

**NEPEAN BLUE DEVILS
BASKETBALL ASSOCIATION**

2025 Annual General Meeting

Reports



Executive Committee

President: JC Frechette

VP Finance: Landry Kayembe

Vice President Girls Competitive: Brenda Highmore

Vice President Boys Competitive: Gule Aden

Vice President Girls Development: Susan Enns

Vice President Boys Development: Mariann Leclair

Vice President Girls Recreation: Tony Leon

Vice President Boys Recreation: Abdulkareem Osman

Member At Large: Jason Pickering

Member At Large: Shawn Billings

Past President

Eric Johannsen

General Manager

Heather Sheahan

Other Positions

Technical Director: Eric Lapierre

Junior Referee Coordinator: Gio Donato

Score Keeping Coordinator: Brenda Highmore

Volunteer Coordinator: Shawn Billings



President

JC Frechette

Overview

The 2024-25 season marked an exciting new chapter for the Nepean Blue Devils Basketball Association under new leadership. We welcomed a strong year of growth, innovation, and community engagement, with 918 players participating across our Development, Recreational, and Competitive programs.

The club continued to expand our partnerships, strengthen operations, and enhance the overall experience for players, coaches, and families.

Accomplishments

Summer Programs- Partnered with Above the Rim Basketball to deliver skill sessions and week-long half-day summer camps — all sold out. We have committed to another summer working with Above the Rim Basketball.

Ran a successful March Break Camp at LDHS through a new partnership with Community Links.

Planning additional summer camps for 2025.
(More about Community Links: <https://ourcommunitylinks.org/>)

Fundraising

Launched a club-wide fundraiser supporting both Recreational and Competitive programs.

Despite being our first year running the initiative, it was a great success:
1,473 tickets sold, generating \$14,730 in revenue.

After deducting prize costs (approximately \$5,000), the club netted significant funds to reinvest into programming and development.

Partnerships and Community Engagement

New partnership with the Ottawa BlackJacks professional basketball team:

Hosted Club Day on Father's Day (June 15, 2025).
Secured a fundraising opportunity where \$10 from each voucher sold supports NBBA programs.



Hosted the Dave Love Shooting Clinic, which sold out in less than 12 hours. The Dave Love group recently reached out, recognizing Nepean as a top-level host and offering us an early opportunity to book a clinic for the upcoming season. We're aiming for early fall.

Partnering with Community Links to expand access to recreational basketball through camps and community programming.

Future Partnerships:

NBBA is excited to explore a partnership with Their Opportunity, a national children's charity dedicated to providing access to organized sports for families facing financial barriers. Their Opportunity not only funds sport registration but also fosters community leadership through "Play it Forward" service initiatives. We believe this partnership will align perfectly with our club values and help us further expand our access to basketball for all youth in our community.

Communications and Media

Hired a specialist to enhance our website and social media presence.

Ran media days for several competitive teams in partnership with Elevation Sport Media, with plans to expand next season.

Club Policies and Compliance

All club policies were reviewed and remain current and relevant to ensure the health and sustainability of our operations.

The Ontario Basketball Association (OBA) introduced stricter requirements for coaching certifications:

NBBA will be fully compliant. No head coaches will be appointed unless they meet certification standards.

All NBBA coaches now have access to PGC Coaching education resources.

Coaches who have not yet received their invite are encouraged to contact the President directly.

Governance and Collaboration

The Presidents of Ottawa's six largest basketball clubs, including NBBA, have been meeting to address ongoing challenges within the basketball community.

NBBA has been actively engaging with the Ottawa Basketball Network, an initiative seeking to become a unified governing voice for Ottawa basketball at the municipal, provincial, and federal levels.



Discussions on endorsement and governance structure are ongoing.

Goals and Recommendations

Expand the club's media coverage to include more teams across all age groups.

Grow and formalize our summer programming with Above the Rim and Community Links.

Increase participation and visibility of Club Day events with the Ottawa BlackJacks.

Formalize partnership with Their Opportunity to help eliminate financial barriers for youth players.

Support the Ottawa Basketball Network initiative to strengthen basketball governance across the region.

Continue to enhance coaching development, emphasizing certification, mentorship, and education.

Recruit volunteers to support growing demands in web management, event coordination, and fundraising activities.

Continue exploring new fundraising models to strengthen the club's financial sustainability.

Closing

In this first year as Club President, I am proud of what we have accomplished together. Thank you to our volunteers, coaches, players, families, partners, and the entire Blue Devils community for your ongoing commitment.

We are excited about the future and ready to build on this momentum to make 2025-26 even stronger.



NEPEAN BLUE DEVILS BASKETBALL ASSOCIATION

Financial Statements

Year ended March 31, 2025

(Unaudited)

NEPEAN BLUE DEVILS BASKETBALL ASSOCIATION

Statement of Financial Position

March 31, 2025, with comparative information for 2024

	2025	2024
Assets		
Current assets:		
Cash	\$ 240,704	\$ 223,830
Accounts receivable	22,581	15,510
	<u>263,285</u>	<u>239,340</u>
Guaranteed investment certificate	5,000	5,000
Capital assets:		
Equipment	8,647	14,889
Less: accumulated amortization	(908)	(14,324)
	<u>7,739</u>	<u>565</u>
Uniforms	-	-
Less: accumulated amortization	-	-
	<u>-</u>	<u>-</u>
	<u>7,739</u>	<u>565</u>
	<u>\$ 276,024</u>	<u>\$ 244,905</u>

Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities	\$ 61,744	\$ 71,635
Net assets:		
Unrestricted	166,541	132,705
Invested in capital assets	7,739	565
Internally restricted for capital assets	40,000	40,000
	<u>214,280</u>	<u>173,270</u>
	<u>\$ 276,024</u>	<u>\$ 244,905</u>

See accompanying notes to financial statements.

NEPEAN BLUE DEVILS BASKETBALL ASSOCIATION

Statement of Operations

Year ended March 31, 2025, with comparative information for 2024

	2025	2024
Revenues:		
Registration fees, net of refunds	\$ 428,601	\$ 379,197
Sponsorship and fundraising	10,889	-
Other	187	80
	439,677	379,277
Expenses:		
Facility rentals	122,149	84,588
Coaches and instructors	86,256	76,503
General and administration	66,158	67,503
Equipment and uniforms	46,465	49,134
Association fees and memberships	35,574	28,220
Referees	23,828	24,208
Eastern Ontario Basketball Association League costs, net of recoveries from other associations	12,212	18,974
Training and development	2,730	2,124
Bursaries	2,500	500
Amortization of capital assets	795	113
	398,667	351,867
Excess (deficiency) of revenue over expenses	\$ 41,010	\$ 27,410

See accompanying notes to financial statements.

