

**NEPEAN BLUE DEVILS
BASKETBALL ASSOCIATION**

**ANNUAL GENERAL
MEETING
2026**



EXECUTIVE COMMITTEE

President: JC Frechette

VP Finance/Treasurer: Landry Kayembe

VP Girls Competitive: Jaimee Kettles

VP Boys Competitive: Guled Aden

VP Girls Development: Alex Habbouche

VP Boys Development: Marianne Leclair

VP Girls Recreation: Tony Leon

VP Boys Recreation: Fok-Jee Leung

Member At Large: Jason Pickering

Member At Large: Shawn Billings

Past President: Eric Johannsen

General Manager/Secretary: Heather Sheahan

Other Positions:

Technical Director: Eric Lapierre

Junior Referee Coordinator: Gio Donato

Volunteer Coordinator: Shawn Billings

PRESIDENT'S MESSAGE

JC FRECHETTE



Overview

As I reflect on this past season, I also reflect on my journey with the Nepean Blue Devils Basketball Association.

I began as a volunteer in our Development Program in 2012, working with young athletes learning the game for the first time. From there, I coached in our House League system and eventually transitioned into the Competitive program, coaching teams from U10 through U17.

Over the years, I've seen this club grow, not just in size, but in impact. What has always remained constant is our commitment to providing opportunities for youth in our community to learn, compete, and develop through basketball.

Serving on the Executive Board over the past four seasons, and most recently as President, has given me a deeper appreciation for what it truly takes to run an organization of this scale.

Participation & Growth

The 2025/26 season was another strong year of participation and engagement across all programs.

Our House League program remains the backbone of our organization.

We also saw strong participation across all age groups, with peak engagement in the middle age divisions and opportunities to grow in younger and older segments.

Based on data collected among the six major clubs in Ottawa from the 2024/25 season, we are currently ranked 5th in House League participation within our peer group.

This presents a major opportunity to expanding our House League program as priority moving forward to:

- Increase access
- Grow the game locally
- Strengthen our long-term player pipeline

Expanding Access Through Strategic Investment

This year Mariane Leclair & Alex Habbouche we able to secure a grant funding award, and we are proud to be awarded a: \$10,000 Canada Basketball UNIFIED Assist Grant

This funding is specifically aimed at:

- Increasing access for underserved and underrepresented communities
- Removing financial and systemic barriers to participation

This is a significant step forward in ensuring basketball remains accessible to all.

Coaching & Volunteer Development

Our coaches remain one of the strongest pillars of this organization.

We continue to:

- Emphasize coach certification and development as per OBA policy.
- Provide access to education resources
- Build a stronger and more balanced coaching structure

Leadership Changes & Recognition

New Board Members

This season, we welcomed:

- Alex Habbouche
- Fok-Jee Leung
- Jaimee Kettles

We thank them for stepping forward and contributing to the continued growth of the club.

Recognition – Heather Sheahan

This season also marks the retirement of our General Manager, Heather Sheahan. Heather has been with the club since 2014 and has been the backbone of our operations. Quite simply, this organization does not function without the level of commitment she has demonstrated.

She has been:

- Managing registration, permits, and scheduling
- Handling finances and compliance
- Supporting coaches, families, and volunteers
- On call virtually 24/7

There are not enough words to fully capture her contribution. Heather, thank you for everything you have given to this club. You will be deeply missed.

Looking Ahead – New Leadership

As we transition forward, we are excited to announce:

General Manager – Laura Bond

Laura brings:

- Extensive experience in program management, facilities, and budgeting
- Strong leadership aligned with the scale and future of NBBA
- She is exceptionally well-positioned to lead our operations into the next phase.

Program Manager – Abdulkareem Osman

Abdulkareem brings:

- Strong knowledge of NBBA operations and community
- Experience in basketball operations and logistics
- He will play a key role in supporting day-to-day execution and program delivery.

Governance Evolution – The Next Phase

Over the past several months, the Executive has spent significant time reflecting on where we are, and where we need to go. There is clear alignment on one critical shift: We must move away from an operational Board model.

With the addition of a GM and Program Manager:

- The Board should no longer manage day-to-day operations
- The Board must shift to governance, strategy, and oversight

Future Board Focus:

- Governance and policy
- Financial oversight
- Sponsorship and partnerships
- Long-term planning and growth

This evolution is essential if we want to continue scaling as an organization.

Strategic Priorities (2026 and beyond)

Based on this season’s and the previous season’s data and experience, our priorities are clear:

1. **Expand House League**

- Increase capacity and access
- Focus on entry-level participation
- Strengthen long-term development pipeline

2. **Grow Sponsorship & Funding**

- Corporate sponsorship strategy
- Government grants (building on UNIFIED Assist success)
- Sustainable revenue models

3. **Strengthen Community Access**

- Continuing partnerships with organizations that can provide good quality programming for skill development training and off-season training programs
- Removing financial barriers for players

4. **Enhance Governance Structure**

- Build a skills-based Board
- Align roles with long-term strategic needs
- Support management, not replace it

Ottawa Basketball Collaboration

We continue to work alongside other major clubs in Ottawa toward a shared goal:
One unified voice for basketball in Ottawa

This includes advocacy at:

- Municipal level
- Provincial level (OBA)
- National level (Canada Basketball)

This collaboration will be critical to the long-term growth of the sport in our region.

