



GCRA A Year in Review AGM 2020

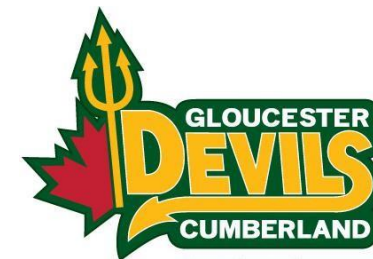
NOVEMBER 30TH 2020

Agenda



- Call to order
- *Presenting your board*
- Reading and adoption of the minutes of the previous Annual Meeting and any subsequent General Meetings
- Treasurer's report
- Registrar's report
- President's report
- Committee reports (1)
- Amendments to By-Laws
- Election of Directors
- New Business
 - Incorporation
- Adjournment

2019/20 Councils



Executive Council

President	Rick Burchill
Secretary	Darlene Pickup
Executive VP	Jennifer Kosak
VP Finance	Annie Ste-Croix
VP Operations	Jen Vila
VP Administration	Kelley Perreault
VP Development	
Director Discipline	Chuck Kennedy
Director Finance	Vanessa Jones
Ice Scheduler	Jay Waxman
Director at Large	Josee Sabourin

Administrative Council

VP Administration	Kelley Perreault
Registrar	Melanie Dubois
Equipment	Lance Martin
Director Admin	
Webmaster	Jennifer Kosak
Referee in Chief	Travis Smith
Director of Publicity and Promotions	
Tournament Manager	Serge Robichaud/Natalie Altherr
Communications Coordinator	Omar Nalley

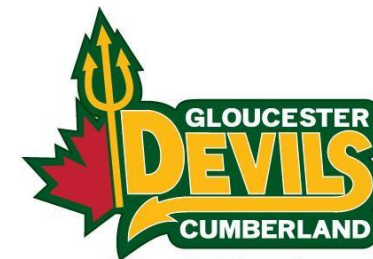
Operations Council

VP Operations	Jen Vila
Comp Director	Celine Leduc
Comp Convenors	Dan Altherr, Torie Billings, Darlene Pickup
Regional Director	Marie Drolet
Regional Convenors	Michelle Reis, Terri-Lyn Campbell
Novice Director	
Novice Convenors	

Development Council

VP Development	
Technical Director Player	Kelly Searle
Coach Mentor	
Technical Director – Coaching	Jennifer Kosak
Convenor Bunnies	
Summer Camp Manager (s)	Celine Leduc, Jess Mainwood

2020 Interim Councils



Executive Council	
President	
Secretary	
Executive VP	Jennifer Kosak
VP Finance	Annie Ste-Croix
VP Operations	
VP Administration	Kelley Perreault
VP Development	
Director Discipline	Chuck Kennedy
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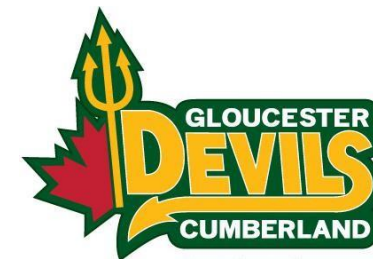
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Operations Council	
VP Operations	
Comp Director	
Comp Convenors	Dan Altherr, Torie Billings,
Regional Director	
Regional Convenors	
Novice Director	
Novice Convenors	

RETURN TO RINGETTE 2020	
Health & Safety: Covid Safety Leader	Omar Nalley, Kirsta Forrest
Return to Play: Player Placement	Kelly S, Torie B, Dan A, Dave M, Jess M, <i>Celine L</i> , Mike D

Development Council	
VP Development	
Technical Director Player	Kelly Searle
Coach Mentor	
Technical Director – Coaching	
Convenor Bunnies	
Summer Camp Manager (s)	

2020 Interim Councils



Executive Council	
President	<i>Jennifer Kosak</i>
Secretary	<i>Vanessa Jones</i>
Executive VP	
VP Finance	Annie Ste-Croix
VP Operations	
VP Administration	Kelley Perreault
VP Development	
Director Discipline	Chuck Kennedy
Director Finance	Vanessa Jones
Ice Scheduler	Jay Waxman
Director at Large	Josee Sabourin
<i>Past President</i>	<i>Rick Burchill</i>

