

Regina Ringette 2023
Annual General Meeting
April 26, 2023



ARTICLE VIII – ANNUAL AND SPECIAL MEETINGS

The annual general meeting (AGM) of Regina Ringette shall be held once a year prior to the Ringette Association of Saskatchewan AGM.

A special general meeting of Regina Ringette may be called by the President as when he/she considers it necessary, but he/she shall set a date for a special general meeting with seven days when requested to do so in writing by at least fifteen voting members.

Notice of the time and place of a meeting of members shall be given not less than fifteen days prior to the date of the meeting.

Thirty voters, or five percent of the eligible voters, whichever is less, shall constitute a quorum for the purpose of conducting the business of a special or general meeting.

The only business to be conducted as special meetings is the business as stated in the notice.



AGENDA

- 1) Call Meeting to Order
- 2) Notification of AGM
- 3) Adoption of Agenda
- 4) Adoption of Minutes from the 2022 AGM – April 13, 2022
- 5) Board Reports
 - a) Executive
 - President
 - Vice President
 - Treasurer
 - Appointment of Auditor
 - b) Director Reports
 - Children’s Ringette
 - Coaching
 - Equipment
 - Marketing
 - Player Development
 - Website
 - c) Commissioner Reports
 - U12
 - U14
 - U16
 - U19
 - Open
- 6) Registration Report
- 7) Scheduling Report
- 8) ROAR Report
- 9) Coach the Coach Program
- 10) Tournament Report
- 11) Bingo Report
- 12) Constitution Updates
 - Voting at Annual and Special General Meetings; Page 3, Point #3 - wording change to state that electronic voting is acceptable vs ballot/paddle voting.
 - Page 4 – Commissioners; Change Under 8 to Fun 1/2; change U10 to Fun 3
- 13) Executive and Director Elections – see the AGM Report for nominees and background information
- 14) Open Floor
- 15) Motion to adjourn



MINUTES OF 2022 RRA AGM – April 13, 2022

1) Call Meeting to Order

Mike Wiens, President, called the meeting to order at 7:09pm.

2) Notification of AGM

It was confirmed that the Notice of the AGM was posted to the website and sent to the membership on March 17, 2022. In the notice it was advised that we would be electing two executive positions (President & Secretary) and three board members.

3) Adoption of Agenda

➤ **MOTION** to adopt agenda as presented. **RAE LENZ/TANYA JONES – CARRIED.**

4) Adoption of Minutes from the 2021 AGM – April 15, 2021

➤ **MOTION** to adopt the minutes from the 2021 AGM as presented. **JEN SHUPE/NEIL STANG – CARRIED.**

5) Board Reports

d) Executive

– President (Mike Wiens) –

Mike reviewed his report as presented in the AGM report. Some highlights are as follows:

- 3 on 3 tournament kicked off the season on August 27th and after not much of a ringette season in 2020/2021 the 2021/2022 season began with much excitement.
- RRA switched to the TeamLinkt hosted website and app and although there have been some learning curves along the way the team continues to work on supporting and improving the site.
- The board participated in the first ever RRA Strategic Planning session over two days.
- Three successful tournaments took place after having none last year.
- RRA renewed its support of the provincial Canada Winter Games team and initiated its support of the newly formed provincial NRL team – The Heat.
- Two challenges this season were the ongoing challenge of a goalie shortage and thus an aggressive acquisition and retention program was created. As well, the Mahon arena not being available was very disruptive and created scheduling challenges.
- The Volunteer Appreciation Night was held in March, again, the first one in 2 years. At this event there were four individuals recognized with the Lifetime Achievement Award. Marcel Garnier, Posthumously Linda Ostryzniuk, Larry Way and Lorna Kathol have all contributed so much to the sport of ringette and to the RRA. There were several coaches recognized at this event as well.
- This past season saw the largest number of registered athletes since 2017, but much work awaits the future growth of RRA, and we will need to evolve and adapt to survive and be able to offer and support what the public wants.