Leadership Recommendation

As I transition into the role of Past President, I will continue to support the organization in:

- Sponsorship development
- Program support where needed
- Coaching and mentorship
- Jr. Officials Support and mentorship within our current program

Closing

This season has been one of growth, transition, and reflection.

We are:

- Financially stable
- Operationally evolving
- Strategically aligned

And most importantly - positioned for the future!

Thank you to our players, coaches, volunteers, families, and partners. This organization is built on your commitment and passion. It has been an honour to serve as President.

JC Frechette

**FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026
(UNAUDITED)**



Financial Statements of the

Nepean Blue Devils Basketball Association

Year ended March 31, 2026
(Unaudited)

Nepean Blue Devils Basketball Association

Statement of Financial Position

March 31, 2026, with comparative information for 2025
(Unaudited)

	2026	2025	Variance
Assets			
Current assets:			
Cash	216,010	240,704	(24,694)
Accounts receivable	15,510	22,581	(7,071)
	<u>231,520</u>	<u>263,285</u>	<u>(31,765)</u>
Guaranteed investment certificate	4,812	5,000	(188)
Capital assets:			
Equipment	7,739	8,647	(908)
Less: accumulated amortization	(1,364)	(908)	(456)
	<u>6,375</u>	<u>7,739</u>	<u>(1,364)</u>
Uniforms	-	-	-
Less: accumulated amortization	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>
	<u>6,375</u>	<u>7,739</u>	
	<u>242,707</u>	<u>276,024</u>	<u>(33,317)</u>
Liabilities and Net Assets			
Current liabilities:			
Accounts payable and accrued liabilities	63,694	61,744	1,950
Net assets:			
Unrestricted	183,642	166,541	17,101
Invested in capital assets	6,375	7,739	(1,364)
Internally restricted for capital assets	40,000	40,000	-
	<u>230,017</u>	<u>214,280</u>	<u>15,737</u>
	<u>293,712</u>	<u>276,024</u>	<u>17,688</u>
	(51,005)	-	

See accompanying notes to financial statements.

Nepean Blue Devils Basketball Association

Statement of Operations

Year ended March 31, 2026, with comparative information for 2025
(Unaudited)

	2026	2025	Variance
Revenues:			
Registration fees, net of refunds	536,977	428,601	108,376
Sponsorship and fundraising	18,435	10,889	7,546
Government subsidies and other grants	-	-	-
Other	100	187	87
	555,512	439,677	115,835
Expenses:			
Facility rentals	110,676	122,149	11,473
Coaches and instructors	102,299	86,256	16,043
General and administration	80,101	66,158	13,943
Equipment and uniforms	59,688	46,465	13,223
Association fees and memberships	151,385	35,574	115,811
Referees	22,631	23,828	1,198
Eastern Ontario Baseball Association House League costs, net of recoveries from oth	57,800	12,212	45,588
Training and development	7,790	2,730	5,060
Bursaries	2,750	2,500	250
Amortization of capital assets	1,364	795	569
	596,483	398,667	197,816
Other gains	-	-	-
Surplus (deficiency) of revenues over expenses	40,971	41,010	81,981

See accompanying notes to financial statements.

Note 1

General and administration - Sub Categories

	2026	2025	Variance
GA - Bank and Mercant Fees	103	120	(17)
GA - Bad Debt	-	-	-
GA - Office and Other	12,146	13,737	(1,591)
GA - Payroll	50,677	48,066	2,611
GA - Player Registration Fees	-	-	-
GA - Website / Database	17,175	4,235	12,940
Total	80,101	66,158	13,943

Nepean Blue Devils Basketball Association

Statement of Cash Flows

Year ended March 31, 2026, with comparative information for 2025

(Unaudited)

	2026	2025
Cash provided by (used in):		
Operations:		
Surplus (deficiency) of revenues over expenses	- 40,971	41,010
Amortization of capital assets	1,364	795
Changes in working capital	9,021	-
	- 30,585	41,805
Investing:		
Redemption of guaranteed investment certificate		
Purchases of capital assets	- 7,969	- 7,969
	- 7,969	- 7,969
Increase (decrease) in cash	- 38,554	33,836
Cash, beginning of year	239,894	206,058
Cash, end of year	201,340	239,894
	- 14,670	- 810

See accompanying notes to financial statements.

Nepean Blue Devils Basketball Association

Notes to Financial Statements

Year ended March 31, 2026

(Unaudited)

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.

VP GIRLS COMPETITIVE

JAIMEE KETTLES



.Overview:

This past year has been an incredible journey serving as VP of Competitive Girls. It has been a privilege to watch our teams find success across the OBL, EOBA, G-Elite League, and provincials. I am continually inspired by our passionate coaches and the young women in our program, who show as much dedication to their community as they do the game.

The Girls Competitive Program consisted of 10 NBBA teams competing in different age divisions across the Eastern Ontario Basketball Association (EOBA), the Ontario Basketball League (OBL), the G-Elite League, and the Ontario Basketball Association (OBA).

I also want to say a heartfelt goodbye to Heather Sheahan. Heather has been a pillar of the Nepean Blue Devils community since I was a player myself. Her mentorship has been a great resource as I have navigated this role, and her impact on the club is immeasurable. Heather, we will miss your tireless dedication to our athletes, club, and board.

