



**West Ottawa Ringette Association (WORA)
Annual General Meeting
May 17, 2010 Minutes
Goulbourn Recreation Complex
Draft**

Executive Attendees: Kathy McCaw (President), Laurie Reading (Vice President), Colleen Armstrong (Competitive Coordinator), Hal Stewart (Recreational Coordinator), Dawne Flaborea (Registrar), Jackie Banning (Treasurer), Janet Howe (Director of Logistics), Debbie Lepine (Director of Administration), Barry Gorham (Director at Large), Jim Santagati (Secretary)

Members in Attendance: See attached list.

1. Call to Order

Kathy McCaw called the meeting to order at 7:39 p.m.

2. Minutes of the 2009 AGM

The draft minutes were available for review at the meeting, and were posted on the web site. Colleen Albert moved that the minutes be accepted in their current format and Leigh Anne Sheldrick seconded the motion. Motion carried.

3. President's Report

Kathy McCaw provided opening remarks and mentioned that the free registration that is usually given away at the AGM had been donated instead as a raffle item to raise money for the Dozois family in support of Shelby's battle with leukemia.

She briefly explained the items on the agenda and reviewed the past year's successes:

- WORA teams collectively won 19 medals at tournaments and another 3 gold and one silver at the league championships. Both the Junior and Tween AA teams attended "AA" Provincials in Nepean along with the Petite Provincial 1 (PP1) team. The Belle A and PP2 teams attended the "A" Provincials in North Bay and PP2 were the recipients of the Sportsmanship Award.

Kathy briefly discussed WORA's player development initiatives which included:

- a very successful powerskating partnership with the Goulbourn Skating Club,
- dryland training, and
- shooting and goalie clinics.

She mentioned that WORA will be holding its first summer ringette camps (two one week camps) which are being led by Paul Youldon and Colleen Moore in July at the Bell Sensplex. In addition, WORA will offer a weekly summer ice program which Barry Gorham will be heading up. Kathy reminded members of the challenge that WORA faces with securing enough ice and that the City is discussing a reallocation program which will see a fairer distribution of ice. Unfortunately this will not happen until at least 2011/12 and WORA is unsure how it will impact this Association.

Kathy finished with the very positive news that WORA had been awarded an Ontario Trillium Foundation Grant in the amount of \$30,000. She proceeded to thank Dawne Flaborea on behalf of the whole Association for all her work in researching, applying for and securing the grant.

4. Registrar's Report

Dawne Flaborea provided additional detail on the Trillium Grant. The Foundation promotes the building of healthy and vibrant communities by encouraging physical activity and more effective volunteerism. The grant will go, in part, towards purchasing equipment and programs to develop player skills as well as coach development.

Dawne indicated that week 1 and week 2 of WORA's summer ringette camps have 42 and 25 registrants respectively. In response to a question from the floor concerning volunteers for the camps, she indicated that Colleen Moore should be contacted.

Lastly, Dawne reported that electronic online registration for the 2010/11 season would be available shortly and that everyone will be required to use this tool.

Scott Smith mentioned that he had received a spam message that seemed to have come from WORA. No one else present had experienced this problem. Dawne responded that Kevin Meek (WORA Webmaster) should be notified of any such problems.

5. Competitive Coordinator's Report

Colleen Armstrong began with her background as a Board member for the past 4 years including her two most recent years as Competitive Coordinator. She provided an extensive overview of the Competitive program and indicated her desire to stream line and standardize things so that all the competitive teams were following the same program. The highlights of her report included:

- standardized dryland training by choosing Astral Fitness and developing a program (spinning, core training, strengthening) in consultation with Astral that would provide the greatest benefit to the players. She thanked the many people who helped make this happen (Linda Tremblay, Hal Stewart, Barry Gorham, Janet Howe and Liz Abbott).
- standardized an off-ice pre-game/pre-practice warm up to ensure the teams were using a program that would be of most benefit to the players and that would get them ready for the game. Again she thanked Linda Tremblay for all her help in setting this up and getting the teams trained. This training was offered to non competitive teams as well.
- standardized team wear so as to create a single look for the competitive teams. Each Head Coach worked to find a sponsor to pay for the outfits. Colleen thanked Sandra Sawers for the tremendous amount of time she spent on this task.
- power skating was encouraged for all competitive teams but JA could not find ice that was affordable and Belle A chose not to do power skating. The other 5 competitive teams were able to incorporate power skating into their schedules.
- a Nutrition guideline was created by Linda Tremblay which was provided to the teams. Dawne Flaborea provided additional information with respect to proper hydration and what players needed to fuel their bodies with before, during and after competitions. Colleen provided this information to the team's Coach or Manager for distribution to the players. For the coming season, Colleen plans to create books for the players for distribution at the start of the season.
- monthly Competitive Coaches meetings which enabled coaches to get to know each other, share experiences, discuss various strategies, different break-outs, provide mentoring for the younger coaches etc.
- creation of a mid season survey for players to provide feedback to their coaches. The survey helped the coaches get to know the player better; find out what the player thought was working well and what wasn't; whether they were happy with the position they were playing; whether they

felt like they were part of a team etc. This mid season survey will be extended to all teams in the upcoming season.

- creation of mid season player reviews whereby the coaches sit down with the players and acknowledge their strengths and identify areas that can be worked on for the rest of the season.
- two successful Shooting Clinics with Rob Ross (Junior AA Head Coach) and the assistance of some of his players leading the first clinic and Colleen Moore and some of the Triple AAA players leading the second. Funding from the Trillium Grant may enable more focus on player development and WORA's ability to hold more of these clinics.
- two successful Goalie Clinics with thanks going to the WORA goalies that helped out with the clinics.

Colleen also talked about the reasons for having AA teams given these teams have not had many wins. She reminded everyone that WORA's standalone AA program is only 3 years old; prior to this the AA program was joint with Nepean. She talked about the Bunny, Novice and Petite levels being the foundation of WORA's competitive program. Colleen mentioned the decision this year to go ahead with two Petite Provincial teams and the great year that the PP2 team had. She noted that by teaming up with the Goulbourn Skating Club, WORA was able to offer power skating to many players without losing any practice ice. She admitted that WORA needs to work harder on training our coaches and provide them with the support and knowledge they need to better teach the sport of ringette.

Lastly, Colleen talked about Spring Tryouts and the process that is followed which includes consulting with the Registrar so that player projections for the upcoming season can be done. Feedback from the current Coaches with regard to the players and recommendations as to what the coach thinks the best fit is for the player is also used. This information combined with how the player does in tryouts is the basis for where the player is placed. Colleen announced who the Competitive Head Coaches would be for the coming season and the number of skaters and goalies on each team. She explained that for goalies some teams may end up with two. This occurs when two goalies have demonstrated that they are similar in terms of level of play and both are capable of playing at the level they are trying out for. This decision was taken by the Board three years ago.

In response to questions from the floor, members were reminded that for the House teams, power skating was offered to all teams from Novice C up to Tween C. Each player received a \$50 subsidy from WORA towards the cost. Teams that chose not to do power skating were subsidized for other "approved" activities up to \$50/player.

There was a question as to how many Belle teams would be formed (probably 3 with two Belle B teams of equal strength).

There was a question as to what was happening at the Petite level (there will likely be a PP1 and PP2 team unless the ORA says they must be equal strength – no decision has been made by the ORA as of yet).

There was concern expressed by one member over the fairness of the goalie selection for the Tween AA team. WORA is waiting to see if this year's Tween AA goalie is coming back in the Fall and has cut two younger goalies that had tried out. The member wanted to know why the returning goalie did not have to try out. He did not dispute that the second year goalie was a highly skilled player. WORA defended its decision by explaining that it is not in the best interest of the player or the team to put a player in a position they are not yet ready for as is the case for the two younger goalies.

6. Recreational Coordinator's Report

Hal Stewart presented the following as part of the Recreational report:

- The Goulbourn power skating program was offered as a 20 week program (skaters attended every Monday for 20 weeks) or a 10 week program (skaters attended on alternate Mondays over a 20 week period). There was a lot of interest expressed by participants for another 20 week program. Others still like the alternate week 10 week program which will be maintained next season. There will be an attempt to get ice in Stittsville as well, as some participants found getting to the Richmond arena on time a challenge.
- One coaches' meeting was held this year and it was noted that it was not well attended. More effort will be made next season to encourage coaches to attend. Coaches' guidelines are being developed for the coming season and will contain useful information such as practice ideas and drills.
- Tryouts for all House teams will be held in the Fall. The dates will be posted on the WORA website.
- The Bunny program was full with 45 players this season. This year WORA was able to secure extra ice for the Bunnies which was used for exhibition games.
- The summer ice program has had a great response from Tween/Junior age players but there is still room for Novice players.