NEPEAN BLUE DEVILS BASKETBALL ASSOCIATION

Statement of Changes in Net Assets

Year ended March 31, 2025, with comparative information for 2024

	Unrestricted	Invested in capital assets	Internally restricted for capital assets	Total
Net assets at March 31, 2023	\$ 105,860	\$ –	\$ 40,000	\$ 145,860
Excess (deficiency) of revenue over expenses	27,523	(113)	–	27,410
Purchase of capital assets	–	678	(678)	–
Inter-fund transfer	(678)	–	678	–
Net assets at March 31, 2024	\$ 132,705	\$ 565	\$ 40,000	\$ 173,270
Excess (deficiency) of revenue over expenses	41,805	(795)	–	41,010
Purchase of capital assets	–	7,969	(7,969)	–
Inter-fund transfer	(7,969)	–	7,969	–
Net assets at March 31, 2025	\$ 166,541	\$ 7,739	\$ 40,000	\$ 214,280

See accompanying notes to financial statements.

NEPEAN BLUE DEVILS BASKETBALL ASSOCIATION

Statement of Cash Flows

Year ended March 31, 2025, with comparative information for 2024

	2025	2024
Cash provided by (used in):		
Operating activities:		
Excess (deficiency) of revenue over expenses	\$ 41,010	\$ 27,410
Amortization of capital assets	795	113
Change in non-cash operating working capital	(16,962)	(9,073)
	24,843	18,450
Investing activities:		
Purchase of capital assets	(7,969)	(678)
Increase (decrease) in cash	16,874	17,772
Cash, beginning of year	223,830	206,058
Cash, end of year	\$ 240,704	\$ 223,830

See accompanying notes to financial statements.

NEPEAN BLUE DEVILS BASKETBALL ASSOCIATION

Notes to Financial Statements

Year ended March 31, 2025

1. Basis of presentation:

The recognition, measurement, presentation and disclosure principles in these financial statements may not be in accordance with the requirements of any of the financial reporting frameworks in the CPA Canada Handbook - Accounting.

Financial Variance Analysis

Balance Sheet				
	2025	2024	Variance	Notes
<u>Assets</u>				
Cash	240,704	223,830	16,874	1
Accounts receivable	22,581	15,510	7,071	2
Guaranteed investment certificate	5,000	5,000	-	3
Equipment - cost	8,647	14,889	(6,242)	4
Equipment - accumulated amortization	(908)	(14,324)	13,416	5
Uniforms - cost	-	-	-	6
Uniforms - accumulated amortization	-	-	-	7
Total Assets	276,024	244,905	31,119	
<u>Liabilities</u>				
Accounts payable and accrued liabilities	61,744	71,635	(9,891)	8
<u>Net Assets</u>				
Unrestricted	166,541	132,705	33,836	9
Invested in capital assets	7,739	565	7,174	10
Internally restricted for capital assets	40,000	40,000	-	11
Total Net Assets	214,280	173,270	41,010	12
Total Liabilities and Net Assets	276,024	244,905	31,119	

Income Statements				
	2025	2024	Variance	Notes
Revenues				
Registration fees, net of refunds	428,601	379,197	49,404	13
Sponsorship and fundraising	10,889	-	10,889	14
Other	187	80	107	15
Total Revenues	439,677	379,277	60,400	
Expenses				
Facility rentals	122,149	84,588	37,561	16
Coaches and instructors	86,256	76,503	9,753	17
General and administration	66,158	67,503	(1,345)	18
Equipment and uniforms	46,465	49,134	(2,669)	19
Association fees and memberships	35,574	28,220	7,354	20
Referees	23,828	24,208	(380)	21
Eastern Ontario Baseball Association House League costs, net of recoveries from other associations	12,212	18,974	(6,762)	22
Training and development	2,730	2,124	606	23
Bursaries	2,500	500	2,000	24
Amortization of capital assets	795	113	682	25
Total Expenses	398,667	351,867	46,800	
Surplus (deficiency) of revenues over expenses	41,010	27,410	13,600	

General and Administrative Expenses - Sub-Categories				
	2025	2024	Variance	Notes
GA - Bank and Merchant Fees	120	1,263	(1,143)	18a
GA - Office and Other	13,737	15,463	(1,726)	18b
GA - Payroll	48,066	45,613	2,453	18c
GA - Website / Database	4,235	5,164	(929)	18d
Total General and administration	66,158	67,503	(1,345)	

Assets

Note 1 - Cash

See Statement of Cash Flows for detailed explanation. Increase primarily due to surplus of revenues over expenses, offset by changes in Accounts Receivables and Accounts Payable balances and purchase of new shot clocks and score clocks.

Note 2 - Accounts receivable

Current year balance consists of recoveries for Ontario Cup costs incurred (including facility costs, gym captains and table officials (\$20,871), EOBA recoveries from other associations (\$1,710). Prior year balance consist of recoveries of EOBA Competitive Championships facilities costs (\$1,509) and gym captain costs (\$1,290), recoveries for Ontario Cup Provincial Championships facilities costs (\$6,324) and credit for unused/cancelled gym time with the OCDSB.

Note 3 - Guaranteed investment certificate

No change from prior year.

Note 4 – Equipment – cost

Variance due to write-off of fully amortized shot clocks (\$14,211), offset by purchase of new shot clocks and score clocks (\$7,969)

Note 5 – Equipment – accumulated amortization

Variance due to write-off of fully amortized shot clocks (\$14,211), offset by current year amortization of \$795.

Note 6 – Uniforms – cost

No change from prior year. Uniforms are now being purchased and retained by players.

Note 7 – Uniform – accumulated amortization

No change from prior year. Uniforms are now being purchased and retained by players.

Liabilities

Note 8 – Accounts payable and accrued liabilities

Variance due to timing difference for vendor invoicing and payments, as well as changes in level of activity.

Net Assets

Note 9 - Unrestricted

See Statement of Changes in Net Assets for details. Variance due to excess of revenues over expenses of \$41,805 (excluding amortization of capital assets), offset by transfer to internally restricted fund for capital assets to replenish this fund after purchase of new shot clocks and score clocks (\$7,969).