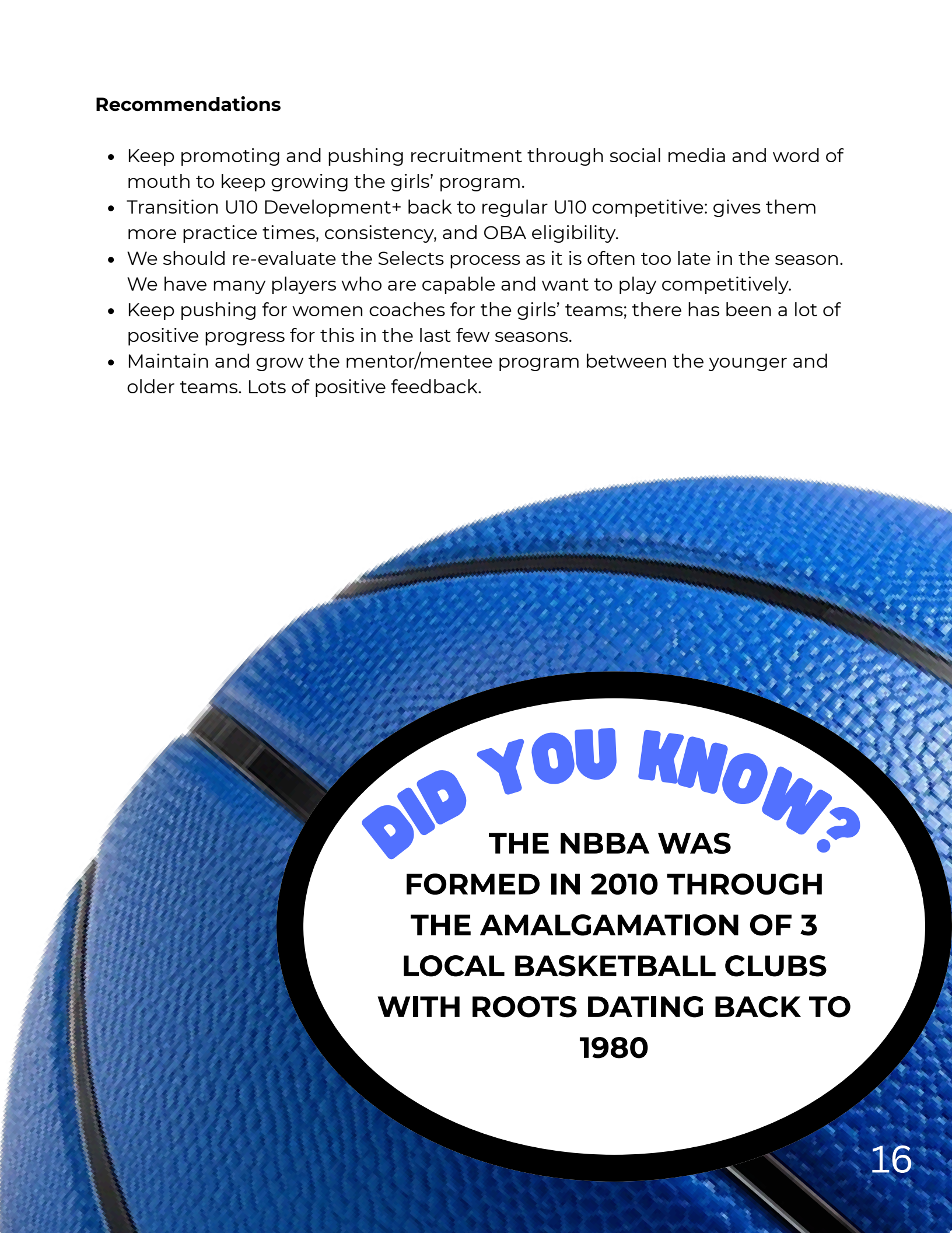
Accomplishments

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

Division	Coaches	Season Highlights
U10	Alex Habbouche	Mike O'Connor Tournament – Gold Medal Ontario Cup Division 2 – Gold Medal
U11	Rachel Antaya	OSS Fall Classic – Gold Medal EOBA Championships – Silver Medal Ontario Cup Division 2 – 5th place
U12	Mary Smith & Grace Gough	EOBA Championships – Gold Medal Ontario Cup Division 5 – Gold Medal
U13	Jaimee Kettles & Talia Karam	Chris Paulin Tournament – Bronze Medal IEM Tournament – Gold Medal Kingston Legacy Tournament – Gold Medal EOBA Championships – Gold Medal Ontario Cup Division 2 – Silver Medal
U14	Glenn Gallant	EOBA Championships – Gold Medal Ontario Cup Division 7 – Gold Medal
U15	Hassan Ali	Ontario Cup Division 2 – 8th place
U15 #2	Andy Garrow	Built 2 Ball Tournament – Bronze Medal Ontario Cup Division 1 – 7th place
U16	Cameron Pelton	Mike O'Connor Tournament – Silver Medal EOBA Championships – Gold Medal Ontario Cup Division 2 – Gold Medal
U17/19	Arnie Nambiar	EOBA Championships – Silver Medal Ontario Cup Division 3 – Bronze Medal
U19 - Elite	Harbir Bains	G-Elite League All Stars: Malina Anderson, Sana Abu-Oshaibah, Emma Lu
Committed to play in University		
Senna Bains		St. Lawrence College

Recommendations

- Keep promoting and pushing recruitment through social media and word of mouth to keep growing the girls' program.
- Transition U10 Development+ back to regular U10 competitive: gives them more practice times, consistency, and OBA eligibility.
- We should re-evaluate the Selects process as it is often too late in the season. We have many players who are capable and want to play competitively.
- Keep pushing for women coaches for the girls' teams; there has been a lot of positive progress for this in the last few seasons.
- Maintain and grow the mentor/mentee program between the younger and older teams. Lots of positive feedback.