Administrative Council	
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Adoption of 2019 Minutes



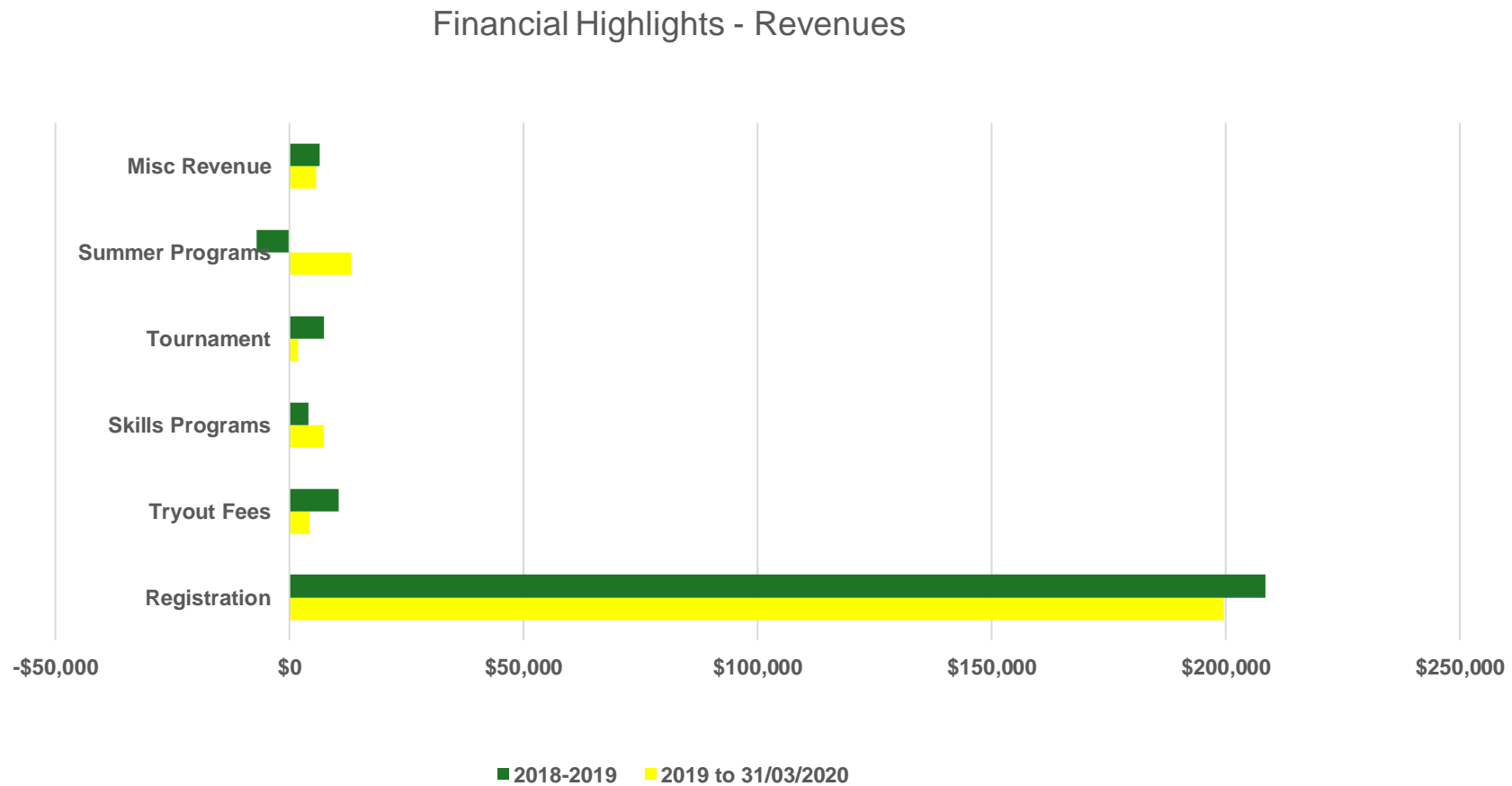
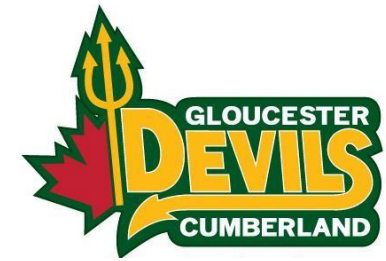
Link to 2019 AGM Minutes [HERE](#)

