

CANOE KAYAK BC ANNUAL REPORT

2020.21



President's Message

As we close out another season of paddling, I would like to take the time to acknowledge everyone involved with making this past year a success, while constantly adapting to ever changing conditions. To the member clubs, and their board of directors, that had to be creative with their programming and worked hard to get paddlers back on the water, and to the paddlers that got back into their training schedule while willing to be flexible, a big congratulations to you all.

Thank you to the CKBC staff who have been so creative throughout the past year, coming up with new ideas and new innovations to keep everything running smoothly. This thanks goes out to Gillian and Connor, who have now moved on from our association, to Wes, who has just joined us bringing some fresh eyes, and to Kolin and Blake, who have been ever present over this last two years of Covid seasons, working so hard behind the scenes to keep us moving along. Our staff has gone above and beyond! Finally, I would like to say thank you to outgoing CKBC board members Rob Fletcher and Darren Kohler. These two have volunteered countless hours to the board and to their own clubs over many years.

I look forward to seeing everyone out on the water again next year and am excited for the return of BC Summer Games and Canada Summer Games!

Karen Tomlinson
CKBC President

Executive Director's Message

As we leave 2020.21 and enter into a new year it looks as though we have not seen the end of the pandemic just yet. We all need to continue to build resilience as we continue to weather the storm. The great news is vaccinations are on the horizon, the summer season is coming soon, and hopefully a soon to be end of the pandemic will be coming.

I wanted to say a special thank you to the many volunteers who have spent countless hours reviewing and changing return to play protocols, and the ever changing operations at the Local Sport Organization level. Without you we would not be able to enjoy our sport, and get some much needed physical and mental activity during these unprecedented times.

I would like to thank the CKBC Board of Directors for their continued support of our Staff and Office as we have had to change plans rapidly throughout this last year. The Board's commitment to ensuring our Staff's wellbeing has been appreciated throughout a difficult winter.

Finally, I would like to thank our staff Blake Dalton, Connor Fehr, and Gillian Fedechko for their efforts during a difficult and challenging year. Their willingness to venture out of their comfort zone and do whatever it took to keep our organization afloat has not gone unnoticed.

Here is to a better 2021.22 season

Regards,

Kolin Kriitmaa
Executive Director

Membership Services Report

The 2020.21 year was an unprecedented year for sport due to COVID-19. It can be categorized as one that involved adversity, rapid change, required patience, and one that built resilience in our Organization, Board of Directors, Member Clubs, and Paddlers abroad. A quick review of our Membership Services can be broken down into four (4) categories:

Governance - We entered into our second year under our new governance model with continued success. This governance structure has allowed us to remain nimble, and make rapid operational decisions with ease. From a Board perspective we continue to be challenged with difficulties finding new Board Members to allow long serving Board Members the ability to move on from the organization. Succession planning is an organizational challenge that needs to be resolved in the future.

With the expiration of our Strategic Plan in 2020, we were able to pivot with the Pandemic and create an "interim" strategic plan based upon the book "The Energy Bus" by John Gordon. The messages from this book were critical to guiding us through the tough times and the pandemic.....and do it with a little bit of energy!

Throughout this year we have chosen to put a number of governance updates and/or changes on hold for the time being. As we come out of the Pandemic we are not quite sure what the new normal will be just yet and want to ensure further governance measures meet the needs of the organization. Stay tuned in the coming months as we approach our October 2021 AGM.

Business Operations - Immediately after the pandemic lockdown began the CKBC Office was required to pivot and change the way we operate, and conduct business. We immediately had our Staff working from home, and shut off all major expenditures through the creation of a "COVID Continuity" plan which allowed us to work on as small a budget as possible, yet ensure we did not have to lay any staff off and were able to maintain the health of the organization.

Membership Services Report Cont'd

These operational changes have given us the option to look at further reducing our footprint with an office, and having Staff work remotely around the Province in the future.

We also pivoted to assist our Member Clubs in as many ways as possible with their own business operations, such as their governance, return to play plans, COVID-19 resources, and much more.