Note 10 - Invested in capital assets

See Statement of Changes in Net Assets for details. This is equal to the Capital Assets balance. The year-over-year variance is due purchase of new shot clocks and score clocks (\$7,969), offset by current year amortization of \$795.

Note 11 - Internally restricted for capital assets

This is equal to the amounts that has been earmarked for future capital expenses. There was no change in the balance from the prior year. \$7,969 was used to purchase a new laptop, but the fund as replenished from the unrestricted net asset balance.

Note 12 – Total Net Assets

See Statement of Changes in Net Assets for details. Overall Total Net Assets increased by the amount of total excess of revenues over total expenses (\$41,010).

Revenues

Note 13 - Registration fees, net of refunds

Increase is due to higher number of players / participants compared to the prior year.

Note 14 – Sponsorship and fundraising

Current year balance consists of proceeds from a fundraising event.

Note 15 - Other

Current year balance represents interest earned on Guaranteed Investment Certificate. Variance from prior year is not significant.

Expenses

Note 16 - Facility rentals

Variance due to increase in gym time requirements due to increase in players / teams, as well as some increases in facility fees. Balance is also impacted by timing of when invoices from the school boards and other facilities were received and differences in the allocation of facilities, with some facilities being more expensive than others.

Note 17 – Coaches and instructors

Increase due to an increase in the number of players/teams, and therefore an increase in the number of coaches. Increase also due to increase in honorarium amounts. There was also an increase in coach/instructor costs for the summer camps / skills session in order to improve programming.

Note 18 - General and administration

Note 18 (a) – Bank and Merchant Fees

Year-over-year variance is not significant.

Note 18 (b) – Office and Other

Year-over-year variance is not significant.

Note 18 (c) – Payroll

Increase is due to a salary increase granted to general manager in the current year.

Note 18 (d) – Website / Database

Year-over-year variance is not significant.

Note 19 – Equipment and uniforms

Year-over-year variance is not significant. Decrease is due to higher repairs costs for score clocks in the prior year.

Note 20 - Association fees and memberships

Increase due to due to increase in the number of players and teams, as well as increase in the registration fees and other fees charged. Variance is also due to differences in which GL accounts certain expenses were coded to (Association Fees and Memberships vs EOBA).

Note 21 - Referees

Year-over-year variance is not significant.

Note 22 - Eastern Ontario Baseball Association House League costs, net of recoveries from other associations

Variance due to the timing of when invoicing from other associations and vendors occur, as well as variability in the allocation of costs amongst the different local associations. Variance is also due to differences in which GL accounts certain expenses were coded to (Association Fees and Memberships vs EOBA).

Note 23 – Training and development

Year-over-year variance is not significant.

Note 24 - Bursaries

Increase is due to more applications received and bursary awarded compared to the prior year.

Note 25 - Amortization of capital assets

Year-over-year variance is due to amortization of new shot clocks and score clocks.

VP Girls Competitive

Brenda Highmore

I want to thank the members of the executive, players, coaches, and their families for another amazing year. With teams registered in the OBL (Ontario Basketball League) and EOBC (Eastern Ontario Basketball League), G-Elite League and Ontario Cups, as I am stepping down after 10 years of coaching and being a member of the NBBA Executive. We have many dedicated coaches, spending countless hours practicing, planning, prepping for games and promoting the growth and development of our athletes. And of course, to the families, supporting from the sidelines, driving to and from practices, games and tournaments. I especially want to thank Heather Sheahan, she has been a wealth of knowledge, a mentor and a true resource to help me navigate the Ontario and Eastern Ontario basketball programs, as a new coach, and guided me through my years as a new vice-president. She is always there to pick up the phone (at any hour, day or night). She can help you with anything you can think of, from organizing your team, registrations, certifications, uniforms, gyms, and any issue that might come up throughout the season. She is truly the greatest resource at the club, and I will miss my MANY phone calls and texts with her.

The Girls Competitive Program consisted of 11 NBBA teams playing in different age divisions within the Eastern Ontario Basketball Association (EOBA), Ontario Basketball League (OBL), G-Elite League and the Ontario Basketball Association (OBA).

Accomplishments

Teams competed in the following age divisions and had successes this season in both the EOBA's and OBA's:

<i>Division</i>	<i>Coaches</i>	
<i>U10</i>	<i>Rachel Antaya</i>	<i>Thanks to Rachel (NBBA Alumni) for a fantastic rookie season. Bronze Medal -Mike O'Connor Tournament</i>
<i>U11/U12</i>	<i>Mary Smith Grace Gough</i>	<i>Despite playing the season short players - the U11/U12 program worked hard through the season to develop their skills and are looking forward to the 2025-2026 season.</i>
<i>U12</i>	<i>Jamiee Kettles Talia Karam</i>	<i>Gold Medal - Scarborough Lady Blues Tournament Ontario Cup - Gold Medal - Division 3</i>
<i>U13</i>	<i>Glen Gallant</i>	<i>Ontario Cup - 5th Place - Division 5</i>



U14 - Selects	Garrow	Bronze Medal - Cornwall March Mayhem Tournament EOB Year End Tournament - Gold - Division 3
U14	Hassan Ali	Gold Medal - Cornwall March Mayhem Tournament EOB Year End Tournament - Silver
U15	Cameron Pelton	Gold Medal - Phenix Tournament Silver Medal - Mike O'Connor Tournament Ontario Cup - 4th Place - Division 2
U15/U16	Curtis Hollister	Ontario Cup - 8th Place - Division 3
U16	Kris VanDerVeer	EOB Year End Tournament - Silver Ontario Cup - Silver Medal - Division 1
U17/19	Mark Uhrbach	Ontario Cup - 5th Place - Division 5
U19 - Elite	Harbir Bains	Gold Medal - ONL-X Tournament Silver Medal - AGAME Tournament in Philadelphia G-Elite League - G- Elite All Stars <ul style="list-style-type: none"> ● Madison Peak ● Masha Plavsa (All-Star Award) ● Sarah Lefler
Committed to play in UNIVERSITY		
Katherine Lindsay Madison Peak		King's College Laurentian University

Recommendations

- Recruitment at the current U11 next year, U12 ages - working with Rec/Development more closely to boost numbers
- Re-evaluating Selects teams process- often late in the season - have players who are legibly and capable of playing competitive