– Vice President (Paul Kozan)

Paul reviewed his report and some highlights of his report include:



- Deadline for scholarships is April 30th.
- A detailed outline of each of the Lifetime Achievement Award recipients, which can be read in the full AGM report.
- Paul thanked Mike Wiens for his leadership and for serving as President for the past two years.
- Treasurer (Rae Lenz)
 - **MOTION** to appoint RDS Professional Chartered Accountants as the auditor for the 2022-2023 year. **JASON MOSER/DARIN DEGENSTEIN CARRIED.**

Rae reviewed her report as printed in the AGM Report. Highlights include:

- Overall net profit \$34K projected for 2021/2022.
- Net bingo profit is \$22.3K unfavorable. Bingos reopened in June 2021 after shutting down for a period due to Covid. However, profits are struggling with lower attendance numbers not having come back from Covid yet.
- Will likely be a nominal profit from the WCRC.
- The registration system changed from Goal Line to TeamLinkt and as is the case with any new system there have been some growing pains that continue to be worked on.
- Approval of a Finance Committee to assist the board with fulfilling its fiduciary responsibility and overseeing the financial operations of the RRA. This committee has not launched yet but will be in the very near future and ahead of next season.
- Thank you to all members of the board for all their hard work this past year.

e) Director Reports

- Coaching (Mel Muckelt) -

Mel's report was presented as written in the AGM report. No questions arose from the report and Mel thanked everyone for the past two years as she is not returning to the board for another term.

- Equipment (Neil Stang) –

Neil's report was presented as written in the AGM report.

- Marketing (Darin Degenstein) –

Darin provided an extensive marketing report in the AGM report. Some highlights include:

- Had a great season of recruiting new players with 93 new players recruited.
- The team is seeking new members to join the marketing team.
- There were eight come-try events held.
- A website was developed, ringette.rocks, for the purpose of recruitment.
- Continued with our partnership with Girls in the Game, which is a great source of new referrals.
- Our presence on social media continues to grow.
- Throwback Thursdays was a great hit, and they are always looking for any pictures that people have to share.



- A school field trip was put on during the WCRC's and was a big hit.
- Have created a partnership with Access Now Sports and made four appearances throughout the season.
- Thank you to all volunteers that helped out throughout the year in many different ways.
- Website (Jen Shupe) –
Jen's full report can be reviewed in the AGM report.
- Children's Ringette (Michelle Burnett) –
This was Michelle's first year as the Children's Ringette director and she thoroughly enjoyed the position. Children's Ringette had four divisions – LTP, FUN1, FUN2 and FUN3. There was a total of 60 athletes on 15 teams and 60 coaches and trainers that volunteered their time. The full report can be reviewed in the AGM report.

f) Commissioner Reports

– U12 & U14 (Nicole Fisher) -

The U12 report is as presented in the AGM report. There were four B teams and one A team in the U12 division. U12 teams could not travel out of the province due to restrictions related to Covid and as a result most teams participated in local tournaments (BP Charge, Saskatoon city of bridges and QCC). It was a great comeback year after dealing with two years of Covid.

The U14 report is as presented in the AGM report. There were four B teams and one A team in U14. Due to the formation of the Europe team – the Rattlers, a U16 team - the division lost a few players, but gained a few new faces to the division at the same time. Tournaments were hit and miss due to Covid cancelling a few and people just choosing not to attend, again due to Covid. Overall, it was a good year and athletes, and parents alike were happy to be back at the rink.

– U16 (Jason Hoffart) –

There was a total of 86 athletes registered (vs 78 the previous year). There were four B teams, one A team and one AA team. There were no provincials for U16A this year as Saskatoon did not have a team. The goalie situation with one team not having a goalie caused some issues and Jason apologized for that. Thank you to coaches, parents and athletes for being adaptable.

– U19 (Trish McBeth) –

There were two B teams, one A team and one AA team. This year the B teams were drafted by ability and friendship and both teams were very evenly matched. It would be good to see this continue in future years for retention purposes. Trish is not returning to the board and Mike thanked her for her dedication and service to board these past years.

– Open (Chelsie Coxford) –

The open division had a total of 14 teams – two Regina A, two BP A, two BP B, seven Regina C and one BP C teams. There was a total of 18 games that had to be cancelled due to weather, road conditions, Covid and a shortage of refs. Chelsie will not be returning to the board and as such Mike thanked her for her dedication and commitment during her time on the board.



