



## NRA Annual General Meeting

May 13, 2014 Meeting Minutes

<b>Meeting Held</b>	May 13, 2014 at 7:00pm Nepean Sportsplex Hall E, Nepean Ontario
<b>Executive Members in Attendance</b>	Joe Correia, Kim Costello, Karen Fishwick, Warren Fishwick, Melanie Genereaux, Shelley Glover, Nancy Henry, Grant Hornsby, Sylvie Lavoie, Dave Spence, John Sullivan, Fred Black
<b>NRA Members in Attendance</b>	John Bertram, Sean Burrows, Annu Chopra, Bruce Keats, Scott Linseman, David McGoey, Andrew McGregor, Debbie McGregor, Andrew Murphy, Lesley Silliker, Manon Wong, Elaine Wright
<b>Minutes Recorded By:</b>	Fred Black, Past President

- a. Call to Order  
Meeting called to order at 7:04pm.
- b. Reading and Acceptance of Minutes of 2013 Annual General Meeting  
Question from the floor on coach rebate. Karen explained the purpose and criteria without mentioning individuals.

**MOTION by Shelley Glover to accept minutes for 2013 NRA Annual General Meeting. Seconded by Melanie Genereaux. All in favour. Carried.**

- c. Treasurer's Report (Warren Fishwick) (Report attached)

One concern was registration down both overall and Bunnies.

Gain on tournament was above budget

Received some sponsorship revenue

Coach/manager training below budget due to Respect In Sports pre-paid backlog

Ice costs lower due to loss of Carleton hour.

Summary of investment in player development and off-season programs

Proposing a fee increase to keep the rate of draw-down of retained surplus reasonable and leave room for possible allocation at the new Barrhaven ice complex.

Manon: One question raised regarding the need for and size of minimum retained surplus. Rationale includes future jersey and equipment replacement and possibility of registration shortfalls etc.

David McGoey: Asked about the \$1200 expense under "Other".

**MOTION by Nancy Henry to accept financial report for 2013/14 season and budget for 2014/15 season. Seconded by David McGoey. All in favour. Carried.**

- d. President's Report (Karen Fishwick) (Report attached)

Outlined 4 key initiatives

- Increase Membership.
  - Continued paid bunny and power skating instructor
  - Float in Santa Clause parade



- Planned "bring a friend" event
- Rework display case at Walter Baker
- Coach Development
  - Focus on mentorship and training.
  - Continue recruitment of past-player coaches and help offset costs
- More and better Goalies
  - Recognized Joe Trembley's effort on this program
  - Continued rebates and emphasis on training
  - Renewed goalie equipment, especially for younger players
- New Website
  - New webmaster – Peter Daigle

**New Logo.**

- Gradual roll out – starting with easy to replace items (web site). Will defer team jackets and jerseys.
- Thanks to Kyle Burry and Ivan for their efforts on the new logo (graphics files)



**Questions/Discussion of Presidents Report:**

Nancy Henry: Question on re-doing display case – are there any ideas on how to enhance?

Melanie Generaux is leading the effort to update the case. Continuing to look for workable options for video in/near the display case.

Elaine Wright: Asked if we should consider some sort of involvement in local Canada Day festivities in Barrhaven (shooting practice setup or similar).

Karen to follow-up. Some discussion on billboards and other promotional options, although cost could be considerable.

Debbie McGreggor: Should we consider something like "2 for 1" to attract more players to bunnies?

Lesley Silliker: Is there any way to "get into the schools"?

Sylvie has investigated costs and options for gym ringette. Also have done some promotional work for bunnies.

- e. Committee Reports
    - None presented.
-



f. Reports by all other members of the NRA Executive

Registration. See appendix for full report including summary of teams and divisions. Mentioned new team of new adult players, mostly parents of Nepean minor players.

Competitive: 7 teams (vs 8 usually). Summary of stats including medals (details in slides) and Belle AA accomplishments including representing Canada at Worlds and a strong showing at Nationals. 2014/15 already underway with Junior and Tween teams formed.

Manager Coordinator: Emese stepping down but willing to mentor and train a replacement. This is an important role to fill and a volunteer would be more than welcome.

Equipment: NRA has a significant activities year-round, particularly the many development, extracurricular and off-season activities. Will be applying for a Trillium Grant in the next year to renew more goalie equipment, particularly chest protectors where our current inventory is old, in poor condition and inadequate for today's needs.