VP Boys Competitive

Guled Aden

Overview

- **U10** – Won *Division 9* at Ontario Cup. Bright future ahead!
- **U11** – *EOBA Champions + OBA Division 2 Champions*. Back-to-back gold momentum is strong.
- **U12** – Had a strong season, solid development and team chemistry.
- **U13** – Triple Crown:
 - Chris Paulin Div 1 (AAA) Champs
 - IEM Tournament Champs
 - OBA Division 7 Champs
- **U13/U14** – Great season, building depth across age groups.
- **U14 & U15** – Competitive and exciting seasons. Fun groups with strong fundamentals and hustle.
- **U16** – Enjoyed a positive, developmental year with strong player engagement.
- **U17 & U17 Elite** – Fantastic seasons.
 - U17 Elite had a highly successful debut year for the elite boys' program.
 - Player development and exposure were standouts.
- **U19** – A fun and rewarding season for our graduating players.

Coaches Insight – Room for Improvement

“Very positive season. Great group who supported each other through thick and thin. Soft skills like leadership and body language improved greatly.”

Key basketball focus areas:

- **Offence:** pass/cut, backdoors, off-ball screens, Spain actions, high/low vs zone
- **Defence:** aggressive pack-line, strong transition D with 1-2-2 and man press
- **Transition O:** Primary & secondary break + press break
- **Shooting:** Stats show steady growth in both midrange and 3-point shooting
- **Suggestions:** Introduce set plays earlier, consider skill-specific practices and join **OBL/Coalition leagues**



Looking Ahead: 2026 & Beyond

- We will be **evaluating every team** this offseason to identify opportunities for improvement.
- With the success of U17 Elite, we will **consider adding additional Elite teams from U12 to U16** to raise our competitive edge and **keep top talent within the club**.
- Continued investment in coaching, skill development, and competitive league play is a top priority.

Let's build on this momentum and take the program to new heights.

Thank You

A huge **thank you** to our GM and to all our **head coaches, assistant coaches, team managers**, and the many **committed parents** who showed up, supported, drove, cheered, fundraised, and kept our teams moving forward throughout the entire season.

Your dedication is the backbone of this program, and we couldn't do it without you.

Here's to an even bigger and better 2026!



VP Girls Development

Susan A. Enns

Overview

During the 2024-25 season, there were 89 girls participating in the NBBA Girls Developmental Program, along with more than 21 dedicated coaches and parent volunteers, and 1 very enthusiastic League Coordinator. The feedback received from players, coaches, and fans was extremely positive, the girls had a lot of fun, and the season was a great success.

Registration numbers exceeded expectations at the start of the season and increased as new registrations were accepted up to the Holiday Break to increase participation numbers for the health of the program long term. Essentially, every girl who wanted to play got to play.

Below is a breakdown of Development Girls Program Registration:

- Development Girls Program Regular Season – Saturdays at Adriene Clarkson Elementary School
 - U8 Development - 25 participants playing on 3 teams.
 - U10 Development – 38 participants playing on 4 teams.
 - U12 Development - 26 participants playing on 3 teams.
- Development Girls Skill Sessions – Tuesdays at St Patrick School
 - U12 – 22 Sessions with up to 15 registrants per session.
- Development Girls April Skills and Scrimmage Sessions – Saturdays at Adriene Clarkson Elementary School
 - U8/U10 Development Combined - 24 participants.
 - U12 Development – 18 participants.

Accomplishments

Overall, participation numbers for the Development Girls program were significantly higher than the 2023-2024 season. The U8 and U10 Programs increased by 21% cumulatively, and the U12 remained virtually unchanged year-over-year. This represents a total increase of more than 11% in the Girls Development Program overall.

Worked with an incredibly hardworking and dedicated team of coaches and parent volunteers, as well as a newly appointed League Convenor this year, many of whom have already expressed an interest in returning next year, either in the Development, Recreation or Competitive Programs. A huge thank you goes to our League Convenor, Alex Habbouche, as well as all our hard-working coaches and parent volunteers who made this season such a success!

Published the schedule for the entire season on TeamSnap early in the season to improve communication between all stakeholders. Many positive comments were received from parents and



coaches on the administration of the leagues. Big thanks to Heather Sheahan, General Manager, for all her help with the logistics of the season.

The U8 and U10 age levels participated in four 3 on 3 Festivals throughout the season. Since this year's registration numbers for both programs had increased, each age group participated only with players of their own age group. The format allowed for more balanced play in the games and increased the players' engagement. Fun and good sportsmanship were top priorities, and the improvement in the girls' skills really showed!

The U12 teams played 5 on 5 games amongst each other in a round robin format, as well as some exhibition games with other teams throughout the season, with the Semi Finals and a Championship Final being played on the last weekend of the season. Year-end medals were provided to all U8, U10 and U12 Girls Development players.

As a pilot project, U10 and U12 "Development Plus" Girls teams were created. They participated in two OSS Tournaments, with a combined 7-1 record and an end of season tournament bronze medal at the Mike Ryder tournament with KYBA and OSS. The U10 girls also played a game at halftime during a Carleton Ravens game. The Algonquin Wolves women's basketball team even made a surprise visit to practice on Saturday. Big thanks to Coach and League Convenor, Alex Habbouche for making all this happen.

The U12 Girls Skill Sessions ran throughout the season and were very successful again this year. Big thanks to Coach Tony Leon for running these sessions and helping to improve the skill levels of all the players. Participation was down slightly year-over-year because the skills sessions were moved from Wednesdays to Tuesdays, which caused scheduling conflicts with other activities like Girl Guides for some who wanted to participate.

This year's U8/U10 "Bring Your Friend to Basketball" day was held on April 5 with over 100 kids in attendance, with about 45 kids in the U8 session and 60 in the U10 session. Big thanks to all the coaches and volunteers for making this annual event such a fantastic way to get more players involved in the Nepean Blue Devils Development Girls program, providing an opportunity for young players to have fun, make new friends, and develop their basketball skills.

All ages wrapped up the season with a fun, "Play the Parents" day. The games were 3 on 3, had the parents' hoop set to 10 feet and the kids set to 8 feet (U8 and U10), and the parents could only bounce pass. In the past couple of years, these games have developed into action-packed, annual events.