DID YOU KNOW?

**THE NBBA WAS
FORMED IN 2010 THROUGH
THE AMALGAMATION OF 3
LOCAL BASKETBALL CLUBS
WITH ROOTS DATING BACK TO
1980**

VP BOYS COMPETITIVE



GULED ADEN

The 2025–2026 season was another strong and successful year for the Nepean Blue Devils Boys Competitive Program. Across all age divisions from U10 to U19, our athletes demonstrated growth, commitment, resilience, and pride while representing the club throughout league play, tournaments, Ontario Cup events, and provincial competition.

This season reflected the continued development of our program both on and off the court. Our teams competed at a high level across Ontario while continuing to build a culture focused on player development, accountability, teamwork, and competitive excellence.

Season Highlights:

This season saw tremendous success across multiple age groups within the Nepean Boys program. Several teams earned strong finishes throughout Ontario Basketball events and tournament competition, with multiple teams bringing home Ontario Cup banners and championship titles.

Highlights from the season include:

- Multiple Ontario Cup championship banners across VP Boys divisions
- Strong tournament performances throughout Ontario
- Continued development and progression across all age groups
- Increased player participation in high-level competition
- Positive growth in team culture and commitment

A major accomplishment this season was the success of our U12 Boys team, who qualified for and competed at the Provincial Championships through OBLX competition.

- Coaches make decisions based on effort, attendance, attitude, development, game situations, and team needs
- Athletes are expected to earn opportunities through commitment and performance

The organization recognizes the importance of continuing to improve communication with families to ensure expectations are clearly understood from the beginning of the season.

Additional Coaching Review & Planning

As part of the organization's year-end evaluation process, all coaching positions across each age division will be reviewed for the upcoming season.

The Nepean Blue Devils organization appreciates the time, commitment, and leadership shown by all coaches throughout the year. As planning begins for next season, the club will be taking a comprehensive look at each program and coaching structure to ensure the best possible environment for athlete development and team success.

This review process will include:

- Discussions with coaches interested in returning for the upcoming season
- Evaluation of team needs and program structure by age group
- Review of coaching certifications and development pathways
- Assessment of communication, leadership, and player development approaches
- Determining the best overall fit for each age division moving forward

The organization remains committed to placing coaches in positions where they can best support athlete growth, team culture, and the long-term success of the Nepean Blue Devils program.

Looking Ahead:

The future of the Boys program remains extremely positive. The continued growth of our younger age groups, combined with the competitive success achieved this season, reflects the strength and direction of the Nepean Blue Devils basketball program.

As we prepare for next season, the organization remains committed to high-level athlete development, competitive excellence, strong coaching leadership, positive team culture, and continued growth across all divisions. We thank all athletes, Our GM, coaches, managers, volunteers, and families for their commitment and support throughout the 2025–2026 season.

Player Development

One of the primary goals of the VP Boys program continues to be long-term athlete development. Throughout the season, athletes were provided opportunities to improve their basketball IQ, skill development, defensive principles, team play concepts, leadership, and overall confidence.

The coaching staff worked diligently to ensure athletes were challenged in practice and competition environments that supported both individual and team growth.

Coaching Staff Recognition

The Nepean Blue Devils organization would like to sincerely thank all coaches and team staff for their commitment and dedication throughout the season.

Our coaches invested significant time into practice planning, skill development sessions, tournament travel, communication with families, mentorship, and athlete support.

We are also proud to highlight that our coaching staff continues to prioritize education and development through Ontario Basketball and Canada Basketball certification pathways. Multiple coaches within the Nepean Boys program currently hold recognized coaching certifications and continue to complete professional development requirements to support athlete development at the highest level.

Parent Communication & Program Expectations Review

As part of our end-of-season review process, the organization also identified several important areas for improvement regarding communication and parent expectations.

A key area discussed throughout the season involved playing time expectations within the competitive VP Boys program.

While expectations were communicated at the beginning of the season, it became clear that some families continued to have misunderstandings regarding equal playing time and competitive decision-making.

The Boys Competitive Program is designed to provide athletes with a high-level competitive basketball experience. Within this environment:

- Equal playing time is not guaranteed
- Playing time decisions are determined by the coaching staff (cont)

VP GIRLS DEVELOPMENT

ALEX HABBOUCHE



Overview:

During the 2025–2026 season, the Girls Development Program experienced unprecedented growth, with over 140 athletes registered across 14 teams—our highest participation numbers to date.

The level of interest and enthusiasm for the program exceeded all expectations. As a result, we quickly outgrew our original gym space and secured additional facilities to ensure all athletes had access to quality training and adequate practice time. This growth reflects not only the increasing interest in girls' basketball within our community, but also the strength and reputation of our development programming.