Karen added mention of West Ottawa's "Starter Kit" program funded by another grant. Objective is to mitigate the "cost hit" felt by new players. Karen has secured contact information in case we choose to pursue this avenue.

g. Operating Procedures and Bylaw Amendments

Proposal 1: "Current Constitution - Bylaw 1: Executive".

Amend

3. The NRA Executive shall hold a minimum of ten (10) meetings within the association year and shall hold additional meetings as it may be deemed necessary.

To

3. The NRA Executive shall hold a minimum of eight (8) meetings with quorum within the association year and shall hold additional meetings as it may be deemed necessary.

Rationale is to reduce workload on volunteers by cutting out un-needed meetings.

**Motion by Grant Hornsby modify Article 3 of Bylaw 1: Executive to read "3. The NRA Executive shall hold a minimum of eight (8) meetings with quorum within the association year and shall hold additional meetings as it may be deemed necessary.". Seconded by Davdi McGoey. All in favour, no against, no abstentions. Carried.**

Proposal 2: Amend Player Coordinator role description

Amend

Bylaw 11: Duties of Officials

5. Player Coordinator shall:

(a) organize and administer the player skill development clinics;

(b) organize and administer the player evaluation sessions at the beginning of the season for team selection purposes (N.B. actual player evaluation is performed by qualified staff); and

(c) organize and administer players' assessments to be turned in at the end of the season.



To

5. Player ~~Coordinator~~ Advocate shall:

(a) respond to player concerns from to Nepean Ringette members (**players, parents, coaches**) and help to find resolution to the concerns, as needed;

(b) actively seek to understand player satisfaction throughout the season and work toward resolving any problems that exist;

(c) participate in conflict resolution, as needed, between members of Nepean Ringette when a conflict situation is brought to the attention of the Executive **or through investigation**;

(d) participate in the player discipline process, as needed, in cases of player misconduct, in accordance with the policies and precedents set by Nepean Ringette and the ORA, **in consultation with the Judicial Committee (as defined in the Nepean Ringette constitution)**.

Note: Modifications to the proposal made during the meeting are noted above in **red** or ~~strikethrough~~ as appropriate.

Sylvie Lavoie would like to see more emphasis on "investigate" and "mediate" in conflict resolution (as opposed to participate).

Some questions on definition of membership (covered in our current constitution) and Discipline Committee (a Judicial Committee is defined in the existing constitution).

**Motion by Sylvie Lavoie: That the Executive role of Player Coordinator be re-titled "Player Advocate" and that the description of the role be as captured on the edited slide displayed to the membership" (reproduced above). Seconded by Melanie Generaux. All in favour, none against, no abstentions. Carried.**

h. Election of Officers

Recognition of departing Executive Members: Patricia Kolesnik, Emese Geoffrion, Terry Fahey, Jo-Anne Valentine, Shelly Glover.

Proposed Slate of Executive for 2014/2015:

A proposed slate of willing volunteers was presented to the membership and is included below.

Corrections to the slate as presented:

1. The position of "Player Coordinator" is now "Player Advocate" per the motion above.
2. The position of "Past President" is not an elected position and should not be part of the voted-on slate.

Nominations from floor:

1. Shelley Glover – Statistician
2. John Bertram – Junior Director



Executive Position	Proposed Candidate for 2014-15
President	Karen Fishwick
<b>Secretary</b>	<b>VACANT</b>
Treasurer	Warren Fishwick
Registrar	Kim Costello
Past President	Fred Black
Vice President of Operations	Joe Correia
Director of Competitive Division	John Sullivan
Director of Recreation Division	Dave Spence
<b>Coaching Coordinator</b>	<b>VACANT</b>
Equipment Manager	Sylvie Lavoie
Ice Scheduler	Bruce Keats
Player Coordinator	Elizabeth Sabbagh
Referee-in-Chief	Patrick McKee
<b>Statistician</b>	<b>VACANT</b>
<b>Team Manager Coordinator</b>	<b>VACANT</b>
<b>Vice President, Administration</b>	<b>VACANT</b>
<b>Fund Raising Coordinator</b>	<b>VACANT</b>
Publicity Coordinator	Kathy McCullough
Tournament Coordinator	Nancy Henry
Webmaster	Peter Daigle

Division Directors	Proposed Candidate for 2014-15
U7 Bunny	Terri Northcott
U10 Novice	Tiffany Murphy
U12 Petite	Melanie Genereaux
U14 Tween	Cindy Roy
<b>U16 Junior</b>	<b>VACANT</b>
U19 Belle	Grant Hornsby
Open	Becky Groulx

**Motion by John Sullivan: That the presented slate, as modified by nominations from the floor be accepted as the 2014-2015 Executive of the Nepean Ringette Association. Seconded by Dave Spence. All in favour, no against, no abstentions. Carried.**

i. New Business

Shelley Glover: (General Question): Did the region have more influence over tryouts.