The April Skills and Scrimmage sessions for both the U8/U10 and U12 age groups were held again this year. They built on the skills the girls learned during the season, with more scrimmage time added at the end of each session. It was also an opportunity for blue, white, purple, and red team members to play with other players that they haven't played with before, as well as play some exhibition games with players from outside the club. Thanks to Coach Alex Habbouche and Coach Cecilia De Antueno for making them happen!



Created and helped to manage the Junior Referee Online Signup Sheet for the Girls and Boys Development Programs again this year. Also, the U12 League Specific Rules Sheet to have on hand during games, which was first implemented last season, again greatly helped to reduce the confusion for referees and coaches regarding Development League specific rules.

Participated on the Recruiting and Hiring Committee for the newly created position of Program Coordinator. This included collaborating on compensation research, the creation of the job description, recruiting ad, interviewing process, as well as executing and templating candidate communications. Also participated on a Disciplinary Committee for document review.

Update on Last Year's Goals and Recommendations

The following were goals and recommendations for the 2024-25 season as outlined in the 2024 AGM Report that were not discussed above:

- Recruit volunteers to serve as League Convenors in each age group to help with sort-outs and administration.
 - Completed. This not only improved league operations in all age groups but drastically increased the engagement and enjoyment of all the participants. A huge thank you to League Convenor, Alex Habbouche for taking things to a whole new level!
- The U10 Competitive team to no longer participate in the U12 Development League play.
 - Competed, with competitive teams only participating in exhibition games
- The U12 teams are to be created only after Competitive teams are finalized.
 - Although progress was made in this area, last-minute additions of players to competitive teams from the development teams still occurred. This caused extra administration in rostering. Also, the U12 sort-outs, for the most part, created balanced teams to start, however these last-minute additions to the competitive teams skewed that balance somewhat.
- As was done last year, created and continued with the Junior Referee Online Sign-Up Sheet with the entire schedule for the Development Programs published in advance.
- The *"Coach and Child Night Gym Sessions"* were continued and were very well received as an added benefit to all NBBA coaches who participated.
- The NBBA to develop an alternate logo that is more "friendly" and "less scary" to the younger Development players.
 - The Blue Devils logo on the t-shirts and uniforms was replaced with the words "NEPEAN BASKETBALL" and were well received.
 - The upgraded uniforms for the U12 were well received as it differentiated the older players from the younger ones.

Goals and Recommendations

The following are goals and recommendations for the Girls Development Program for 2025-26 season:



- Continue the Development Girls Programming as outlined above next season, including to operate the U8 and U10 Development Girls in separate sessions, and the competitive teams to play U12 development teams in exhibition games only.
- In addition of weekly U12 Skill Sessions throughout the season, a weekly U10 Skills Sessions should be added. The purpose of these sessions is to bridge the gap between those “new to the sport” development players and the competitive program. The gym space recommended to use for all these sessions would be at a smaller gym like St. Patrick Elementary School on Tuesday and Wednesday evenings.
- The U12 teams should only be created after Competitive teams are finalized. In the meantime, the U12 Program should hold sort-outs/skills sessions, and then finalize the teams after Thanksgiving. Starting the season with skill sessions before the teams are rostered would help the U12 players who are new to basketball and are playing in their first year to develop basic skills before being rostered to a team. It would also yield further improvements to rostering balanced teams for league play.
- Better pre-screening of coaches to better include potential scheduling conflicts throughout the season, especially with coaches who are still players with the NBBA.
- As was done for the past 2 seasons, the entire schedule for the Development Program should be published in advance, as this is very well received and much appreciated by the parents.
- Remove the Blue Devil logo on the performance medals as per parent and player feedback.
- Working in conjunction with the Competitive Program VP, as the competitive landscape for the U10 girls is almost non-existent, in lieu of a U10 comp team, create a U11 Competitive feeder team by focusing on the U10 "Development Plus " team.

The following are recommendations for the NBBA for 2025-26 season:

- Create an NBBA Calendar of tasks and deadlines across all programs for the new Program Coordinator to follow for the season. A “basic equipment list” of what to be included in each coach’s bag should also be created.
- The NBBA to facilitate and pay for First Aid training for all coaches in all programs. Method of payment could be reimbursement upon completion of the training.
- Recruit volunteers to serve as League Convenors in each age group in all programs where needed to help with sort-outs and program administration.
- Appoint a Director to monitor coaches’ training and certification requirements so compliance with all NBBA and other basketball associations’ standards where we compete is adhered to.
- Although the Junior Referee Online Sign-Up Sheet served its purpose for scheduling and referee compensation, this function should be handled through the NBBA registration system like the Scorekeepers volunteers currently are. In other words, all resources required to run a league game would be scheduled and managed from the same source.
- The NBBA should document a procedure to formalize the record keeping and documentation of any and all Disciplinary Committee findings.
- Continue with “*Coach and Child Night Gym Sessions*”.
- Implement a system to monitor Board Meeting attendance and time spent on Board activities.



VP Development

Marianne Leclair

Overview

2024-25 Season

U8/U10

The U8 and U10 boys development program had a successful season. The U8's had one full session and the U10's had 3 full sessions. Each session ran for an hour and a half on Saturdays. Each group had one head coach with at least 3 assistant coaches so that the participants could be split out into smaller groups for drills. The first hour of each session focused on skills development and in the last half hour of each session 4 on 4 scrimmages were held.

At the beginning of the season an orientation night was held with all of the volunteer coaches to go over the plan for the season. Head coaches were responsible for practice planning and assistant coaches were asked to assist with drills. Head coaches were referred to resources available on TeamSnap for drill ideas and a training session was offered to all coaches with the Technical Director to go over drills and ideas for activities for participant skills development.

All players were given the same blue devils t-shirt and pinnies were used for scrimmages. This allowed players to play with different teammates each week of varying skill levels. It also helped to quickly form teams despite player absences which varied each week.

A mid-year festival was held in mid-December on the Saturday before Christmas break in a round robin format with no playoffs. Emphasis was on having fun and each team played at least 3 games. A year-end tournament was held the first week of March, also in a round robin format, and at the end of the tournament participation medals were handed out to all participants. At the year-end festival, in partnership with the Ottawa BlackJacks, a surprise visit was held with the BlackJack's President and mascot, O.G., who attended both the U8 and U10 festivals, creating a lively and fun filled atmosphere.