Program Registration Breakdown

Regular Season – Saturdays at Cedarview Middle School

- 2018/2019 Girls Development: 20 participants across 2 teams
- 2017 Girls Development: 28 participants across 4 teams
- 2016 Girls Development: 38 participants across 4 teams
- 2014/2015 Girls Development: 52 participants across 4 teams

Accomplishments:

Participation in the Girls Development Program increased significantly compared to the 2024–2025 season. Registrations grew from 89 to 143 athletes—an increase of over 60%. This growth reflects our commitment to an “every girl who wants to play, gets to play” philosophy, with registration remaining open throughout the season.

This increase was supported by expanded promotional efforts, including distributing posters at major Nepean community centres and schools, as well as partnering with the Barrhaven BIA to promote the program through Instagram.

We also strengthened community connections by inviting other clubs to join our practices and festivals. This initiative was highly successful, giving athletes the opportunity to meet new players and recognize they are part of a broader girls basketball community.

The 2018/2019, 2017, and 2016 age groups participated in four 3-on-3 festivals throughout the season. With increased registration numbers, each age group played within its own division. To further support development, players were grouped by experience level, allowing for more balanced competition and increased engagement. Emphasis was placed on fun, sportsmanship, skill development, and significant improvement was evident across all groups.

At the U12 level, teams competed in 5-on-5 round-robin play across four festivals, with standings tracked throughout the season. The competition remained close and came down to the final game. U12 athletes were awarded placement medals (1st–4th), while all younger age groups received gold medals in recognition of their participation.

Our final festival of the season was a major highlight. We welcomed four external clubs—Ottawa South, Ottawa Shooting Stars (OSS), GCBA, and West Ottawa—and hosted the event at Longfields-Davidson Heights Secondary School. The event featured over 250 athletes, 17 teams, more than 500 spectators, and representation from five basketball clubs. With a videographer and photographer capturing the day, it was a tremendous celebration of girls basketball.

The 2017 age group continued to build a strong sense of community, participating in a halftime game at Algonquin College during a women’s game and attending OSS’s Fun Day Festival.

U10 Development Plus (Selects)

Building on last year's pilot, we introduced a U10 Development Plus ("Selects") team. This program identified 13 athletes from the 2016 age group through a coach evaluation process.

These athletes participated in an additional weekly training session, exhibition games, and major tournaments, including the Mike O'Connor Tournament and the Ontario Cup. Coached by Alex Habbouche and Cecilia de Antueno, and managed by Meagan Habbouche, the team had an exceptional season—finishing with a 16–1 record, winning gold at both tournaments, and achieving a top-10 provincial ranking.

This initiative was a major success and provides a strong foundation for future program development.

Coaching Recognition

This season's success would not have been possible without the dedication and commitment of our coaches. Over 20 dedicated coaches came week after week, creating a positive and supportive environment for all athletes. Their efforts ensured that the program focused not only on basketball development, but also on the growth and confidence of each player.

Update on Last Year's Goals and Recommendations

We made strong progress on the goals outlined in last year's AGM:

- Successfully separated age groups into dedicated time slots
- Addressed skill gaps by grouping athletes by experience level
- Continued full-season scheduling through the RAMP system
- Updated medals based on parent and player feedback
- Prioritized parent coaches to reduce scheduling conflicts
- Successfully implemented the U10 Development Plus pilot program

We also adjusted our approach to team formation by delaying sort-outs, allowing more time to properly evaluate player development and ensure balanced teams.

Goals and Recommendations (2026-2027)

Program Goals:

- Continue growing the program through community outreach and promotion
- Maintain a flexible approach to team formation and player development timelines
- Expand partnerships with other clubs to enhance festival experiences
- Assign a Head Coach for each age group to support consistency and development

NBBA Recommendations:

- Develop a centralized calendar of key tasks and deadlines for program coordination
- Provide standardized equipment lists for coaches
- Facilitate and fund First Aid training for all coaches (via reimbursement)
- Integrate referee scheduling into the NBBA registration system for improved efficiency

Closing

This season was a landmark year for the Girls Development Program. The growth in participation, quality of programming, and strength of community engagement highlight the positive direction we are heading.

We are excited to continue building on this momentum and remain committed to growing the game for young female athletes in our community

VP BOYS DEVELOPMENT

MARIANNE LECLAIR

2025-26 Season



I would like to begin by thanking all the coaches and volunteers who made this season's U8-U12 Boys Development Program possible. Behind every game and every practice coaches put in their own time to plan, organize and strategize in support of the development of the players. Given the fast pace of our busy lives and the time commitment it entails, the club is greatly appreciative of those who stepped forward to help make this season a success. It has been amazing to see the parents of kids I used to coach or coaches I have previously coached alongside stepping in and taking on leadership and coaching roles.

The season began with a coach's orientation and training session. For the U8 and U10 coaches a joint session was held with the girls' development side where we went over games rules, coaches' expectations, safety and player safeguarding procedures in line with safe sport, and, with the support of the Technical Director, went through several drills that could be used in practice. For the U12 coaches a dedicated boys development training session was held. Unlike previous years the decision was made to allow ball screens, and so time was dedicated to working on pick and roll drills so that every team could be equipped for this change.