6) Registration Report (Kim Byrns)

There was a total of 625 registered athletes this year – 83 more than last year. The division that had the largest increase was the Open division and that was due to a lot of individuals choosing not to play last year due to Covid. There were 100 brand new players that registered this year. 22 full-time goalies received a voucher for a full refund on registration fees for the 2022-2023 season and three new goalies received a voucher for 50% refund of their fees for the 2021-2022 season. We had 129 coaches registered this year as well as 32 managers and 29 treasurers.

7) Scheduling Report (Karen Wiens)

The season certainly had its troubles with the new website platform, TeamLinkt, and the closure of the Mahon arena. TeamLinkt presented us with a few challenges and growing pains, as does any new system, but over time a lot of the kinks were worked out and next season should be much better as far as the website goes.

The city could not complete the work on the Mahon due to a delay in supplies arriving (thanks to Covid) and so they could not open the rink in the new year as planned. The unfortunate part was that the second half schedule was already done when this notification was received, and it was extremely hard to get ice times to replace the times that were scheduled at the Mahon. Karen will be stepping down as scheduler following this year and the board will be looking to replace the position. She will remain as a consultant until the position is filled and she will also work with the new person to onboard them. Thank you to Karen for her many many hours she has contributed to RRA.

8) ROAR Report (as submitted by Tanya Jones)

Just like all the athletes, the officials were very happy to be back on the ice this year. Ringette Canada made clinics mandatory for every official. There was a refresher clinic held for experienced officials and a Level 1 clinic was held for new officials. There was a total of 22 officials, 7 of which were new this year.

Scheduling can be a challenge at the best of times and when you add Covid to the mix it was much more challenging. Thank you to all the officials that took on extra assignments and filled in on short notice when needed. Thanks to Cherie Young, the assignor, for juggling things and working with the BP and Regina officials to fill holes where needed.

The BP Officials were invited to the ROAR monthly meetings to foster consistency between the two organizations.

A senior official, Linda Ostryniuk, lost her battle with cancer this season and it was a huge loss to our association and the ringette community in general. ROAR decided to have some helmet stickers made up that represented Linda and the response was overwhelming with a lot of interest from local teams and officials across Canada. ROAR nominated Linda for the RRA Lifetime Achievement Award and were very happy when she won.

9) Safety Officer Report (John Dumaine)

Covid protocols were very limited for the season and very few changes were needed. Safety managers were engaged and had a few questions when the provincial guidelines changed. Our contacts with the city and cooperators centre were helpful and helped where necessary. John is unable to continue as safety officer for next season but will assist with any transition that may be required. Thank you to John for his time and commitment to RRA.



10) Coach the Coach Program (as submitted by John Dumaine)

Most of the senior coaches from the previous year returned. Leah Lakeman was added as the contact for the FUN division. Thank you to Tania Orr and Amanda Mushumanski for reviewing the content over the summer and making it easier for the new coaches to navigate the season. The season overall was very quiet in terms of questions from new coaches and John assumes that the senior coaches were engaged and assisted the junior ones. They are looking for support coaches/mentors for next season.

11) Tournament Report (as submitted by Jayda McMillan)

Tournaments had a rocky start due to Covid, but by the time the QCC tournament came around things were good, and the tournament was full.

The Elite tournament normally has 20 teams, but this year we only had 13 teams registered. The Jim Benning tournament normally has 40 teams, but when all was said and done, we only had 18 teams (7 teams registered and then cancelled). The QCC normally has 40 teams, and we were actually able to accommodate 42 teams.

RRA was awarded the opportunity to host the Western Canadian Ringette Championships (WCRC's) and the tournament committee agreed to take it on and knocked it out of the park. It was frustrating with all events associated with the tournament (opening ceremonies and closing banquet) limited due to Covid. Once the restrictions were lifted in SK the committee asked for permission to host a kick-off party. The governance committee agreed to allow this but withdrew all liability and responsibility. We made the event optional and offered tickets for \$35. The Delta hotel hosted the party and went above and beyond to accommodate all the requests and modifications that were made. In two weeks, we sold 500 tickets and the party was a raging success and talked about all weekend with one parent claiming that her daughter said, "it was the best night of her life". The tournament itself consisted of 25 teams from the four western provinces. Thank you to ALL volunteers that helped make the weekend a huge success.