Yes, particularly scheduling. Also some effort to smooth the areas of friction between associations.

Manon Wong: Why are we taking 2 goalies on an AA team when there is a shortage of goalies.

Both declined verbal offers to be the sole goalie on "A" team. Considerable discussion on goalie mindset, team dynamics etc. including observations from several goalie parents in the room. This topic has also generated considerable activity at the region level this past season.

Manon Wong: What are we doing in keeping Nepean players playing for this association.



Ensuing discussion is largely from the point of view of players who failed to make the "A" team. Karen mentioned the top-half policy for "A" which limits displacing of Nepean players

Draw for registration rebate

Manon Wong

David McGoey

j. Adjournment

**Motion by Grant Horsby to adjourn, seconded by David McGoey. Carried.**

Meeting adjourned 8:44 PM

### **Appendix:**

Copies of all available reports are included below.

- Agenda
- Treasurer's Report, Financial Statements, Proposed Budget
- President's Report
- Registrar's Report
- Competitive Report
- Team Manager Coordinator's Report
- Equipment Manager's Report
- Propose Constitutional Amendments
- Proposed Slate of Officers (un-ammended)
- Power Point Slides (embedded and view-able but will not print)



**Nepean Ringette Association**

**Annual General Meeting  
May 13, 2014, 7 pm, Nepean Sportsplex, Hall E**

**Agenda**

1. Call to Order
2. Reading and Adoption of the Minutes of the previous AGM
3. Treasurer's Report
4. President's Report
5. Committee Reports
6. Reports by all other members of the NRA Executive
7. Operating Procedures and Bylaw Amendments
8. Election of Officers
9. New Business
10. Adjournment

1. Call to Order – Karen Fishwick

2. Reading and Adoption of the Minutes of the previous AGM – Karen Fishwick  
Minutes from the 2013 AGM have been provided as paper copies

3. Treasurer's Report – Warren Fishwick  
See following page



## Treasurer's Report for the 2013-14 Season 13-May-2014

This letter, and the accompanying financial statements and proposed budget for the following season constitute the Treasurer's Report for the 2013-14 season.

The result of operations for the 2013-14 season was a net loss of \$1,305. This was significantly better than the planned net loss of \$7,995. The major variances that contributed to the difference are as follows:

- On the negative side both our Bunny & General registrations were down
- On the positive side our profit for the NRA Tournament was higher
- We collected Sponsorship revenue
- The Coach/Manager training costs were lower (due to the fact that we had built up a credit with The Respect In Sport Group so didn't have a bill from them this year)
- ORA Fees were lower
- Ice Costs were lower due to a credit with the City on our account and our Carleton U contract was less with the loss of 1 hour of weekly ice.

The remaining variances are within the ranges to be expected for an organization of this size when considering the degree of unknowns at the time of setting a budget.

A proposed budget (attached) was prepared based on the best available information as to next year's cost structure and the assumption that the number of players will be similar to that predicted by adjusting the 2013-14 registrations for historical attrition and recruitment. Possible risks to this budget include:

- Actual number of players registered vs budget estimates (particularly if lower)
- Amount of city ice allocated. The budget assumes more hours to be used than the 2013-14 season with the addition of the Minto Rec Complex opening in the Fall of 2014.
- Tournament profit (particularly if team attendance is low)

The executive has approved a \$25 registration fee increase for the 2014-15 season. Even with this fee increase we are projecting a loss of \$6,000 on next year's budget. The surplus at the beginning of the year was \$76,710. We used \$1,305 to balance this year's budget which gives us a new surplus of \$75,405. We intend to keep \$50,000 of the surplus to allow for the payment of any unforeseen expenses that could cause the association undue economic stress and for potential jersey replacements in a few years. However, as presented at 2012 AGM, we intend to gradually use any funds over the \$50,000 threshold to go towards our yearly expenses and as such we have budgeted to use \$6,015 from our retained surplus to balance the 2014-15 budget.