Income Statement



	2019-2020 (to 31/03/2020)	2018-2019
Registration	\$ 199,567.58	\$ 208,431.25
Tryout Fees	\$ 4,161.50	\$ 10,500.00
Skills Programs	\$ 7,429.25	\$ 3,935.00
Tournament	\$ 5,839.00	\$ 7,425.26
Summer Programs	\$ 13,307.05	\$ (7,106.90)
Misc Revenue	\$ 5,685.00	\$ 6,478.77
Total Revenue	\$ 236,169.38	\$ 229,663.38
Ice (Net)	\$ 171,742.41	\$ 174,559.63
Ringette Ontario	\$ 23,555.59	\$ 22,985.42
Referees	\$ 8,465.89	\$ 8,148.60
NCRRL/LERQ/ERRA	\$ 3,476.00	\$ 6,865.00
Other Sport Related	\$ 14,688.57	\$ 4,905.20
Administration & Travel	\$ 5,892.72	\$ 1,857.61
GCRA Pants		\$ 8,671.52
Other Operating	\$ 5,945.28	\$ 11,667.67
Total Expenses	\$ 233,766.46	\$ 239,660.65
Net Profit (Loss)	\$ 2,402.92	\$ (9,997.27)

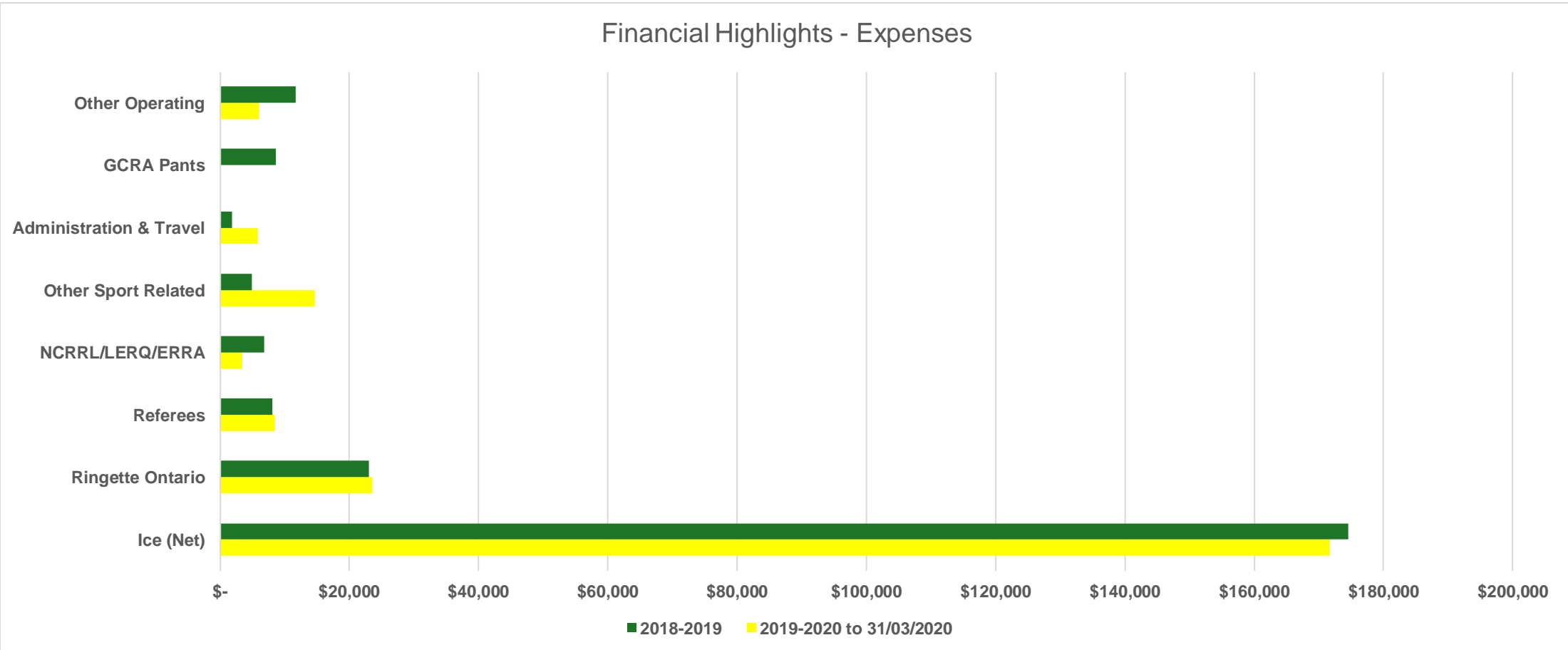
Financial Highlights - Revenues



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

Significant increases in the player and goalie program account for a large portion of expenses in the Sports Related Expenses

This year we had an increase in Clinic Instructions for all bench staff which resulted in increases expenses in the administration tab

Due to COVID-19 restriction, the association did not receive revenues from spring try-outs of spring clinics.

The summer camp program had significant gains this year with a profit of over 13,000\$.

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 increase in profit year after year.

GCRA President's 2019-2020 Report



- Overall, it was an excellent season for all ages and levels of play.
- GCRA registration was consistent with last season (maybe a little down from the previous year)
 - Full spectrum of Provincial teams
 - Added a developmental U14A team (with assessment from ERRA representatives prior to making the team) which made for 3 competitive teams at that age level. The stronger U14A team was very successful in league and tournament play (2nd place), and the developmental team did not have any wins in league play, but performed increasingly stronger throughout the year, and had some victories in tournament play at that level. Overall, the goal to develop more players to compete at A/AA next year was most definitely accomplished as all girls improved greatly.
 - Full spectrum of Regional teams (no associations were able to host U16C)
- Enjoyed continued communication and collaboration with other ringette associations, specifically: during competitive tryouts to ensure no player movements that are not per association boundaries and policies, verifying association selections at level for out of association players, combining with CORA for a second U19B team, and communications on releases.