12) Bingo Report (as prepared and submitted by Mike Wiens)

RRA has a partnership with Amalgamated Charities and provides labour (along with other associations) for Fantasyland and Centennial bingo halls. In return we share in the profits but if revenue is low, we also share in the losses. Because of our bingo voucher policy, we pay the labour regardless of revenue. Due to Covid and attendance at bingos not coming back to normal levels, RRA lost a total of \$4,300 in the 4th quarter of 2021.

A more detailed report including the risk, the importance, the future of bingos and recommendations is included in the AGM report.

13) New Business

There was no new business to discuss.

14) Board Member Nominees

All nominees were listed with background information in the AGM report.

Darla Larson agreed to let her name stand for re-election as Secretary and there were no other nominations thus Darla was re-elected by acclamation.

There were two nominees for President – Karen Wiens and Jason Hoffart. A poll was held for the position of President and Jason Hoffart won majority votes and was elected President for a two-year term.



Three board positions were available, and we had 5 nominees – Kim Byrns, Marcel Garnier, Ryder Lee, Jennifer Shupe and Neil Stang. There were three polls held for the election of three board positions. Neil Stang, Ryder Lee and Marcel Garnier were elected as the newest board members.

15) Open Floor

Ryder Lee asked about motions that were submitted in advance of the meeting and why none of them were brought forward to the meeting. Mike explained that the motions that were submitted were reviewed by the board and an answer was provided to those making the motion as to why they would not be brought forward. In most cases all motions were regarding operational issues and as Leeann Walter pointed out the AGM is generally for governance type issues. Members have the opportunity to attend open board meetings and that is when operational issues would be brought forward.

The topic of the schedule was raised, and a lot of comments were made with regards to the release of the schedule. A lot of people were unhappy with many aspects of the schedule this year. As noted in the scheduling report, the new website platform and the closure of the Mahon arena were the two big factors that affected the schedule this year.

Nathalie Mercier asked for clarification as to who Wayne Hellquist is. Mike explained that he is a board governance specialist and he helped us with our board survey and a survey for our membership, as well as a strategic plan. The idea of growing and getting stronger is only going to happen if we have a plan. The strategic plan is a living document and is constantly being updated.

Marshal Verhelst asked about the game time length and games being cut short. Karen explained that it is up to the ref(s) to manage the game time and ensure that a game is finished on time. If games were extended it would come at a cost of ice time.

Graham Lauten noted that we need to focus on our younger goal tender development. We all know that there is a lack of goalies in U16 and if we had a robust development program this could possibly be avoided. A goal tender needs to develop their skills before they are at the age that they can be a full-time goalie (U12). Mike outlined our goal tender retention plan that is currently being rolled out and will be in place for next year.

Nathalie Mercier spoke about the fact that we need to ensure board members understand what their role is. There should be some planning done and regular visits with board members to make sure they are on track and doing what is expected and if not, why? It is really no different than employees at work, people need to be held accountable. Couldn't agree more, but also have to remember that it is a volunteer board and so there has to be a bit of leeway given.

Jason Hoffart noted that we will have commissioner positions open so please reach out if you are interested.

16) Motion to Adjourn

Meeting was adjourned at 8:31pm – Trish McBeth



EXECUTIVE REPORTS

➤ President – Jason Hoffart

The 2022/23 season kicked off in mid-August with the start of the AA tryouts and has been going strong since then. This season we once again offered our preseason 3 on 3 tournaments in August and September. This is always a great way to get the players back into the season.

We hosted three amazing tournaments - the Elite, the Jim Benning and the Queen City Classic. It was great to have them all back with no COVID interruptions. Jayda has the details in her report. We also hosted a jamboree for the FUN1/2 athletes to wrap up their season. Thanks, Michelle, for doing a fantastic job organizing.

RRA has continued supporting high performance ringette in the province of Saskatchewan with providing support to the both the Canada Winter Games team and the NRL Saskatchewan Heat.