Warren Fishwick, NRA Treasurer

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**NRA Annual General Meeting**  
May 13, 2014 Meeting Minutes

**Nepean Ringette Association 2014/2015 Budget**

EXPENSES	2013/2014	2013/2014	2014/2015	REVENUE	2013/2014	2013/2014	2014/2015
	Budget	Actual	Budget		Budget	Actual	Budget
<b>OPERATING EXPENSES</b>				<b>OTHER REVENUE</b>			
ICE - SUMMER 4-on-4 PROGRAM	\$ 10,570	\$ 10,570	\$ 8,830	FEES - SUMMER 4-on-4 PROGRAM	\$ 13,400	\$ 13,640	\$ 11,600
Instructors -Summer 4-on-4 Program	\$ 2,700	\$ 2,700	\$ 2,280				
ICE - SUMMER ELITE CAMP	\$ 2,395	\$ 2,396	\$ 2,395	FEES - SUMMER ELITE CAMP	\$ 7,500	\$ 7,500	\$ 6,000
Other -Summer Elite Camp	\$ 4,385	\$ 4,434	\$ 3,495				
ICE - FALL CONDITIONING	\$ 1,915	\$ 1,906	\$ 1,920	FEES - FALL CONDITIONING	\$ 3,000	\$ 2,865	\$ 2,800
Instructors- CONDITIONING/POWER SKATING	\$ 4,100	\$ 4,660	\$ 4,540				
ICE - SPRING AND FALL TRYOUTS	\$ 7,835	\$ 7,182	\$ 7,040	FEES - SPRING AND FALL TRYOUTS	\$ 7,000	\$ 6,850	\$ 7,000
ICE - Extra Ice for Comp. Teams (Blended Rate)	\$ 12,960	\$ 11,880	\$ 12,960	FEES - COMPETITIVE ICE	\$ 12,960	\$ 11,880	\$ 12,960
ICE - OPEN TEAMS PRACTICES AND GAMES	\$ 3,195	\$ 7,721	\$ 7,720	OPEN TEAMS ICE	\$ 3,195	\$ 7,721	\$ 7,720
				GAARA FEE Revenue	\$ 735	\$ 1,470	\$ 1,470
ICE - Sales / Surplus (other assoc. tournaments)	\$ 800	\$ 1,120	\$ 800	Ice Sales - Other Assoc. etc.	\$ 800	\$ 1,120	\$ 800
ICE - FOR PRACTICES, GAMES, MISC	\$ 121,000	\$ 113,563	\$ 117,500	Other Revenue	\$ -	\$ 388	\$ -
REFEREES - FOR LEAGUE GAMES	\$ 7,500	\$ 7,527	\$ 7,500	Team Fee for Consumable Equipment	\$ 1,000	\$ 1,050	\$ 1,050
BUNNY INSTRUCTOR	\$ 1,500	\$ 2,340	\$ 2,300	ORA Competitive Fee Revenue	\$ 1,110	\$ 1,005	\$ 1,110
DEVELOPMENTAL COACH REBATE	\$ 2,000	\$ 1,675	\$ 2,000				
ICE - NRA TOURNAMENT	\$ 40,000	\$ 37,387	\$ 39,500	NRA TOURNAMENT REVENUE	\$ 71,500	\$ 71,145	\$ 68,000
NRA Tournament - Referees	\$ 9,500	\$ 10,575	\$ 10,500	NRA TOURNAMENT VENDOR AND SALES REVENUE	\$ 3,500	\$ 3,553	\$ 3,000
NRA Tournament - Other General Expenses	\$ 9,000	\$ 5,804	\$ 5,500	SPONSORSHIP	\$ -	\$ 1,000	\$ 1,000
ICE - GOALIE TRAINING	\$ 1,280	\$ 1,596	\$ 1,600	LOBLAWS GIFT CARDS	\$ 800	\$ 1,600	\$ 800
GOALIE TRAINING	\$ 1,500	\$ 1,836	\$ 2,000	<b>TOTAL OTHER REVENUE</b>	<b>\$ 126,500</b>	<b>\$ 132,787</b>	<b>\$ 125,310</b>
GOALIE REBATE	\$ 3,000	\$ 3,000	\$ 3,200	<b>BUNNY REGISTRATION</b>			
COACH/MANAGER TRAINING	\$ 6,000	\$ 3,311	\$ 4,500	Total Registrations	55	45	50
REFEREE TRAINING	\$ 1,000	\$ 850	\$ 1,000	Bunny Registration Fee	\$ 260	\$ 260	\$ 260
EQUIPMENT/STORAGE/JERSEYS	\$ 5,800	\$ 4,993	\$ 5,000	<b>TOTAL BUNNY REVENUE</b>	<b>\$ 14,300</b>	<b>\$ 11,700</b>	<b>\$ 13,000</b>
INSURANCE	\$ 1,300	\$ 850	\$ 850				
FEES - GAARA	\$ 735	\$ 1,470	\$ 1,470	<b>OPEN</b>			
FEES - NCRRL/LERQ	\$ 2,500	\$ 2,615	\$ 2,600	Total Registrations	15	32	30
FEES - ERRRA	\$ 700	\$ 634	\$ 700	Open Player Fee	\$ 90	\$ 90	\$ 90
FEES - ORA	\$ 14,000	\$ 12,642	\$ 14,000	<b>TOTAL OPEN REVENUE</b>	<b>\$ 1,350</b>	<b>\$ 2,880</b>	<b>\$ 2,700</b>
YEAR-END BANQUET (net expense)	\$ 1,500	\$ 1,478	\$ 1,500				
<b>TOTAL OPERATING EXPENSES</b>	<b>\$ 280,670</b>	<b>\$ 268,714</b>	<b>\$ 275,200</b>	<b>GENERAL REGISTRATION</b>			
				Early Bird Registrations	175	168	165
<b>GENERAL EXPENSES</b>				Regular Registrations	80	69	75
OFFICE EXPENSES (Bank / Postage / Misc)	\$ 500	\$ 410	\$ 500	Total Registrations	255	237	240
ADVERTISING (Parade)	\$ 500	\$ 593	\$ 600				
ORA AGM ATTENDANCE	\$ 800	\$ 731	\$ 750	EARLY BIRD REGISTRATION FEE	\$ 525	\$ 525	\$ 550
WEB SITE	\$ 300	\$ 242	\$ 250	FULL REGISTRATION FEE	\$ 550	\$ 550	\$ 575
AID TO POST-PROVINCIAL TEAMS	\$ 2,000	\$ 2,500	\$ 2,000	<b>TOTAL GENERAL REVENUE</b>	<b>\$ 135,875</b>	<b>\$ 126,150</b>	<b>\$ 133,875</b>
ROOM RENTALS	\$ 400	\$ 401	\$ 400				
OTHER	\$ 850	\$ 1,233	\$ 1,200	<b>TOTAL REVENUE</b>	<b>\$ 278,025</b>	<b>\$ 273,517</b>	<b>\$ 274,885</b>
<b>TOTAL GENERAL EXPENSES</b>	<b>\$ 5,350</b>	<b>\$ 6,110</b>	<b>\$ 5,700</b>				
<b>TOTAL EXPENSES</b>	<b>\$ 286,020</b>	<b>\$ 274,823</b>	<b>\$ 280,900</b>				
<b>NET PROFIT / (LOSS)</b>	<b>\$ (7,995)</b>	<b>\$ (1,306)</b>	<b>\$ (6,015)</b>	<b>Assumptions</b>			
				19 minor teams (4 AA, 4A, 11 B/C/rec) + 2 Open Teams			
<b>DRAW DOWN FROM SURPLUS</b>	\$ 8,000	\$ -	\$ -	Similar Ice Quantity to 2013/2014			
<b>ADJUSTED NET PROFIT / (LOSS)</b>	<b>\$ 5</b>	<b>\$ (1,306)</b>	<b>\$ (6,015)</b>				