Staffing - During the past year our Staffing has seen a number of changes. Firstly, Blake Dalton returned from Parental Leave in November 2020. We were able to retain Connor Fehr who acted as our Interim Provincial Coach by transitioning him into a Project Coordinator position. Connor's role in this position was short lived as Gillian Fedechko informed us in December she would be moving onto a new career opportunity in January 2021. We wish Gillian the best of luck with her new endeavours. We were able to transition Connor immediately into the Sport Development Manager role allowing for some much needed continuity from a succession perspective.

Programming - Like everything during the pandemic our membership programming had to be adjusted as well. We put the new "Blue Ribbon Program" on hold until further notice to allow Member Clubs to focus on their core business and maintaining continuity rather than improving best practices. We were able to assist many clubs with transitioning to online meetings, hosted webinars and built tools to assist Clubs with their own new ways of doing business as well.

As we enter into a new year there continues to be plenty of uncertainty, and we are going to continue to be nimble and adjust programming as required with a focus on building resilience throughout the organization.

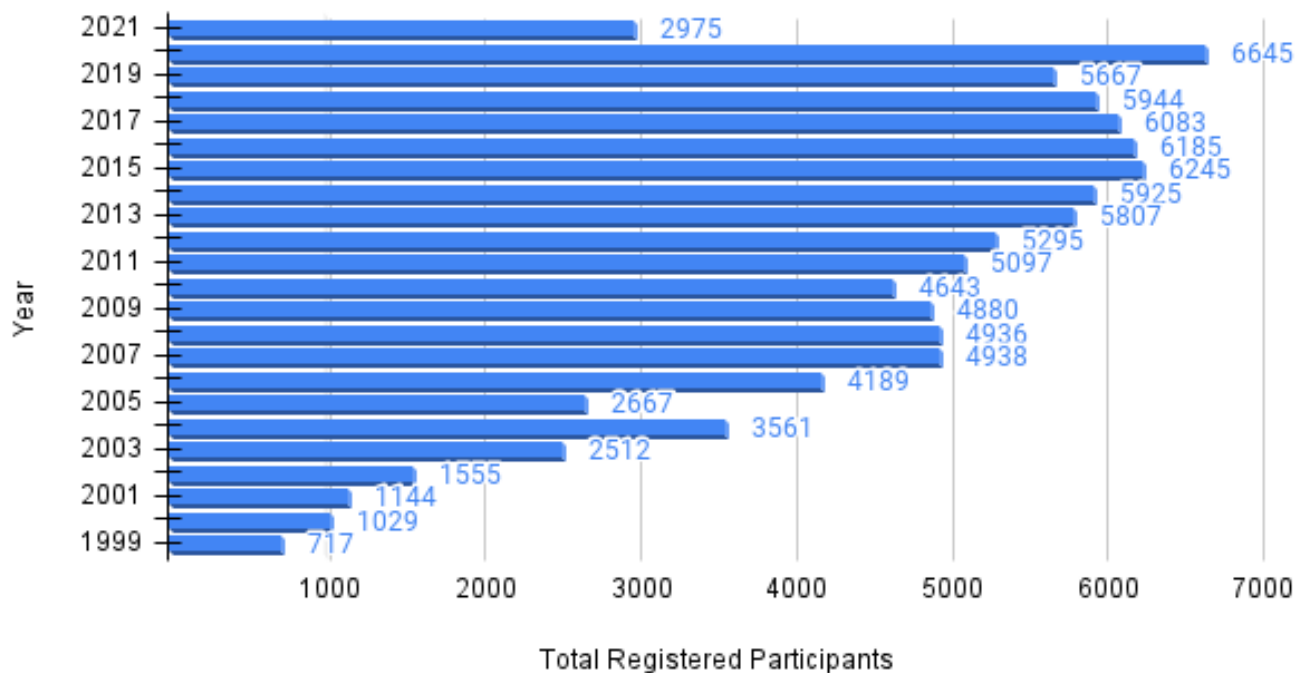
Registration Report

With the amount of uncertainty, COVID-19 restrictions and overall difficult times throughout the world, the year was not kind to our Registration numbers. Registration is down 58% over the course of the year. We anticipated not only individual paddle participation to be down, but also the loss of Member Clubs as we move into next year.