This season was the first season in which RRA has decided to hire a scheduler, this job had previously always been filled by a volunteer. However, the amount of work required is not something a volunteer should be asked to do. Karen got us going with scheduling for the year and we had someone else come onboard in October. Karen had agreed to stay on as a mentor for this individual. Unfortunately, things did not work out and they resigned in December. I just want to give a huge thank you to Karen, who graciously finished the season for us. Thanks, Karen, for staying on an extra year. We have a new scheduler in place who started April 1st, 2023.

Again, our registration numbers were strong this season and it is great to see our numbers grow. We all know continued effort will be required to keep this growth. A more detailed breakdown of our registration numbers will be available in the registrar's report.

The last year was also a very busy and exciting time. In May of 2022 RRA was selected to host the 2023 Canadian Ringette Championships. This was an amazing opportunity but also one that brought a considerable amount of work that required many people and many hours to make sure we were able to host an amazing event. I want to give a HUGE thank you to Michelle Burnett for taking on the role of Chair for this huge undertaking. Without her willingness to step up I am not sure what we would have done. We are all hopeful that hosting this event will have a long-lasting legacy on ringette in our area and encourage the next wave of young ringette players to strive to play at that level.

I want to say thank you to everyone for their support over the last year. I know it is a huge commitment to be involved in the sport we love, and we never take that commitment lightly.

➤ VP Report - Paul Kozan

The 2022-2023 Season was by all accounts a successful one. It was our first season in a few years that was uninterrupted by anything Covid related. In many ways it was a return to the sport the way we know it. I know that there were many great moments on and off the ice over the course of the season. First and foremost, this was evidenced on a weekly basis through fiercely contested regular season games. Also, the Association hosted 3 tournaments for players of all ages and skill levels. These events were very well attended and provided additional excitement for all involved. Many teams travelled out of province for tournaments with one team, the Regina Rattlers, travelling all the way to Europe for some international ringette competition and what undoubtedly was an unforgettable adventure. Our season concluded with a series of events, the City Championships, Provincial Championships and Canadian Ringette Championships. For the first time since 2014, the CRC's were held right here at the Cooperators Centre. On that note, I'd like to extend a special congratulations to the Chair of the CRC's Committee, Michelle Burnett, and the entire hosting



committee team for their tireless efforts to make the Canadian Ringette Championships such a massive success. A huge amount of work in a short period of time went into making this event what it was. During CRC's week, I was able to speak to ringette parents and coaches from all over the country and by all accounts, the event was top notch. I have been to several CRC's and this one was without question my favorite.

One of the other aspects of the season that I would like to comment on is the general overarching topic of sportsmanship. There were so many great moments this season and I don't want to overshadow those moments with anything too negative. That being said, I feel it's important to take a moment to remind everyone how important it is to act in accordance with the RRA Code of Conduct and the principles put forth in the Respect in Sport course. Most of the complaints that I receive over the course of the season do not involve the players. The issues I deal with mostly involve parents and coaches. I'd like to encourage all parents and coaches involved with ringette to do their part to make the upcoming season better than the last one. Be more patient and respectful to each other. Be respectful to coaches and especially respectful to officials. Without officials we would not have a sport to play. Remember that officials aren't perfect, and they are doing a very difficult job. Ringette is so much fun to watch because it is a fast game. This also makes it extra challenging to officiate. Remember that in many cases, our officials are quite young and they're learning on the job and trying to get better with every experience they have. They need to have a safe, judgement free environment in which to learn. Let's support them so they don't leave before they really get started. I believe that with some extra effort and attention we can all work to make our sport even better moving forward. Let's make next season the best one yet!

Scholarships

Just a reminder that RRA offers various scholarship opportunities for eligible athletes and officials. Information for these awards is available on the RRA website. The deadline is April 30th for submissions.