President's Report continued

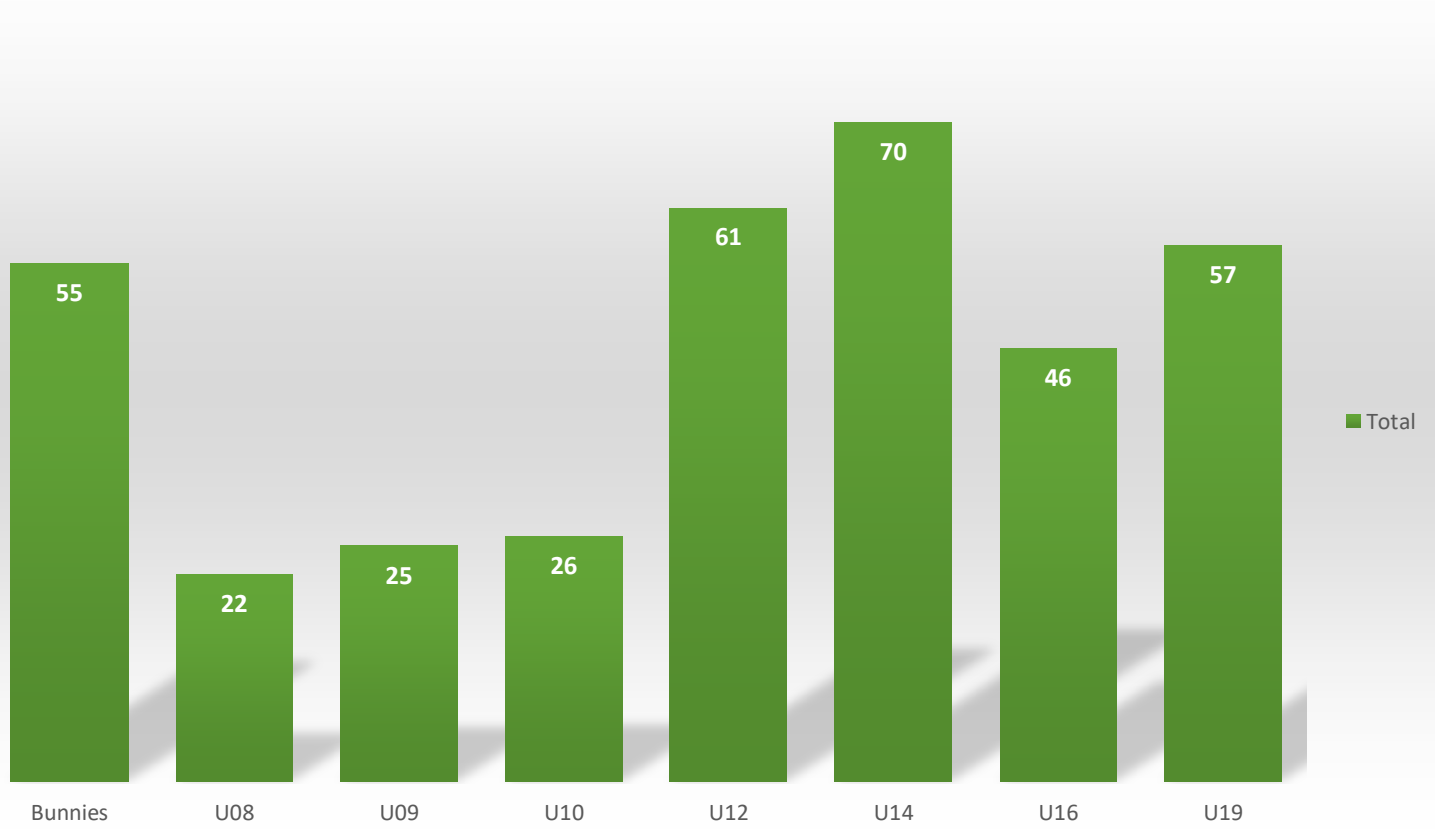


- GCRA Tournament was very successful and hosted teams from near and far.
 - Challenges to host all our teams were addressed with U12AA going to WORA tournament
 - Two of three teams from Nova Scotia had severe discipline issues during the tournament (players and parents) – U14A Head Coach was ejected from the tournament for threatening physical violence, and most heavily penalized team at that level with a number of major penalties P
 - President recommendation to GCRA tournament Committee to ban the NS teams from participating in the 2020-2021 tournament
- GCRA Players Choice – the program was extended for two years in order to provide ERRA with a four-year set of data by the end of the 2020-2021 season. The results of the four years (players in the south end that qualified, and then opted for associations other than GCRA after their first year) can be discussed at ERRA next spring as it pertains to boundaries
- Successfully ran a Come Try Ringette and registered 19 new players • COVID-19 – Unfortunately, as with everyone, the season came to an abrupt end while U14AA / U16AA / U19AA GCRA teams were enjoying great success at provincials. However, all executive and members are focused on trying to put together the 2020-2021 season!