<b>Nepean Ringette Association</b>			
Income Statement			
End of 2013-2014 Season			
<b>Revenue</b>			
Registration Revenue	140,730.00		
Nepean Tournament Revenue	74,697.83		
Fundraising & Miscellaneous Revenue	2,600.00		
Competitive Program Revenue	19,735.00		
Conditioning / Skills Program Revenue	2,865.00		
Summer Program Revenue	21,140.00		
Open Team Revenue (Ice/GAARA)	9,191.25		
Ice Sales Revenue	1,120.00		
Team Equipment Fee	1,050.00		
Other Revenue	388.17		
<b>Total Revenue</b>		<u>273,517.25</u>	
<b>Operating Expenses</b>			
Ice Rental	143,061.84		
Referees	7,527.00		
Player/Team Fees (ORA/NCRRL/LERQ/ERRA/GAARA)	17,361.30		
Equipment, Storage & Jerseys	4,992.78		
Goalie Rebates	3,000.00		
Goalie Training	1,836.00		
Training (Trainer/Coach/Manager/Referee)	4,161.26		
Insurance	849.96		
Room Rentals	400.69		
Nepean Tournament	53,765.31		
Conditioning / Skills Sessions	6,566.07		
Summer Program Expense	20,099.90		
Bunny Instructor	2,340.00		
Developmental Coach Rebate	1,675.00		
Misc	1,232.76		
<b>Total Operating Expenses</b>		<u>268,869.87</u>	
<b>Administrative Expenses</b>			
Office Expense (Lock Box/Postage/Misc)	410.03		
Year-End Banquet (net)	1,477.73		
Support for Teams Advancing Beyond Provincials	2,500.00		
ORA AGM Attendance	731.00		
Web Site Expense	242.33		
Promotional Expenses (Parade)	592.73		
<b>Total Administrative Expenses</b>		<u>5,953.82</u>	
<b>TOTAL EXPENSES</b>		<u>274,823.69</u>	
<b>NET INCOME (Loss)</b>		<u>-1,306.44</u>	