There was a comment from the floor about the late time of last year's summer ice for Novice Rec and Novice C players. Unfortunately the ice that is available is limited and the times are not always ideal.

7. Treasurer's Report

Jackie Banning provided hard copies of the 2009 Notice to Reader from our Accountants, van Berkomp and Ritz, and indicated that the report was also available on the WORA website. She made a motion to appoint van Berkomp and Ritz as the WORA external accountants for the year ending May 31, 2011. The motion was seconded by John Campbell and was carried.

She then went through the Financial Report for 2009/2010:

- there is a bank balance of \$62K which is a result of a 2 profitable years (this year and last year) and the receipt of \$20,600 from the Trillium fund.
- revenues increased significantly from 2009 mainly due to the increase in registration fees.
- the largest expense was ice costs which amounted to \$94K. This ice cost is higher than in 2009 as result of the 12% increase in the City ice cost for the 2009/2010 season.
- power skating expenses increased significantly due to the \$50 per player incentive provided by WORA for any power skating or dryland conditioning.
- net income for the year was a profit of \$14,681.
- given our healthy cash balance it was decided to not increase registration fees for the 2010/11 season and continue our operations much the same as the current year – which results in an “almost” break even budget (profit of \$3,469). The main change from the current year would be the increase in ice costs – the City has stated there will be an 11% increase (8% is attributed to the HST).

There was a question from the floor concerning power skating costs. There was also a question about equipment costs (there is a long range plan). There was a comment that the projected tournament revenues for 2011 may be high as the WORA tournament will no longer count as an "A" qualifying tournament. There was a final question in regard to Corporate Sponsorship (it was pointed out that WORA would welcome this type of sponsorship and the new website may make this kind of sponsorship more appealing).

Jackie Banning made a motion to approve the 2009/2010 Financial Report and the 2010/2011 Budget. This was seconded by Rich Wyatt and the motion was carried.

A suggestion was made at the 2009 AGM that the Board look at setting up an auditing group, separate from the treasurer and the current Notice to Reader provided by our external accountant, to review the financials on a regular basis. Jackie asked the membership to provide suggestions on who could take a look at the WORA financials as a "second check". Jackie noted that an audit is too expensive and the Notice to Reader is only a review. There were two suggestions made which included using College/University students who would be supervised by a qualified instructor and a second suggestion which was to use the treasurer from the ORA (Nick Sirenko). Jackie will consider both suggestions and decide on one for the 2010/2011 season. A report prepared by this external body would be provided to the membership at next year's AGM.

8. New Jerseys

Barry Gorham (Director at Large) spoke about the replacement of the WORA jerseys. WORA will try to replace the jerseys for two teams each year over the next 3 to 5 years. The time to replace all the jerseys will also depend on how much corporate sponsorship money is found. It will cost approximately \$2,500/team to provide a new set with each set comprising 18 black and 18 white jerseys. Scott Smith (WORA equipment manager) is checking to see what is most urgently needed.

The selection of the replacement jersey has been narrowed down to two based on the voting that was done by the players at the Junior and Senior banquets. Barry reminded everyone that the WORA Logo will stay the same as decided upon by the membership. Any player who did not attend the banquet will be contacted for their vote. The membership will be notified as to the winning jersey. Barry clarified that the Trillium Grant cannot be used towards the purchase of new jerseys. These are custom jerseys and therefore there is no concern with not being able to get the same jerseys over the next few years as the old jerseys are replaced. The jerseys that are purchased for a team will stay together as a set. This is particularly important for a company that may want to sponsor a set of jerseys.

A suggestion was made to create a letter for potential jersey sponsors.