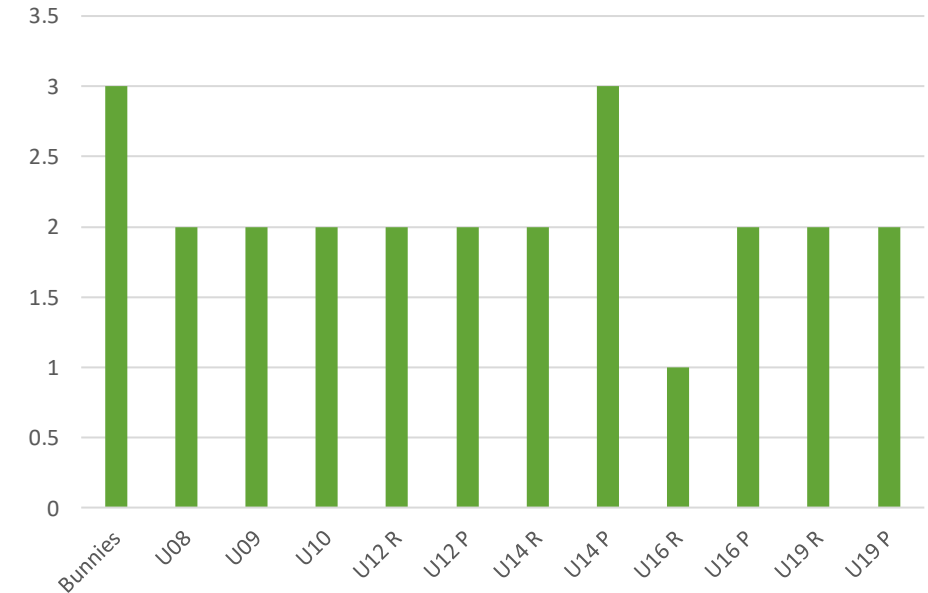
Registrations and Teams



2019/20: 362 Athletes - Distribution by Level



Teams by Level



Novice: Balanced teams

Regional U12, U19: Balanced teams

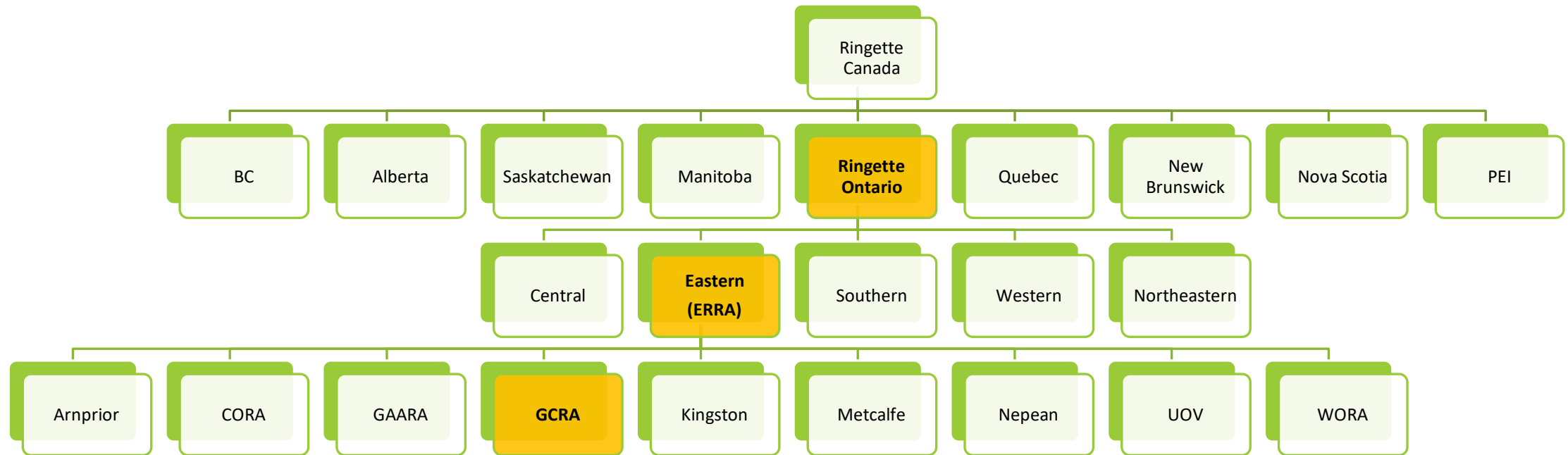
Regional U14, U16: Tiered teams

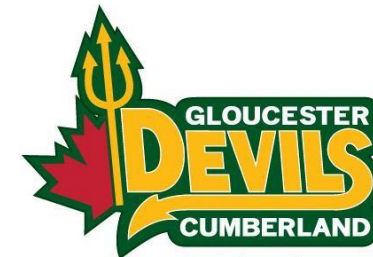
Provincial: All teams tiered

About Us: Governance



A brief Education Session – ONTARIO RINGETTE GOVERNANCE





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)

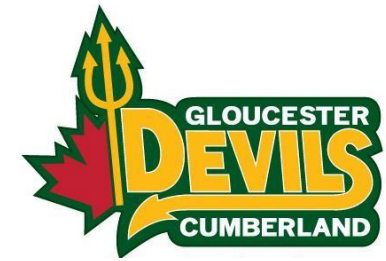
U16A, U19A: LRQ (*Ligue de Ringette Québec*)

- 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

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

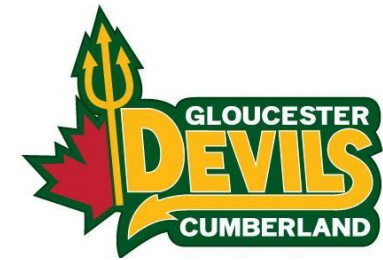
What's in a session now?