<b>Nepean Ringette Association</b>			
Balance Sheet			
End of 2013-2014 Season			
<b>CURRENT ASSETS</b>			
Bank: CIBC Main Chequing		64,663.71	
Loblaws Gift Cards on hand		9,925.00	
Prepaid Ice	1,756.40		
Prepaid Storage	2,410.20		
Prepaid Misc	676.89		
<b>TOTAL PREPAID</b>		<b>4,843.49</b>	
<b>TOTAL ASSETS</b>			<b><u>79,432.20</u></b>
<b>CURRENT LIABILITIES</b>			
2014/15 Tryout Revenue	3,700.00		
Team Share of Loblaws Gift Cards on hand	327.75		
<b>TOTAL LIABILITIES</b>		<b>4,027.75</b>	
<b>SURPLUS</b>			
Opening Surplus	76,710.89		
2013/14 Deficit	-1,306.44		
<b>TOTAL SURPLUS</b>		<b>75,404.45</b>	
<b>TOTAL LIABILITIES AND EQUITY</b>			<b><u>79,432.20</u></b>



#### 4. President's Report – Karen Fishwick



##### Nepean Ringette 2013-2014 President's Report

2013-2014 was another successful season for Nepean. We fielded a total of 19 minor teams, 2 Open teams (B and Rec) and 2 sessions of Bunnies. Overall, this was slightly down from last year. Many of our competitive teams experienced success, with our U19 BAA team travelling to Nationals after finishing second on Ontario, and both our U12 PP teams placing third in their respective pools at their Provincials event. We had several strong teams within the NCRRL but ended up with only a few of them making it through to the NCRRL championship day.

Nepean Ringette has shaped the efforts of its Executive around 4 key initiatives, which will continue into the next season:

##### **1. Increasing the Membership**

Our membership has been consistently flat in an area of Ottawa where the population is increasing year over year. We are attempting to “build from the bottom” by attracting more girls to the sport at the U7 Bunny and U10, U9 and U8 age groups. Here is a summary of the activities that supported this mandate:

- Hired and paid a very qualified Bunny Instructor (Kaitlyn Youldon) to run the Learn to Skate on-ice program, and organize all of the on-ice volunteers
- Entered a float into the Barrhaven Christmas Parade
- Newsletter and flyer campaigns in schools to attract girls to register
- Running a “Bring a Friend to Ringette” day in May (Friday, May 30 at Walter Baker arena)
- Improving our display case in the Walter Baker arena to increase the visibility of the Association and attract more players

##### **2. Coaching Development**

We believe that the best chance for girls to improve and enjoy the sport of ringette comes through their experience with their Head Coach and bench staff. We're running a variety of initiatives to better train and support our coaches – both adult coaches and youth coaches in training. Nepean has a long history of having very qualified coaches and we're trying to leverage them to mentor and pass knowledge onto other coaches in training. We're also trying to increase the number of female bench staff members. We offer teams a rebate to help defray the travel costs for independent female coaches.