9. Election of Directors

Colleen Armstrong explained the electoral process as governed by the bylaws. There are 5 seats declared vacant – Kathy McCaw, Jackie Banning and Dawne Flaborea are at the end of their terms; Laurie Reading and Jim Santagati have completed their terms and will not be returning. Janet Howe nominated the three incumbents and four new candidates – Laurie Chatigny, Scott Smith, Trevor Woods and Rich Wyatt. The nominations were seconded by John Campbell. Voting was done by ballot and the membership returned Kathy McCaw, Jackie Banning and Dawne Flaborea. The successful new candidates were Trevor Woods and Rich Wyatt.

The 2010/2011 WORA Board members are Kathy McCaw, Colleen Armstrong, Hal Stewart, Dawne Flaborea, Jackie Banning, Janet Howe, Debbie Lepine, Barry Gorham, Trevor Woods and Rich Wyatt.

10. Update on ORA/ERRA/NCRRL matters

Colleen Armstrong, Janet Howe and Debbie Lepine were absent during this update.

Before presenting her update, Kathy McCaw thanked everyone (coaches, bench staff and parents) for all their support and commitment over the past year. In particular, she thanked Brian Sime (Referee in Chief), Laurie Chatigny (tournament coordinator), Jen Carroll (tournament coordinator and dryland scheduler), Scott Smith (equipment manager), Peter Johnson (statistician), Norma Green (grocery card program), Sandra Sawers (senior banquet coordinator), Alison Press (junior banquet coordinator), Rich Wyatt (year end slide shows), and Kevin Meek (webmaster).

At the provincial, regional and league level, Kathy updated members on:

LTAD (long term athlete development):

- The idea is to put more emphasis on skills development and equipping coaches to teach the necessary skills.
- Ringette Canada has added the concept of no tiering which is sparking huge opposition from the ringette community.
- Implementation is proceeding more slowly than expected and there is some hope that common sense and reality will prevail.
- The only changes coming as a result of the LTAD initiative for the 2010/2011 season so far is at the Novice Rec level where there will be no scores posted at tournaments and no “final” game – instead tournaments can hold “parties” and all players will get a medal or ribbon.
- Eastern Region piloted a project to measure skills at the Petite level. The three major findings from this activity were
 - Because of the amount of ice and manpower required, it would not be feasible to assess skills in this manner on a province wide basis
 - Players born in the first few months of the year are not more likely to get on a competitive team sooner than players born in the second half of the year – the main factor that separates Petites is the number of years that the player has played
 - Coaches need to be provided with more training sessions that will teach them how to teach ringette skills

Provincial news:

- Shoulder pads will be mandatory at all levels from Belle (U19) and down starting next season
- By 2012, all teams will need to have a female coach or assistant coach
- “AA” Provincials will be held in Ottawa (February 24-27, 2011)
- “A” Provincials will be held in Waterloo (March 3-6, 2011) with 14 teams attending (up from 10 teams)
- Petite Provincials will be a separate event (March 10 -13, 2011) – this change has been in the works for a long time and is not related to LTAD
- Changes are coming to the way “AA” teams are ranked but nothing has been passed yet

League news:

- Mouth guards are mandatory at all levels from Novice Rec – this applies to league games but technically not at tournaments as the ORA has not made them mandatory.
- Games for the competitive teams will begin around the 3rd week of September with everyone else at the beginning of October.
- There will be a separation of the NCRRL website from the Eastern Region (ERRA) website to reduce the confusion around which rules apply to what.

Trevor Woods asked whether the NCRRL could look at expanding the playoffs for the B and C teams. Kathy responded that although the NCRRL is concerned with the ever-shortening season (due to timing of Provincials etc.), there are not enough available dates in March (due to Quebec March Break and Ontario March Break) nor do associations have enough ice to allow for full round robin playoffs.

11. New Business

- There was a comment that the Banquets should not be split into two events and that we are one association and we should keep the players together. It was explained how it is very difficult because of the size of our Association to find a venue in the West end that can accommodate us.

- It was suggested that we recruit more volunteers to help out as the same people are always stepping up. It was suggested that WORA use the website to list the things that need to be done. It was also suggested that each member be required to do so many hours of volunteer work. It was pointed out that this is already a requirement for the WORA tournament.

12. Adjournment

Rich Wyatt moved that the meeting be closed, Rob Ross seconded. The meeting was adjourned at 9:53pm.