Lifetime Achievement Award

The Lifetime Achievement Award is given to members of the Regina Ringette Association (past or present) in recognition of their exceptional leadership, service, and passion for ringette excellence. Each year, this award may be given to one or more people who have:

- Spent a minimum of 25 years within the Regina Ringette Association community or other ringette associations in Saskatchewan
- Helped make Regina Ringette the outstanding association that it is through their actions and contributions
- Made significant contributions which have had a long-lasting positive influence on ringette in Regina
- Held positions of leadership, such as (but not limited to) board member, chair of committee, coach, manager, trainer, builder, official, volunteer, and player in Regina Ringette or other ringette associations in Saskatchewan



The Association presented a Lifetime Achievement Award at the annual Volunteer Appreciation night this past week. The following individual was honoured at this year's Member Appreciation Event:

- **Dennis Truelove** - Dennis was instrumental in continuing the evolution of Ringette in Regina and throughout the province. His passion and dedication for the sport has grown over the decades to having his daughter, and granddaughter play the sport and help it grow to where it is today. The sport would not be where it is today were it not for Dennis' work over the years. Dennis and his wife Donna live in Regina and also in Texas during the winter months. They have one daughter Alison who lives in Regina with her husband Jason and daughter Abigail. Dennis enjoyed coaching Alison early in her career through the younger ringette B division and then transitioned to several board positions/committee chairs/special projects before he retired a few years ago. Here are a few highlights from Dennis' involvement with the sport over the years:
 - Dennis was born in 1953
 - Coached and manager in Bunnies and Novice for 5 years (93-98)
 - Novice commissioner for 2 years
 - Promotions for 2 years
 - Scheduling for 2 years
 - Approximately 14 years of maintaining the role of equipment personnel on the Board. RRA has moved 3 times and Dennis built 3 new equipment rooms, including the RRA boardroom and equipment area where it is today.
 - He resurrected the coaches appreciation night
 - Assisted in the setup of the scholarship fund and fundraised for 2 years to fund the scholarship awards
 - Negotiated contracts between RRA and the newly formed ROAR association for 5 years
 - Introduced home and away jerseys, plus confirmed to one colour jersey and long pants to all divisions
 - Participated in building and decorating numerous floats for summer parades, grey cup and Christmas parades
 - Involved in the on-ice promotion of the bring-a-friend events
 - Assisted in the purchase of and assigned first sets of shot clocks for RRA
 - Spearheaded getting the rink display cases and organizing Championship weekend.

➤ **Treasurer Report – Dustin Thiel**

This year has been a transitional season for the Treasurer position specifically as Rae Lenz started off the year but left the position in November. I was appointed at that time and have been learning the ins and outs of the RRA for the last 5 months. Despite this transitional period, the RRA itself has had a very successful season. We were able to run several major events, including the pre-season 3 on 3, goalie and skill camps, Come-try sessions, 3 major RRA tournaments (Elite/Jim Benning/QCC), 2023 Children's Jamboree, Championship weekend and of course the 2023 Canadian Ringette Championship!!!



Other highlights included the first NRL Hub held during the QCC tournament weekend and sponsorship of the 2023 Canada Winter Games Team Saskatchewan that won a Bronze Medal in PEI in February!!

Financial Summary for 2022/23

Revenues - projected favorable variance of \$76.384K compared to 21/22

- Player Registration is favorable by \$26.6K due an increase of 45 players in registration compared to the 21/22 season.
- Ice Sales are up \$51K compared to last season. This is due to increased ice costs from the City of Regina as well as the 21/22 season having less ice available due to the Mahon Arena being closed for maintenance/construction.

Direct Expenses - projected unfavorable variance of \$64.7K compared to 21/22

- Ice rental expenses are up \$44.7K due to increased ice costs from the City of Regina as well as more ice available this season due to the Mohon being available for 22/23
- Equipment costs are up \$37.4K due to RRA purchasing new jersey sets for RRA use.

Operating Expenses - projected unfavorable variance of \$36.6K compared to 21/22

- Sponsorship costs are up in 22/23 due to RRA sponsorship of the 2023 Saskatchewan Canada Winter Games Team as well as sponsorship of the Rattlers Europe travel team in the form of purchasing give away towels for their competitors.
- Board, Office & Admin expenses are up \$10.8K due to the scheduler now being a paid position for the RRA.

Other Revenue and Expenses - projected favorable variance of \$48.7K compared to 21/22

- Tournaments net profit is increased this year due to a full year of tournaments that included teams fully willing to travel again resulting in more teams overall
- CRC net profit is undetermined at this point but expected to be approximately \$35K. This is a \$20K increase over what was realized from Westerns the year prior.