##### **3. More and Better Goalies**

This initiative is a problem across our region and has received quite a bit of attention during this past season within Eastern Region. Nepean Ringette has made it one of our top priorities to have more goalies and better goalies, and we've collaborated with other associations to support regional efforts and improvements. I want to thank Joe Tremblay who partnered with me and the Executive to help to coordinate goalie training and offered other input into this initiative. Within the Nepean Association, we've done the following to better recruit, train and increase the visibility of our goalies:



- We continue to offer our goalie rebate (\$200 for dedicated goalies for U12 and up)
- No tryout fee for goalies
- Dedicated goalie training (8 hours per goalie) with both GoalerU and Jasmine Leblanc (Team Canada goalie)
- Purchased new goalie equipment to replace old tired equipment (investment of several hundred dollars)
- Special mention and honouring of all goalies at our end-of-season Banquet

#### **4. New Website**

Our website is due for a refresh, and we have a parent within the Association who has offered to rebuild our website using a new platform. As part of that effort we have a new webmaster and new ice scheduler who will work together on content once the new site shell has been launched (targeting May, 2014).

We've also taken the opportunity to refresh our logo and we're hoping to serve our existing membership and attract new members and sponsors with this updated web presence.

Regards,

Karen Fishwick  
President, Nepean Ringette Association



5. Committee Reports - None

6. Reports by all other members of the NRA Executive

**Registrar's Report – Kim Costello**

This past year the Nepean Ringette Association had 314 players registered. We were able to field 21 teams and two groups of Bunnies.

U19 Belle - 30  
U16 Junior - 52  
U14 Tween - 46  
U12 Petite - 49  
U10/U9/U8 Novice - 58  
U7 Bunnies - 46  
Open (B and Rec) - 33

At the Novice level we were able to form 5 teams which included 3 U10 and one each of U9 and U8. Petite had two Provincial team and 2 Regional teams. Tween had 4 teams including AA, A, B and C. Junior also had 4 teams, AA, A B1 and B2. Belle only had two teams, AA and B. Our Open B team had 14 players and Open Rec had 19 players, which included many ringette moms.

**Competitive Report – John Sullivan**

The 2013/14 season was another successful season for competitive ringette in Nepean with all 7 teams contributing to this success. Competitive teams accounted for 17 medals over the year including 8 gold, 7 silver and 2 bronze. Our provincial medal success included a bronze by the Petite Provincial O'Sullivan team in the Lajeunesse Division, bronze by the Petite Provincial Evraire team in the Cockburn Division, silver by the Tween "AA" team in the McCarthy Division, and silver by the Belle "AA" team. The Belle "AA" team followed their provincial silver with a 9 and 1 record at the Canadian Ringette Championships in Regina.

A highlight this season for Nepean Ringette was the Belle "AA" team representing Team Canada in the U19 World Championships in North Bay and winning silver with an exciting gold medal game against Finland.

The 2014/15 season is well on its way with the Tween and Junior tryouts completed and the Petite and Belle teams to be formed in late summer. (Note: Due to a couple of injuries there will be another tryout for the Junior "A" team in late summer to determine the final spots.)

**Team Manager Coordinator – Karen Fishwick for Emese Geoffrion**

Emese is stepping down from this position after serving for 2 years. She is willing to mentor and train a replacement.



## **Equipment Manager – Sylvie Lavoie**

### General Accountability:

This position is responsible for coordinating and managing all equipment programs and requirements for:

- NRA's regular season and extended competitive summer exhibition games.
- Spring or Fall Tryout – pinnies, ring, pylons, and evaluation boards...
- Ladies summer ringette – pinnies, rings, pylons, goalie equipment...
- Goalie clinic – distribution of 9 goalie pads, 5 blockers and various goalie sticks and gloves...
- 4 on 4 Youldon's summer camp – goalie equipment, pinnies...
- Bring a Friend Event – jerseys, pinnies, rings, goalie equipment and pylons
- Bunny Fest – pylons, pinnies, pylon, decorations...
- Xmas parade – xmas decorations, oversized banner, oversized ringette sticks, rings...

### Nature and Scope:

The Equipment Manager reports directly to the President and VP of Operations and provides functional directional with other NRA executive members. The member is required to interact with association's ringette coaches and team managers.

The Equipment Manager/Coordinator oversees the distribution of team's uniforms and apparel of all 21 teams. The member is responsible for sourcing vendors and suppliers.

The Manager directs the receiving, distribution, storage, cleaning and inventory of all athletic equipment and recreational equipment for other NRA servicing programs.

The Equipment Manager is responsible for the development and upcoming Trillium application grant 2015 and coordinates the development, documentation of equipment policies.