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

216 hours for 1 volunteer at 2 sessions per night –
 If this were work that would be **30 days of effort @7.5 hrs per day**



Directors: Competitive, Regional, Novice



These VP's currently are ultimately responsible for:

- All activities surrounding tryouts and sortouts for their area
 - Scheduling / coordination with ERRRA & 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



Regional Sort-outs:

Committee of three – Director and 2 convenors

- 3 weeks to place 100+ players on 7 teams: U12 (2); U14C; U14B; U16B; U19 (2)
- Request for players to 'play up' an age division;
- Friend requests – at U12 and U19 accept a one-to-one friend request;

Issues

- Complaints regarding around U12 teams: conforming to LTAD principles (non-tiered); teams too big
- Complaints around individual player placement;
- Lack of evaluators at Regional sort-outs; need for regional convenors and volunteers;
- CTR event organized after teams are made;
- Grumblings came from less than 2% of our regional membership

Other issues

- Lack of goalies;
- Complaints regarding U14C team placement in NCRRL year-end tournament;
- GCRA policy regarding bullying issues should be streamlined for quicker resolution;
- Teams need to reach out to association when issues arise;
- Difficulty for new coaches to get up to speed quickly (training requirements, finding team volunteers etc)

Committee Reports

TOURNAMENT

COME TRY RINGETTE

TEAM WEAR

COMPETITIVE COMMITTEE

Tournament



Teams:

91

- Ontario: 63
- Quebec: 20
- New Brunswick: 1
- Alberta: 3
- Nova Scotia: 3
- Manitoba: 1

Games:

197

- 8 Arenas
- 10 Ice Pads

Profits:
\$5839

Tournament – Lots of Help



Tournament Committee:

- Co-Chair: Nathalie Atherr and Serge Robichaud
- Tournament Treasurer: 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: Travis Smith

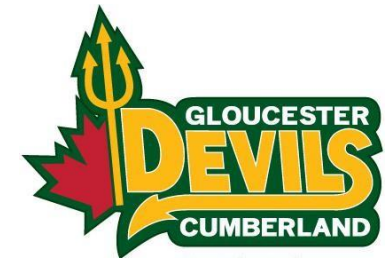
Special Thanks:

- Steve Welch
- Dave Berthelot
- 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!

GCRA 2021 Tournament has been CANCELLED due to COVID-19

To our Volunteers



Volunteers do not necessarily have the time; they have the heart. Elizabeth Andrew

A **BIG** shout out to all our volunteers as without you GCRA would not exist. Your contributions make a big difference in the lives of our children. Your tireless devotion allows our kids to keep having wonderful experiences.

Sadly, we were unable to host a celebration last season to formally thank you. However, we have faith that someday soon we will be able to host a Volunteer Appreciation Evening Extravaganza!!!

Come Try Ringette



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.
- May 11th and October 5th. 56 total participants and **14 new GCRA Registrants**

Team Wear Policy: July 2019

- ✓ Standardized look for all teams when participating in Sanctioned activities: G&T
- ✓ Streamlined use of LOGO
- ✓ Provincial teams: Mandatory, Regional teams Optional (if worn, must comply with policy)

- ✓ Off-Ice Team Wear includes the following: 1. Black Hoodie with the Devils Ringette logo embroidered on the front 2. Gold Dry Fit warm up shirt (either short sleeve or long sleeve) with the small GCRA Devils logo applied on the bottom left 3. Black leggings (plain) of choice



Competitive Committee – 2019 season



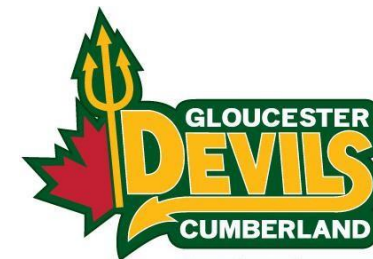
- Past year and way ahead: Minimum of 4 volunteers involved in all decisions for Competitive Division
 - ✓ Collaboration, Teamwork Oversight, Transparency
 - ✓ Committee provided recommendations on format changes to Exec council for U16 & U19 divisions
- 9 Competitive teams at competitive level
 - ✓ All teams had many successes during league play and tournament play.
 - ✓ Coaches reported team success and that many individuals improved their ringette skills.
 - ✓ Many GCRA players took part in AAA competition
 - ✓ Many competitive players participated in the skills sessions offered by GCRA.
 - ✓ Prior to the shut down the U19AA, U16AA and U14AA teams were well on their way in their Provincial competition to earning a spot in the semi final games.
 - It is felt that all three of these teams would of moved forward to Easterns and Nationals.
- Spring Tryouts were cancelled due to Covid.

