPEN	Vacant
Director of Publicity and Promotions	ADM	All	n/a	OPEN	Vacant
Technical Director – Player	DEV	Odd	n/a	OPEN	Vacant / Celine will mentor
Technical Director - Coaching	DEV	Even	n/a	OPEN	Vacant

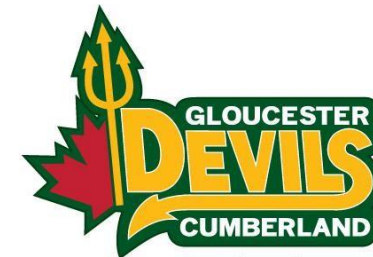
Appointees (new Bylaws)



Role	Council	2018-2019	2019-2020 Appointed
VP of Finance	Exec	Nadia Wolters*	Annie Ste Croix
Ice Scheduler	Exec	Jay Waxman	Jay Waxman
Registrar	Adm	Phil Clement / Jennifer Kosak	Vacant
Equipment Manager	Adm	Lance Martin	Lance Martin
Webmaster	Adm	Jennifer Kosak	Vacant
Referee in Chief	Adm	Eve Berthelot	Vacant
Tournament Manager	Adm	Serge Robichaud/Nat Altherr	Serge Robichaud/Nat Altherr
Communications Coordinator	Adm	None	Omar Nelly, Elizabeth Lakoff
Competitive Convenors (3)	Ops	Darlene Pickup	Torie Billings, Darlene Pickup, Dan Altherr
Regional Convenors (2)	Ops	None	Teri Lynne Campbell , Michelle Reis
Novice Convenors (2)	Ops	None	Vacant
Coach Mentor	Dev	None	Vacant
Summer Camp Manager	Dev	Jess Mainwood	Jess Mainwood/ Celine Leduc
Bunny Convenor	Dev	None	Amy Grosset



New Business?



Adjournment