Participant numbers:

- Boys U8 Development (ages 6-7):
 - Sessions: 1
 - Participants: 32
 - Coaches: 4
- Boys U10 Development (ages 8-9):
 - Sessions: 3
 - Participants: 91 Boys
 - Coaches: 13



U12

The U12 boys development program is very popular and continues to have a waitlist. This year, 8 teams of 12 players were formed for an in-house development league. New for this year, the players were given jerseys instead of t-shirts which was well received. The program runs once a week on Saturdays.

Two sort outs were held in mid-September. Prior to the sort-outs a pre-sorting took place which allocated players to teams based on birth dates (to balance out the number of 10 and 11 year olds on each team), matching siblings together and where possible distributing players that had significant playing experience evenly across teams. Before the sort-out players were given a timeslot and a pinnie colour, so they were already sorted onto a team before the sort-outs which helped move things along more quickly. A quick warm up was run and then the sort-out focused mainly on assessing players while scrimmaging.

At the beginning of the season an orientation night was held with all of the volunteer coaches to go over the plan for the season. Head coaches were referred to resources available on TeamSnap for drill ideas and a training session was offered to all coaches with the Technical Director to go over drills and offence ideas that did not require screens as screens are not allowed under the development rules.

In the first half of the season (September - December), each team was given its own one and a half hour gym slot to practice for 3 Saturdays in a row. Following the 3 practices each team was scheduled for games under the end of December, with a total of 7 games so that each team played each other once. A mid-year festival was held in mid-December on the Saturday before Christmas break in a round robin format with no playoffs. Emphasis was on having fun and each team played at least 3 games.

Based on standings from the first half of the season, 4 teams were placed into an A-side bracket and 4 teams were placed into a B-side bracket for the second half of the season (January-March) to allow for more balanced games. The first 3 weeks back in January were dedicated to practices and then each team played each other twice for a total of 6 games. Rather than a year end festival, playoff games were held, and medals were awarded for gold, silver and bronze on both the A and B side.

Participant numbers:

- Boys U12 (ages 10-11):
 - Teams: 8
 - Participants: 94 Boys
 - Coaches: 13



Accomplishments

- Single U8 and U10 “Team” wherein we utilized the same blue shirts for all players and used pinnies for scrimmages continues to be successful.
- Hosted two festivals for U8 and U10 age groups.
- Hosted one festival and playoffs for the U12 age group.
- Two U10 teams were created to participate in two fun days hosted by the Ottawa Shooting Stars.
- Recruited coaches and assistant coaches for U8/U10/U12
- Hosted coaches orientation and skills session at the beginning of the season
- Coordinated U8/U10/U12 programs
- Managed ongoing communications with parents and coaches
- Year-end medals provided to U8 and U10 players
- Gold, silver and bronze medals awarded to U12 players on A and B sides
- Coordinated schedule with Junior referee coordinator
- Addressed issues as they arose
- Partnered with the Ottawa BlackJacks to have the President and mascot attend the U8 and U10 year-end festival
- Partnered with the Ottawa BlackJacks on a voucher fundraiser and club day for the Blue Devils at a BlackJacks game.

Areas of Improvement and Key Recommendations

1. End the U8 and U10 boys sessions the first week of March with the year-end festival. Participation numbers are consistently low after March break and it is better to end the season with high participant rates.
2. Increase U8 boys numbers so that 2 sessions can be run for that age group again.
3. Only run one weekend of sort outs for the U12 teams. Instead of rebalancing teams if there are inconsistencies, continue to separate teams into an A and B side in the second half of the season (January-March).
4. Consider scheduling all boys and girls U12 games at the same gym which would facilitate having a gym supervisor who could set up the gym and take down the gym, deal with onsite scheduling issues and show parents how to run the clock and fill out the timesheet.
5. Review the U12 development program rules, they create confusion for both coaches and referees.
6. Ensure there are assistant coaches for all U12 teams so that head coaches have a back up when they are not available.



VP Girls Recreation

Tony Leon

Overview

This year we were able to secure enough coaches to field 8 recreational teams: Four U14 Girls, two U16 Girls and two U19 Girls with a total of 90 players. In addition, a Selects team was formed at the U14 level.

U14 team #1 won Silver in Division 1.

U14 team #2 won Silver in Division 2.

U14 team #4 won Bronze in Division 2.

U16 team #2 secured Bronze at the Year-End-Tournament.

U19 Teams joined the newly formed High School House League comprising of 13 teams.

Accomplishments

- Recruited coaches for U14/U16/U19/Selects teams.
- Organized the Sort Outs and assigned players to the teams.
- Attended and participated in EOBL House League meetings.
- Provided the schedule of U16 games to the Scorekeepers Program.
- Organized the U14 Selects tryouts.

U14 Recreational Girls - Going into the sort outs we were able to secure coaches for the 4 teams.

Practices were on Tuesdays (Team 2 at Monsignor Paul Baxter and team 3 at Michaelle-Jean) and Wednesdays (Teams 1 & 2 at the Ottawa Christian School – shared gym).

The regular season games were played at Nepean HS (Shooting Stars) while the Year-End-Tournament was held at Brookfield HS and Merivale HS.

In the league Finals 3 Nepean teams medaled as there were 2 Divisions. Teams 1 & 2 both won Silver while Team 4 won a Bronze.

SELECTS TEAM - With a trio of coaches, Andy Garrow, Dan Tierney and Derek Malcolm, the Selects had a 12-5 record while participating in the Mike O'Connor Tournament, the Cornwall Tournament and the EOBA Finals where they won a Gold Medal Division 3.

U16 Recreational Girls - We were able to secure 2 parent coaches to run 2 teams. Team 1 had 13 players and team 2 had 14 players. Both teams practiced on Wednesdays and shared the facility at OCS. The regular season schedule was played on Saturdays at Steve Maclean Public School in Riverside South. Team 2 brought home the Bronze Medal.



U19 Recreational Girls - We were able to secure 4 coaches for the 2 teams. The teams joined the newly formed High School House League with 13 teams in total. Games were hosted by Kanata and were played at Sacred Heart High School on Sundays. This switch to Sundays caused a lot of problems with the teams as some players withdrew to the point that initially we were going to field only one team. In the end we were able to have 2 teams after new players signed up to fill out the rosters.