Overall, the 22/23 season is projected to be a net profit of \$59.2K.



Regina Ringette Association 2023 AGM – April 26, 2023

Regina Ringette Association			
Statement of Profit & Loss			
Projected to April 30, 2023			
	Projected YTD	PY Actuals	Variance
	April 30, 2023	April 30, 2022	
Revenues			
Player Registration	\$ 323,738.52	\$ 299,108.68	\$ 24,629.84
Ice Sales	172,580.54	120,825.95	51,754.59
Total Revenues	\$ 496,319.06	\$ 419,934.63	\$ 76,384.43
Direct Expenses			
Ice Rental	\$ 309,600.24	\$ 264,885.00	\$ 44,715.24
Officials	23,882.97	25,680.29	(1,797.32)
Player Insurance	40,265.90	38,072.50	2,193.40
Skills Development	5,111.00	19,252.50	(14,141.50)
Team Staff Cretifcation Costs	1,413.74	5,098.25	(3,684.51)
Equipment	41,080.89	3,696.09	37,384.80
Playoff Expenses			-
Total Direct Expenses	\$ 421,354.74	\$ 356,684.63	\$ 64,670.11
Income Before Operating Expenses	\$ 74,964.32	\$ 63,250.00	\$ 11,714.32
Operating Expenses			
Marketing	\$ 10,310.59	\$ 7,020.17	\$ 3,290.42
Goalie & BAF Vouchers	1,816.00	1,650.00	166.00
Board, Office & Administrative Expenses	12,621.50	1,792.54	10,828.96
Professional Services	11,937.93	9,150.00	2,787.93
Transaction Fees(bank and on-line)	99.00	285.00	(186.00)
Baord Room & Utilities (power, energy, phone, website)	37,035.67	29,736.37	7,299.30
Scholarships and Bursaries	500.00	12,347.00	(11,847.00)
Sponsorships	7,083.20	-	7,083.20
Volunteer Apprecaiton/Awards Night	7,000.00	7,889.76	(889.76)
Miscellaneous	20,364.22	2,309.77	18,054.45
Total Operating Expenses	\$ 108,768.11	\$ 72,180.61	\$ 36,587.50
Income (Loss) Before Other Items	\$ (33,803.79)	\$ (8,930.61)	\$ (24,873.18)
Other Revenue and Expenses			
Bingo Revenues	\$ 23,256.75	\$ 31,223.45	\$ (7,966.70)
Bingo Credits Issues	20,001.00	29,234.43	(9,233.43)
	\$ 3,255.75	\$ 1,989.02	\$ 1,266.73
Tournaments(net)	\$ 52,679.22	\$ 22,948.99	\$ 29,730.23
Investment Interest Revenue	1,569.05	2,293.88	(724.83)
Other Revenue (net pant sales)	514.78	1,430.17	(915.39)
WCRC(net)	-	14,388.80	(14,388.80)
CRC(net)	35,000.00	-	35,000.00
Income (Loss) From Other Items	\$ 89,763.05	\$ 41,061.84	\$ 48,701.21
Total Income(Loss)	\$ 59,215.01	\$ 34,120.25	\$ 25,094.76



Summary of Balance Sheet
As of April 14, 2023

Investments:

- Redeemable 12 month - increased by \$16.6K year over year. This is due to favorable interest rates. This term deposit was locked in for a 1-year period in February 2023.
- Scholarship GIC Term Deposit - increased due to interest revenue, offset by prior year scholarship payments(\$1K).

Other Balances:

- Accounts Receivable: This is mostly due to outstanding receivable balances form ice sales.
- Prepaid Expenses: Have a prepaid amount with the City for ice rental that we will carry in to 23/24.