We provided a handful of clubs the opportunity to be dormant and not conduct business due to COVID-19.

As we come out of the pandemic we anticipate that being an outdoor recreational pursuit and sport there will be an increase in registration, but it is uncertain how long it will take for our registration to bounce back to pre-COVID-19 numbers. We are taking a conservative approach to rebuilding and will be looking at this as a multi year plan.

CKBC Registration Through the Years



Performance Development Report

In following with a similar theme to this report, due to COVID-19 our Performance Development was greatly impacted in a number of ways in 2020.21. The first half of our competitive season (April, May, June) all events were cancelled. This included Provincial Team Trials, BC Cup #1, BC Cup #2, National Team Trials, and events we traditionally attend in Bellingham and Seattle. Throughout this time restrictions prevented us from traveling for competition, and throughout this period we were not even able to train within our local clubs due to restrictions. Well-being of our athletes became a significant focus with what we were doing during this first half of the competitive season.

Due to insurance complications we were not able to get our performance development group(s) on the water until July. With the long layoff this meant changing our training plans to getting athlete active, rather than a focus on competition and racing. In order to continue athlete identification we created a "Next Gen" Sprint Team with the hopes of developing athletes into our Provincial Team program in the future.

Restrictions still did not allow us to host any competitions until August. Two Regatta weekends scheduled in September in Maple Ridge, only to have the first cancelled due to "Air Quality" issues from the Provincial forest fires. The COVID Cup was held in Maple Ridge September 26-27th with over 75 athletes participating. All our national competitions (including Nationals) were cancelled this year. Lastly, in October 2020 we were forced to cancel our Fall Camp due to a COVID-19 outbreak.

Without having a National Championships and a very limited race card we had to adjust our Provincial Team selection in October 2020. In collaboration with our Coaches and partners at CSI-P we decided to have a "rolling" team, meaning all those who were on the previous year's teams were automatically rolled over to the next year's team. This posed some challenges to identification of the next generation of racers. Throughout the year we did have a few athletes retire and/or choose not to train which will have impact next season.

Performance Development Cont'd

On the Slalom side, we were able to assist our lone Slalom Club in Chilliwack with facilitating and supporting Canoe Kayak Canada's National Team Development Coach coming to BC for two training camps.

Finally, it is important to note that CKBC was able to successfully host under challenging circumstances and protocols the Canadian Olympic Team Trials in Burnaby in March 2020, with our NSO Canoe Kayak Canada. This event confirmed CKBC has the capacity, capability, and most importantly the volunteer support to host large scale and National events in the future.

Sport Development Report

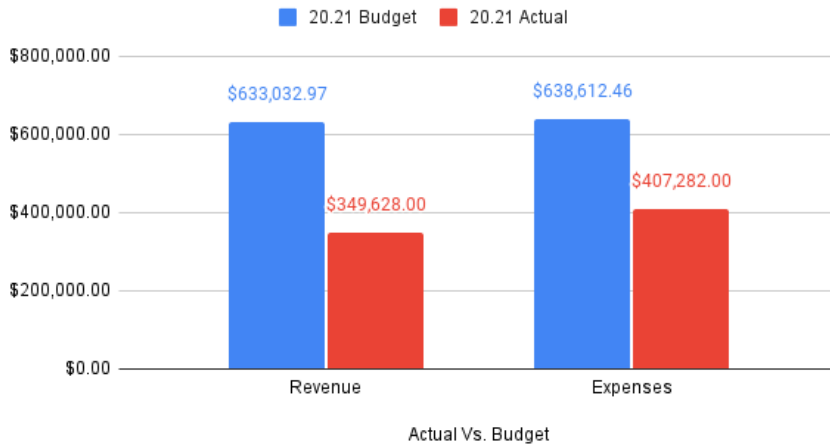
Due to COVID-19 restrictions and lock down our in-person sport development activities which primarily take place in March, April, May, and June were all cancelled. Our sport development initiatives turned mainly to supporting membership services during this time.