Goals and Recommendations

- Increase the number of U16 teams from 2 to 3 as there was a slight drop compared to last year.
- Year-End-Tournament to be round-robin rather than single elimination.
- No zone defense and no full court press until January for U14.
- Encourage participation in the Mid-Season tournament. Recruit players from all teams if there is not enough participation.
- Run coaching sessions at the beginning of the season for the new coaches.
- No accommodation of friends/coach/team requests.
- Ensure that it is stipulated before registration that the U19 games might be played on Sundays.
- Reach out to this season's coaches on their intention to come back next year. This would include U12 developmental coaches moving up to U14 level.
- Recruit NBBA graduates into the coaching pool.

Conclusion

Thanks to all the coaches and parent volunteers who made this season a success. I have enjoyed being part of the Nepean Blue Devils Basketball Association and working with all the members of the executive board.



VP Boys Recreation

Abdulkareem Osman

Overview

For the 2024-2025 season, the Boys Recreation Program consisted of 21 house league teams representing three different age groups; U14 Boys (8 teams); U16 Boys (10 teams); and U19 Boys (3 teams). There were 94 players registered in the U14 Boys program, 113 registered in the U16 Boys program, and 33 registered in the U19 Boys program for a total of 240 players registered. This season, the U14 & U16 Boys Recreation program was run in-house. The U19 Boys Recreation program played in the Eastern Ontario Basketball League (EOBL) with other organizations like the Ottawa Shooting Stars and Ottawa South Basketball Association. Throughout the season, teams were scheduled to have one game and one practice per week excluding any holiday weekends. This allowed approximately 240 players to enjoy the game of basketball in our local community. This season, all age groups wrapped up with a year-end tournament. Both the U14 & U16 year-end tournament lasted for multiple weekends, while the U19 year-end tournament took place over a single weekend. Overall, we had a very successful season as many coaches, players, and parents shared their positive experiences with the club.

Accomplishments

- A. Recruited talented coaches for U14/U16/U19
- B. Created equitable teams across all age groups
- C. Coordinated and organized the season schedule for the U14 & U16 program
- D. Helped to support the Junior Referees program.
- E. Junior referees officiated numerous U14 & U16 house league games with great success.
- F. A gym captain was stationed at all U14 & U16 house league games, to help minimize any potential disagreements and maintain gym decorum.
- G. Put together a successful end of year tournament for the U14 & U16 Boys Rec program that lasted about 4 weeks. It was a double elimination tournament, so teams had to lose two games before officially ending their season.



Coaching Evaluations

There were not many coaching evaluations completed for the Boys Recreation Program, however the majority of those received were very positive and encouraging. Both parents and players provided some positive feedback that I then shared with the coaches. I would also like to give a special thank you to all the non-parent coaches who stepped up to help ensure such a successful season.

Goals and Recommendations

Some suggestions and recommendations for next year include:

1. Keep the U14 & U16 Boys Recreation programs in-house. Having access to both gyms at LDHS is a great asset.
2. Continue to run the U19 Boys Recreation Program in partnership with the EOBL.
3. Have the new VP reach out in July 2025 to the coaches from the 2024-2025 season and get their intentions for the 2025-2026 season. This would include U12 boys development coaches moving up to the U14 level.
4. Recommend assigning gym captains to the U19 games so that they oversee and maintain the overall quality of the Boys Recreation Program during game days.
5. Continuing to help promote a safe and supportive environment for all referees. Especially the Junior referees who will continue to officiate the U14 Boys Recreation program and some U16 Boys Recreation program games next season.
6. Run coaching sessions at the start of the season for all coaches, especially the new ones.
7. Hold coaching sessions throughout the season.
8. Continue to recruit NBBA alumni into the coaching ranks.

Conclusion



The 2024–2025 Boys Recreation Program continued to build on past successes, offering a well-rounded and engaging experience for 240 players across 21 teams in the U14, U16, and U19 age groups. The U14 and U16 programs operated entirely in-house, benefitting from full access to LDHS gym facilities, while the U19 teams competed in the Eastern Ontario Basketball League (EOBL), gaining valuable experience against other local clubs. The season was marked by strong organization, equitable team formation, and a commitment to player development and enjoyment.

Key enhancements this year included the successful implementation of gym captains at all U14 and U16 games, ongoing support for the Junior Referee program, and the coordination of a multi-week, double-elimination year-end tournament for the U14 & U16 age groups. Feedback from parents and players was overwhelmingly positive, with many recognizing the efforts of both parent and non-parent coaches in creating a fun and supportive environment.

As the program looks to the 2025–2026 season, recommendations include continuing the current structure for U14 and U16, maintaining the EOBL partnership for U19, improving communication with returning coaches, and expanding referee support. Additionally, the introduction of pre-season and in-season coaching sessions and alumni recruitment will help sustain a high standard of coaching across all levels. Overall, the 2024–2025 Boys Recreation Program successfully upheld the values of community basketball, development, inclusion, and teamwork. The Boys Recreational program is well-positioned for continued growth in the seasons ahead.



Technical Director

Eric Lapierre

Overview

About 125 coaches stepped up for the 2024-25 season across the Development, Recreational and Competitive programs.

Accomplishments

- Emphasis on coaching support and development.
- Ran a [coaching clinic for Recreational Coaches](#) in September, including halfcourt drills for teams sharing a practice gym, and [Practice Resources](#).
- Periodic emails to club coaches about coaching subjects.
- Conducted the mid-year and year-end coaching evaluation surveys of players and parents (80% of the year-end “overall evaluations”)
- Coordinated set up of summer camps to Above the Rim Basketball for 2025.

Plans for 2025-2026

- Ensure that all coaches are accessing and using the PGC coaching resources and website.
- Implement a concrete coaching philosophy at the recreational level and ensure that coaches are following and utilizing resources. The view in this would be that each player is being provided with the same opportunities to improve their game in a safe and enjoyable environment. Furthermore, having some coaching principles will provide not only coaches with framework (especially new coaches) as well players that are ideally trying to move from the recreational program to potentially the competitive program.
- Discuss a competitive structure for coaches in regards to player development/team development.
- I would also like to offer a weekly zoom call with all coaches at all levels and open the calls to answer questions or provide visual support as well as answering questions.
- Attend weekly practices at recreational and competitive programs throughout the season.

Feedback

- Overall, I was hoping to be more involved in the role of Technical Director. I hope to work collaboratively with the Club President and Executive Team to best support the club and it's members



General Manager

Heather Sheahan

Overview

The role of General Manager includes the positions of Secretary, Facilities Coordinator, Communications, and Registrar.