The U8 and U10 programs ran on Saturdays from the end of September to the beginning of March. Sessions were an hour and a half each with the first hour spent on drills and development and the last half hour spent on scrimmaging. A mid-season festival was held before the Christmas break and a year end festival was held the first week of March where players were placed on teams and each team had 3 games over the course of the day. This year the decision was made to end the

program the first week of March instead of going until the end of March, because the attendance rate after Spring break is often low, and we wanted to ensure maximum participation at the year-end festival.

The U12 boys program saw an increase in participants this year. As a result 10 teams were created instead of 8. This made scheduling a bit more challenging, but we were ultimately successful in securing individual practice time for all U12 teams during their practice weeks rather than having to institute gym sharing. Overall throughout the season, which ran from the end of September to the end of March, teams either practiced or played games on Saturdays. For the first time, a gym captain was hired for this age group to assist with gym set-up, clean-up and scorekeeping. Overall this addition was successful to the flow of the program. Throughout the season Wednesday skills sessions were held for participants. A huge thanks to coach Stefan de Savigny for running the skills sessions in the second half of the season. A mid year festival was held for the U12 boys before the Christmas break, and in line with last year, rather than having a one day year end festival, instead in the month of March playoffs were held and medals were awarded on the A and B side for 1st, 2nd and 3rd place finishes.

Here is an overview of the program in numbers:

Participant numbers:

- Boys U8 Development (ages 6-7):
 - Sessions: 1
 - Participants: 30
 - Coaches: 5

- Boys U10 Development (ages 8-9):
 - Sessions: 2
 - Participants: 65
 - Coaches: 9

- Boys U12 Development (ages 10-11)
 - Teams: 10
 - Participants: 103
 - Coaches 17

Accomplishments

- With the help of other board members and the GM, the Boys Development program was successfully transitioned from TeamSnap to RAMP for registration, team allocation and scheduling.
- Recruited 31 coaches and assistant coaches for U8/U10/U12 boys development programs
- Held orientation and training sessions for all U8, U10 and U12 coaches before the beginning of the season.
- In collaboration with the VP of girls' development coordinated gym allocations, game scheduling and Junior referee coordination.
- Instituted a gym supervisor for the U12 game days.
- 2 new U12 teams added for a total of 10 teams.
- Hosted two festivals for the U8 and U10 age groups, with participation medals presented to all participants at the year-end festival.
- Hosted one festival and year-end playoffs for the U12 age group. For the second half of the season teams were broken down into an A group and a B group, and the top three teams in each group received gold, silver and bronze medals.

Areas of Improvement & Key Recommendations:

1. Consider aligning the structures of the U8 and U10 boys' and girls' program to increase club wide program consistency.
2. Consider moving the U12 program to EOBA House league to reduce scheduling requirements and referee coordination for this program.
3. Find gym space to add one week-night practice in addition to Saturday games for the U12 group.
4. For playoff games ensure there are always two referees and have an experienced club representative present to oversee scorekeeping, refereeing, and any disagreements that arise so they can be dealt with on-site and in a timely manner.
5. Continue to work towards ensuring that all U12 teams have an assistant coach 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 9 teams in the recreational program for a total of 80 players:

U14 Girls – 3 teams + Selects

U16 Girls – 3 teams + Selects

U19 Girls – 1 team

Accomplishments

- Recruited coaches for the teams in U14/U16/U19
- Coordinated and managed the sort outs.
- Established teams that were fairly balanced by ranking all the players at the sort outs.
- Attended and participated in EOBL meetings.
- Organized the U14/U16 Selects tryouts.
- Coached and organized exhibition games for the U14 Selects team.

U14 Recreational Girls – Going into the sort outs we secured 3 coaches to field the 3 rec teams with one coach being my international student from Germany Frida Muellengerg.

Practices were either Tuesdays or Wednesdays with 2 teams sharing the Wednesday gym. The regular season games were played at Nepean HS while the Year-End -Tournament was held at Merivale HS. Nepean 2 won the bronze medal.

U14 Selects – The Selects had their tryouts in early December, and 13 players made the roster. Unfortunately, we were unable to register in the Mike O'Connor Tournament nor the Cornwall Tournament. The Selects team played in exhibition games and the girls learned a lot.

U16 Recreational Girls – We were able to secure 3 coaches to field 3 teams. Practices were held either Tuesdays or Wednesdays and the teams did not have to share a gym. Games were played at Steve Maclean PS in Riverside South. Nepean 3 won the Bronze Medal in the Finals played at the Boys & Girls Club – Tomlinson.

U16 Selects – The U16 Selects were coached by Shelby Talbot and Daniel Wallace. The team also played friendly games on their schedule. The girls made great strides into being a competitive team by the end of their season.

U19 Recreational Girls – We were able to secure 2 Parent Coaches to run the U19 team. The team played in the High School House League out in Kanata run by convenor Todd Armstrong. Games were played on Sundays at Sacred Heart HS in Stittsville. Nepean won the Gold Medal in Division 2.

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.

Coaching Evaluations

We received mostly positive feedback during our coaches' evaluations with most of the scores being excellent. With a total of 14 coaches (head coach plus assistant coaches) for 9 teams there was no shortage of supervision and instruction for all the players.

VP BOYS RECREATION



FOK-JEE LEUNG

Overview

The 2025–2026 Boys Recreation Program continued to provide a strong and accessible entry point into basketball for players across our community.

This season consisted of:

- U14 Boys: 10 teams
- U16 Boys: 8 teams
- U19 Boys: 4 teams

For a total of approximately 260 players across all age groups.