One of the silver linings of the pandemic was the ability for our sport to pivot and move coaching clinics to an online format, and in some cases a hybrid online / in -person format. As we enter into the 2021.2022 season we are excited to note that many of our online clinics are already full and we will be training more coaches than pre-COVID-19.

As we begin to understand the new normal post-pandemic we will begin to ramp up sport development programming once again.

Financial Snapshot

2021 Budget and 2021 Actual



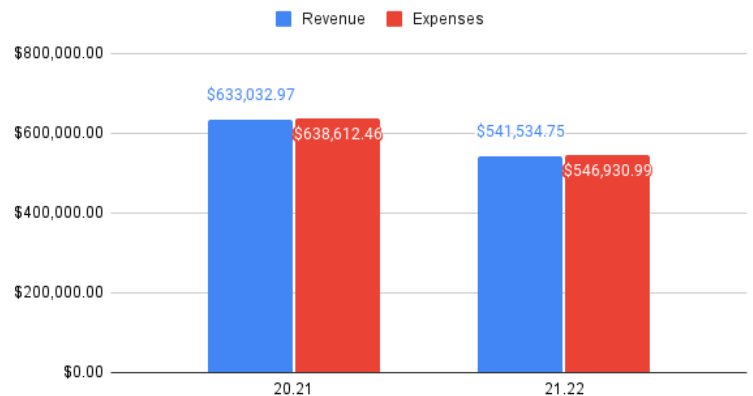
Key Points 2021 Budget vs. Actual:

- Actual Revenue is down compared to Budget - 44.77%
- Actual Expenses are down compared to Budget - 36.44%
- Government Core Funding remained the status quo
- Self-Generated Revenue is down significantly due to the COVID-19 Pandemic

Key Points 2021 Budget vs. 2022 Budget:

- Budgeting for 2021.22 was based upon a full paddle season. COVID-19 restrictions may alter planned programming
- Budgeted Revenue was reduced 14.45%
- Budgeted Expenses were reduced 14.36%

Budget Revenue vs. Expenses



Financial Report Key Notes:

- We show a \$57K loss in 2020.21. This is due to self-generated revenue being significantly reduced due to COVID-19.
- We were denied our Community Gaming Grant application during the 2020.21 fiscal year. As such gaming grant revenue is not reflected in our financials.
 - **At the time of writing this report, we appealed and were successful in recovering the gaming grant, but the revenue will be realized in the 2021.22 fiscal year. This is \$46,100 of our losses noted above.
- We have taken advantage of numerous Government, and Recovery aid and grant programs. Much of these efforts will be realized in the 2021.22 fiscal year.
- CKBC was able through grants, and/or eliminating membership dues and fees to give back, or provide savings to clubs of over \$141K throughout the Province.

About CKBC

BOARD OF DIRECTORS

Karen Tomlinson - President
Sara Hopkins - Secretary/Treasurer
Darren Koehler - Sprint Chair
Soctt Decker - Marathon Chair
Rob Flechter - Whitewater Chair
Jody Neuls - Director at Large
Gillian Helliwell - Athlete Rep



STAFF AS OF MARCH 31, 2021

Kolin Kriitmaa - Executive Director
Connor Fehr - Sport Development Manager
Blake Dalton - Technical Director/Sr. Manager High Performance

OUR MISSION:

Encourage and promote personal growth and success for members through participation and performance in paddle sports.

OUR VALUES:

Champion FAIR PLAY
Be INCLUSIVE in programming and leadership
Embrace INNOVATIVE solutions
Demonstrate INTEGRITY in all aspects of the organization
Be SUPPORTIVE of member clubs and participants



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FORTIUS ATHLETE DEVELOPMENT CENTRE
SYDNEY LANDING SUITE 2003B
3713 KENSINGTON AVENUE
BURNABY, BC V5B 0A7

FACEBOOK/INSTAGRAM/TWITTER:
@CANOEKAYAKBC



THANK YOU TO OUR PARTNERS:



PACIFIC / PACIFIQUE



#PADDLEWITHUS