### Statistical Data:

- Equipment inventory: \$ will be finalized during the summer
- Uniform Inventory: \$ will be finalized during the summer
- Supervise: 2-3 ringette volunteers during spring and summer season

The overall annual Operations Budget for this Manager is approximately \$ 5,800.00

### Working Conditions:

This position requires work in non-traditional hours, often for extended periods of time outside the course of a typical working day.

Sylvie Lavoie, Equipment Manager ☺



## 7. Operating Procedures and Bylaw Amendments

### **Proposal 1:**

Amend Constitution for number of required Exec meetings with quorum (from 10 to 8 per year)

Reasoning – 10 meetings per year only allows for 2 “skipped” months. Proposal is to hold 8 meetings with quorum, to be able to skip the following busy months (this can be adjusted):

July, September, December and April

Current Constitution - Bylaw 1: Executive

3. The NRA Executive shall hold a minimum of ten (10) meetings within the association year and shall hold additional meetings as it may be deemed necessary.

Amend to:

3. The NRA Executive shall hold a minimum of eight (8) meetings with quorum within the association year and shall hold additional meetings as it may be deemed necessary.

### **Proposal 2:**

Amend and update the “Job Description” of the Player Coordinator to be consistent with the duties discussed by the Executive

Current Constitution - Bylaw 11: Duties of Officials

5. Player Coordinator shall:

- (a) organize and administer the player skill development clinics;
- (b) organize and administer the player evaluation sessions at the beginning of the season for team selection purposes (N.B. actual player evaluation is performed by qualified staff); and
- (c) organize and administer players’ assessments to be turned in at the end of the season.

Amend to:

5. Player Coordinator shall:

- (a) respond to player concerns from to Nepean Ringette members and help to find resolution to the concerns, as needed;
- (b) actively seek to understand player satisfaction throughout the season and work toward resolving any problems that exist;
- (c) participate in conflict resolution, as needed, between members of Nepean Ringette when a conflict situation is brought to the attention of the Executive;
- (d) participate in the player discipline process, as needed, in cases of player misconduct, in accordance with the policies and precedents set by Nepean Ringette and the ORA.





**8. Election of Officers**

Many thanks to Patricia Kolesnik (Statistician), Emese Geoffrion (Team Manager Coordinator), Terry Fahey (Coaching Coordinator) and Jo-Anne Valentine (Secretary) who all served this past year on the Executive (some for more than one term).

<b>Executive Position</b>	<b>Proposed Candidate for 2014-15</b>
<a href="#">President</a>	Karen Fishwick
<a href="#">Secretary</a>	<b>VACANT</b>
<a href="#">Treasurer</a>	Warren Fishwick
<a href="#">Registrar</a>	Kim Costello
<a href="#">Past President</a>	Fred Black
<a href="#">Vice President of Operations</a>	Joe Correia
<a href="#">Director of Competitive Division</a>	John Sullivan
Director of Recreation Division	Dave Spence
<a href="#">Coaching Coordinator</a>	<b>VACANT</b>
<a href="#">Equipment Manager</a>	Sylvie Lavoie
<a href="#">Ice Scheduler</a>	Bruce Keats
<a href="#">Player Coordinator</a>	Elizabeth Sabbagh
<a href="#">Referee-in-Chief</a>	Patrick McKee
<a href="#">Statistician</a>	<b>VACANT</b>
<a href="#">Team Manager Coordinator</a>	<b>VACANT</b>
<a href="#">Vice President, Administration</a>	<b>VACANT</b>
<a href="#">Fund Raising Coordinator</a>	<b>VACANT</b>
<a href="#">Publicity Coordinator</a>	<a href="#">Kathy McCullough</a>
<a href="#">Tournament Coordinator</a>	Nancy Henry
<a href="#">Webmaster</a>	Peter Daigle

<b>Division Directors</b>	<b>Proposed Candidate for 2014-15</b>
U7 <a href="#">Bunny</a>	Terri Northcott
U10 <a href="#">Novice</a>	Tiffany Murphy
U12 <a href="#">Petite</a>	Melanie Genereaux
U14 <a href="#">Tween</a>	Cindy Roy
<b>U16 <a href="#">Junior</a></b>	<b>VACANT</b>
U19 <a href="#">Belle</a>	Grant Hornsby
<a href="#">Open</a>	Becky Groulx

- 9. New Business
- 10. Adjournment



Power Point Slides Presented at Meeting – click to display as slideshow



Nepean Ringette Association

Annual General Meeting  
May 13, 2014