The program structure remained largely consistent with the previous season, with in-house programming at the U14 and U16 levels and continued efforts to provide meaningful competition and development opportunities across all divisions.

At its core, the Boys Recreation program continues to balance two priorities:

- Fun and engagement for all participants
- Development opportunities for players at varying levels

Program Reflections

Overall, the season ran smoothly and continued to build on a strong foundation.

A few key observations:

- The program continues to benefit from a positive and inclusive culture, with strong participation across all age groups.
- Teams generally had consistent scheduling and structure, contributing to a stable experience for players and families.

- The introduction and continued use of non-equal playing time was well received, particularly by coaches, as it allowed them to:
 - Reward commitment and attendance
 - Create more competitive game environments

At the same time, the season highlighted an important reality: The player experience continues to vary significantly based on coaching quality.

This is the single biggest lever we have to improve the program.

Coaching & Referee Environment

Coaching

We continue to face ongoing coach recruitment challenges, which impacts both consistency and overall program quality.

While many coaches provided excellent experiences, variability across teams remains a concern.

Key takeaway:

- Strong coaches elevate the entire experience
- Inconsistent coaching creates inequity across teams

There is a clear need to:

- Better support and equip coaches
- Create more consistency in expectations and delivery

Referees

Referee coverage remains an area for improvement.

- A number of U14 and U16 games were officiated by junior referees
- While this supports development, it also highlights:
 - The need for a stronger referee pipeline
 - The importance of continued support for young officials

Program Philosophy

The Boys Recreation Program continues to be guided by a simple principle:

Fun first, with a clear pathway for development.

This includes:

- Creating an environment where all players feel welcome and engaged
- Providing opportunities for stronger players to:
 - Develop further
 - Potentially transition into the competitive stream

Balancing these objectives remains central to how the program evolves.

Areas for Improvement:

While the program is in a good place overall, several areas require focus:

- Coaching consistency
- Referee recruitment and development
- U19 competitiveness, where teams struggled against external competition
- Continued reinforcement with parents and coaches that:
 - This is a recreational program first
 - Expectations should align with that mandate

Looking Ahead – Priorities for 2026–2027

The focus moving forward is on strengthening the program's foundation while improving consistency across all teams.

1. Formalize Coach Development

- Introduce structured onboarding for new coaches
- Provide ongoing support throughout the season
- Set clearer expectations for delivery and conduct

2. Standardize Program Curriculum

- Develop a consistent framework for practices
- Reduce variability in player experience
- Ensure alignment with both recreational and developmental goals

3. Strengthen Referee Pipeline

- Continue to support junior referees
- Explore ways to recruit and retain more experienced officials

4. Evaluate Program Structure

- Assess in-house vs external league (EOBA/EOBL) models
- Consider alignment with new *GM and Program Manager structure*
- Optimize for both operational efficiency and player experience

5. Improve U19 Competitiveness

- Explore options to better prepare teams
- Ensure more competitive experiences against other clubs

Conclusion


The 2025–2026 season reinforced that the Boys Recreation Program is:

- Stable
- Well-subscribed
- Built on a strong culture

At the same time, it is clear that the next phase of growth will come from: Improving consistency, particularly through coaching and program structure.

With the addition of new operational leadership and a more intentional approach to development and delivery, the program is well positioned to continue evolving while maintaining its core focus:

Providing a positive, accessible, and development-focused basketball experience for all players.



DID YOU KNOW?

**THE NBBA
OPERATES A JUNIOR
OFFICIALS PROGRAM, HELPING
TRAIN THE NEXT GENERATION OF
BASKETBALL REFEREES.**

TECHNICAL DIRECTOR

ERIC LAPIERRE

Overview

About 125 coaches stepped up for the 2025-2026 across the Development, Recreational and Competitive programs with 912 participants.

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.
- Emails to club coaches about coaching subjects.
- Provided support to Developmental, Rec and Competitive coaches (Attended over 20 different practices to provide general support or specific questions re: offense/defense)
- Conducted the mid-year and year-end coaching evaluation surveys of players and parents (over 190 evaluations were submitted)

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Recommendations for 2026-2027

- 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. The parent feedback/evaluations at the recreational and developmental was excellent. It showed a strong base of coaches introducing and coaching the game in a fun, inclusive, safe manner.
- Discuss a competitive structure for coaches in regard to player development/team development.

- Recommend a greater follow-through on parent feedback of coaches. Some coaches are receiving very poor reviews from parents, and those coaches are still returning to the club the following year. There needs to be a greater emphasis on how these situations are being handled. While I agree that not all complaints have merit, some of the negative feedback is quite direct and does not reflect well on those coaches and on the Nepean Blue Devils. A thorough review of all coaches should take place to ensure that coaches principles and values align with that of the Nepean Basketball club and it's values and mission. Additionally, greater communication from the club as well as coaches needs to be forefront with parents about expectations for the season. Some feedback portrays coaches in a very poor light. It mentions lack of player control during games, regularly arguing with referees, no accountability and balance on playing time vs players missing practice, being late for practice or not being held accountable during practices. Some parents reached out to me directly as they were fearful of making comments and the impact it has on their child moving forward.
- Recommend that competitive coaches provide an overview plan and goals for their team at the beginning of the season. There are common themes that have come up in coaching evaluations; allocation of playing time (at U13 and above) and communication with parents by the coach being the greatest issue. I would recommend that coaches be completely transparent at the beginning of the season and throughout the season on how playing time will be allocated and what the core goals of each team are. The recommendation is that coaches have regular communication with players and parents about playing time and what they need to do to improve on.