Bylaw Updates and Elections

Bylaw Updates



1. Update to Paragraph 19a. "Director at Large (see 21c elected, advisory role ~~with no voting rights~~ on the executive council)
2. Update to Paragraph 19b. "Ice Scheduler (see 21, appointed, advisory role ~~with no voting rights~~ on the executive council)
3. The addition of Directors Competitive, Regional and Novice to the executive council (paragraph 19).



Elections

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

2020 Vacancies



Role	Council	Year	Experience	2020
President	Exec	Even	2 years GCRA Council experience	<i>Jennifer Kosak</i>
Secretary	Exec	Even	2 years related experience	
VP Operations	Exec	Odd	1 year GCRA council experience	To be appointed
VP Development	Exec	Even	1 year GCRA council experience	
<i>Director of Accounting</i>	Exec	Even	2 years related experience	<i>Vanessa Jones</i>
<i>Director at Large</i>	Exec	All		
Competitive Director	<i>Exec</i>	All		<i>Celine Leduc</i>
Regional Director	<i>Exec</i>	All		<i>Ashley Ruelland</i>
Novice Director	<i>Exec</i>	All		
Director of Administration	ADM	All		
Director of Publicity and Promotions	ADM	All		<i>Nathalie Carrier</i>
Technical Director - Coaching	DEV	Even		
Webmaster	ADM	Appointed		
Competitive Convenors (1-2)	Dev	Appointed		
Regional Convenors (2-4)	Dev	Appointed		
Novice Convenors (2-4)	Dev	Appointed		
Bunny Convenor	Dev	Appointed		

2020/21 Councils

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President	Jennifer Kosak
Secretary	
Executive VP	
VP Finance (appointed)	Annie Ste-Croix
VP Operations	<i>Josee Sabourin</i>
VP Administration	Kelley Perreault
VP Development	Nathalie Altherr
Director Discipline	Chuck Kennedy
Director Finance	Vanessa Jones
Ice Scheduler	Jay Waxman
Director at Large	Andrew Cauty
<i>Past President</i>	<i>Rick Burchill</i>

Operations Council

VP Operations	<i>Josee Sabourin</i>
Comp Director	Celine Leduc
Comp Convenors (appointed)	Dan Altherr, Torie Billings, <i>Karen Mondoux</i>
Regional Director	Ashley Ruelland
Regional Convenors (appointed)	
Novice Director	Tara Reilly
Novice Convenors (appointed)	Nathalie Carrier

Development Council

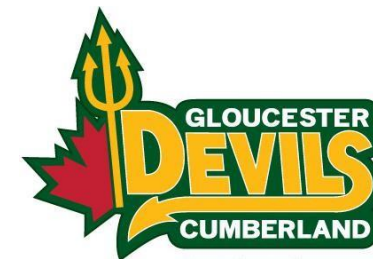
VP Development	Nathalie Altherr
Technical Director Player	Kelly Searle
Coach Mentor (appointed)	<i>Terri-Lyn Campbell, Kim Leemhuis</i>
Technical Director – Coaching	Joel Hazzan
Convenor Bunnies (appointed)	
Summer Camp Manage(s) (appointed)	

Administrative Council

VP Administration	Kelley Perreault
Registrar	Melanie Dubois
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Referee in Chief	Travis Smith
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RETURN TO RINGETTE 2020 *Appointed

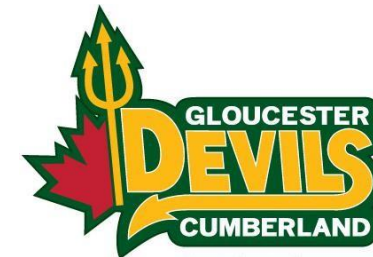
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New Business

GCRA to become Incorporated





Adjournment