A special thank you to the NBBA Board and to all the coaches and volunteers. It should be noted that it takes approximately 200 volunteers to make the NBBA a successful club. We could not have done this without their time, effort, dedication, and commitment.

The following reflects some of the accomplishments for the year:

Accomplishments

- Aided the current NBBA Executive in all matters.
- Ensured that communication to members was done in a timely matter.
- Financial point of contact for NBBA and EOBC for the payment of all referee fees, facilities, and billing.
- Confirmed and recorded all on-line registration deposits.
- Issued all required refunds.
- Arranged for payment of all bills on behalf of the NBBA in a timely and efficient manner.
- Performed financial management responsibilities for the Association including financial accounting (Quickbooks), banking etc.
- Completed monthly bank reconciliations.
- Attended all monthly executive meetings, took the Minutes and distributed them in a timely manner.
- Administered day-to-day activities such as banking, responding to emails and phone calls for the Association.
- Performed all other special tasks that were considered essential by the NBBA Executive.
- Assisted in securing the coaches and managed registration for the 2024 Summer Camps and 3x3 sessions. All camps were well attended.



**NEPEAN BLUE DEVILS
BASKETBALL ASSOCIATION**

- Successfully opened registration for the 2024/25 season and successfully registered 916 players and approximately 160 coaches, assigning the players and coaches to 74 teams.
- Completed all player transfers for the competitive teams and ensured that they were registered with Ontario Basketball.
- Ensured that coaches and volunteers obtained their Police Record Checks.
- Ensured that the Team Managers for the Competitive Teams had all the essential information and support needed to manage the team.
- Issued team fees to all competitive teams.
- Secured gym space to run programming for the 2024-25 season. 17 schools were secured with the OCDSB with approximately 4000 hours of gym time. 11 schools were secured with the OCSB with approximately 1500 hours of gym time. One private school was secured with approximately 300 hours of gym time. I was also able to secure facilities for 3 Ontario Cup weekends hosted in Ottawa by the Eastern Ontario Basketball Association.
- Scheduled practice times for the competitive and recreational teams. Scheduled Sunday games for the competitive teams when required. Kept all affected parties informed of any changes or cancellations.
- Continued to manage relationships with all participating school boards.
- Secured Gym Captains for EOBA and In-House games on Saturday and Sundays.
- Ensured that all coaches received their coach bags and uniforms and ordered any equipment that was needed.
- Ensured that information was passed along to our Social Media Coordinator to be circulated on our social media platforms.
- Ensured that score clocks and shot clocks were on site for all games.
- Collected all coaches' bags at the end of the season.
- Maintained our partnership with MegaCity Promotions to provide the membership with uniforms, club gear, bags and basketballs.
- Began the process of submitting the 2025-26 permit applications to all school boards including a



NEPEAN BLUE DEVILS BASKETBALL ASSOCIATION

“wish list” for additional space.

- Facilitated the launch of our new registration system with RAMP
- Set up and managed the Summer Camp registration for 2025.
- Issued Honorariums to all coaches.
- Ensured that all Junior Referees and Skills coaches were paid in a timely manner.
- Assisted in the hiring of our new Program Coordinator.

Goals and Recommendations

- Secure new gym space for the coming season.
- Secure Gym Captains again for our facilities where EOBA games take place on Saturdays and Sundays.
- Continue to keep the association informed of NBBA events and information in a timely manner.
- Assist with the recruitment and confirm coaches prior to sort-outs and try-outs.
- Ensure new uniforms are ordered and ready for September.

Registrar Registration Table:

The table provided on the following page provides an overview of registration from the 2020-21 season until the 2024-25 season. Accurate registration numbers for each program are only determined after the try-outs and sort-outs for each program.



**NEPEAN BLUE DEVILS
BASKETBALL ASSOCIATION**

Player Registration Comparison by Year

(2022 = 2021-22 Season | 2023 = 2022-23 | 2024 = 2023-24 | 2025 = 2024-25)

*= Competitive Teams

PROGRAM	TOTAL NUMBER REGISTERED*				NUMBER COMP. REGISTERED				NUMBER REC/DEV REGISTERED				NUMBER OF TEAMS			
	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025
U8 Beginner Girls	13	16	19	25					13	16	19	25	2	2	2	3
U8 Beginner Boys	32	51	50	32					32	51	50	32	4	2	2	1
U10 Intermediate Girls	10	18	33	38					10	18	33	38	2	2	2	4
U10 Intermediate Boys	50	63	63	91					50	63	63	91	8	8	2	3
U10 Girls	11	9	12	12	11	9	12	12					1	1	1	1
U10 Boys	14	14	12	13	14	14	12	13					1	1	1	1
U8/U10 Totals	130	171	189	211	25	23	24	25	105	148	165	186	18	16	10	13
U11/U12 Girls	43	55	50	45	12	22	22	19	31	33	28	26	3+1*	3+2*	3+2*	3+2*
U11/U12 Boys	84	111	121	118	26	25	28	24	61	86	93	94	8+2*	8+2*	9+2*	8+2*
U11/U12 Totals	130	166	171	163	38	47	50	43	92	119	121	120	14	15	16	15
U13/U14 Girls	56	67	73	69	23	23	23	26	33	44	50	43	4+2*	4+2*	5+2*	4+2*
U13/U14 Boys	89	127	155	131	21	37	38	37	68	90	117	94	8+3*	8+3*	11+3*	8+3*
U13/U14 Totals	145	194	228	200	44	60	61	63	101	134	167	137	17	17	21	17
U15/U16 Girls	53	75	43	67	23	37	13	41	30	38	30	26	3+2*	4+2*	3+1*	2+3*
U15/U16 Boys	115	133	122	161	38	37	37	48	77	96	85	113	8+3*	8+3*	8+3*	10+4*
U15/U16 Totals	168	208	165	228	61	74	50	89	107	134	115	139	16	17	15	19
U17/U19 Girls	24	32	54	45	15	21	32	24	9	11	22	21	1+2*	1+2*	2+3*	2+2*
U17/U19 Boys	69	74	88	69	24	28	40	36	45	46	48	33	4+2*	4+2*	4+3*	3+3*
U17/U19 Totals	93	106	142	114	39	49	72	60	54	57	70	54	9	9	12	10
TOTALS	666	845	895	916	207	253	257	280	459	592	638	636	74	74	74	74