We are seeing a shift in how competitive sports are not only being coached but also expectations from players and parents. Inevitably, coaches will not please everyone and there are simply not enough minutes to go around for everyone nor will every coaches coaching style or skill set please everyone. We are not expecting coaches to share every decision with parents at all times but coaches decisions must be consistent. However, the expectations that parents have are greater than ever. I strongly encourage that the recommendations listed above be reviewed and strongly considered. There must be full transparency by coaches about their goals and plans for the season and for parents to have an understanding of these goals.

Feedback

- Overall, I have enjoyed my 2 years as Technical Director and have enjoyed supporting coaches and helping coaches develop and improve their teams and players. At this time, I will not be returning to the role of Technical Director with The Nepean Blue Devils for the 2026-27 season.

GENERAL MANAGER

HEATHER SHEAHAN

Overview

The role of General Manager includes the positions of Secretary, Facilities Coordinator, Communications, and Registrar. 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. A special thank you to the NBBA Board, coaches, players, parents and volunteers. It has been my pleasure working with all of you for the past 12 years. I appreciated your time and patience as we navigated through the bumps along the road that each season brings. I wish you all the best.

Accomplishments

- Aided the current NBBA Executive in all matters.
- Ensured that communication with members was done in a timely manner.
- 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 2025 Summer Camps and 3x3 sessions. All camps were well attended.
- Successfully transitioned the club's website and registration system to a new platform with
- RAMP.
- Successfully opened registration for the 2025/26 season and successfully registered 912 players and approximately 160 coaches, assigning the players and coaches to 78 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 2025-26 season. 17 schools were secured with the OCDSB with approximately 4000 hours of gym time. 10 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.
- 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 2026-27 permit applications to all school boards including a "wish list" for additional space.
- Secured a new gym at St. Mary Community Centre for 6 hours a week for the 2026-27 season.
- Facilitated the launch of our new registration system with RAMP
- Set up the Summer Camp registration for 2026.
- Issued Honorariums to all coaches.
- Ensured that all Junior Referees and Skills coaches were paid in a timely manner.

Goals and Recommendations for the new General Manager

- 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 2022-23 season until the 2025-26 season. Accurate registration numbers for each program are only determined after the try-outs and sort-outs for each program.



Player Registration Comparison by Year

(2023 = 2022-23 | 2024 = 2023-24 | 2025 = 2024-25 | 2026 = 2025-26)

* = Competitive Teams

PROGRAM	TOTAL NUMBER REGISTERED*					NUMBER COMP. REGISTERED					NUMBER REC/DIV REGISTERED					NUMBER OF TEAMS				
	2023	2024	2025	2026	2027	2023	2024	2025	2026	2027	2023	2024	2025	2026	2027	2023	2024	2025	2026	2027
U8 Beginner Girls	16	19	25	20							16	19	25	20		2	2	3	2	
U8 Beginner Boys	51	50	32	30							51	50	32	30		2	2	1	1	
U10 Intermediate Girls	18	33	38	60							18	33	38	60		2	2	4	8	
U10 Intermediate Boys	63	63	91	65							63	63	91	65		8	2	3	2+1*	
U10 Girls	9	12	12	na		9	12	12	na						1	1	1	1	na	
U10 Boys	14	12	13	12		14	12	13	12						1	1	1	1	1	
U8/U10 Totals	171	189	211	187		23	24	25	12		148	165	186	175		16	10	13	15	
U11/U12 Girls	55	50	45	74		22	22	19	22		33	28	26	52		3+2*	3+2*	3+2*	4+2*	
U11/U12 Boys	111	121	118	128		25	28	24	25		86	93	94	103		8+2*	9+2*	8+2*	10+2*	
U11/U12 Totals	166	171	163	202		47	50	43	47		119	121	120	155		15	16	15	18	
U13/U14 Girls	67	73	69	58		23	23	26	24		44	50	43	34		4+2*	5+2*	4+2*	3+2*	
U13/U14 Boys	127	155	131	146		37	38	37	37		90	117	94	109		8+3*	11+3*	8+3*	10+3*	
U13/U14 Totals	194	228	200	204		60	61	63	61		134	167	137	143		17	21	17	18	
U15/U16 Girls	75	43	67	69		37	13	41	36		38	30	26	33		4+2*	3+1*	2+3*	3+3*	
U15/U16 Boys	133	122	161	140		37	37	48	44		96	85	113	96		8+3*	8+3*	10+4*	8+4*	
U15/U16 Totals	208	165	228	209		74	50	89	80		134	115	139	129		17	15	19	18	
U17/U19 Girls	32	54	45	39		21	32	24	26		11	22	21	13		1+2*	2+3*	2+2*	1+2*	
U17/U19 Boys	74	88	69	71		28	40	36	26		46	48	33	45		4+2*	4+3*	3+3*	4+2*	
U17/U19 Totals	106	142	114	110		49	72	60	52		57	70	54	58		9	12	10	9	
TOTALS	845	895	916	912		253	257	280	252		592	638	636	660		74	74	74	78	