Regina Ringette Association Balance Sheet			
As of April 23rd, 2023			
	Projected YTD	PY Actuals	Change
	April 14, 2023	April 30, 2022	
Assets			
Cash			
Conexus General	\$ 126,963.38	\$ 75,470.46	\$ 51,492.92
Conexus Tournaments	108,459.34	116,978.63	(8,519.29)
Conexus Bingo	1,430.45	11,861.35	(10,430.90)
Conexus Centennial	14,194.69	70,992.94	(56,798.25)
Conexus Fantasyland	5,973.12	12,985.80	(7,012.68)
Conexus 50/50	0.25	-	0.25
Total Cash	\$ 257,021.23	\$ 288,289.18	\$ (31,267.95)
Account Recievable			
Accounts Recievable	\$ 62,349.63	\$ 29,932.22	\$ 32,417.41
Bingo Recievable	5,469.18	5,469.18	-
	\$ 67,818.81	\$ 35,401.40	\$ 32,417.41
Other Assets			
Redeemable Term	\$ 291,292.05	\$ 274,694.05	\$ 16,598.00
Conexus Scholarship GIC	45,020.90	35,763.45	9,257.45
Prepaid Expenses	47,956.73	23,592.28	24,364.45
Total Other Assets	\$ 384,269.68	\$ 334,049.78	\$ 50,219.90
Total Assets	\$ 709,109.72	\$ 657,740.36	\$ 51,369.36
Liabilities and Equity			
Current Liabilities			
Accounts Payable	\$ 59,255.68	\$ 64,681.33	\$ (5,425.65)
Voucher Payable	22,798.00	25,218.00	(2,420.00)
Total Accounts Payable	\$ 82,053.68	\$ 89,899.33	\$ (7,845.65)
Non-current Liabilities			
Deferred Income	\$ 9,186.04	\$ 9,186.04	\$ -
Total Non-Current Liabilities	\$ 9,186.04	\$ 9,186.04	\$ -
Total Liabilities	\$ 91,239.72	\$ 99,085.37	\$ (7,845.65)
Equity			
Retained Earnings	\$ 558,654.99	\$ 524,534.74	\$ 34,120.25
Profit(Loss)	59,215.01	34,120.25	25,094.76
Total Equity	\$ 617,870.00	\$ 558,654.99	\$ 59,215.01
Total Liabilities & Equity	\$ 709,109.72	\$ 657,740.36	\$ 51,369.36



DIRECTOR REPORTS

➤ **Director of Children’s Ringette – Michelle Burnett**

Registered	LTP	FUN 1/2	FUN3
Returning	1	47	74
New to Ringette	23	53	6
Total	24	100	80
Avg Team Size	-	13	13

Team	Coach
FUN1 – Firecrackers	Steph Karpan
FUN1 – Lightning	Julie Thoring
FUN1 – MJ Stingers	Ali Ayars
FUN1 – Polar Bears	Janelle Ast
FUN2 – Cobras	Scott Bridgeman
FUN2 – Flash	Robin Perreaux
FUN2 – Penguins	Andrew Wilson
FUN2 – Stars	Fabian Folk
FUN3 – Cougars	Tyson Hoedel
FUN3 – Coyotes	Leah Lakeman
FUN3 – Lynx	Rhett Hanowski
FUN3 – Thunderbirds	Mark Heisler
FUN3 – Twisters	Derrick Dalrymple

The Fun 1-2 teams played the season as a full team. There were no move ups this year. The only downfall was ice time, that we will be working on in the future. Most teams in the FUN 1-2 took part in the Jamborees that were held. Kids enjoyed the Regina Jamboree thanks to Michelle for organizing a great event and making sure the kids talked about it all year. Thank you to the Rattlers for coming out to the skills competition and running it for us.

The Fun 3 division had some new players join us this year. Each team participated in a tournament of some sort. Some went to the BP Charge, one went to Medicine Hat, all took part in Queen City Classic, and some traveled to Saskatoon for the City of Bridges. Each team had a remarkable year as we did indeed have some new coaches to the Fun3 division this year and it was great.

We also hosted an event for the second year U10’s in preparation to more up to U12. This included some on-ice skills, learning the shot clock and some new plays/rules they never knew about such as no change on goalie ring. We are developing more and more goalies and looking forward to the next season.

➤ **Director of Coaching Report – Graham Lauten**

We are happy to announce that from the start of this season all the way to the end we are Covid-free!! No travel restrictions, no disruptions, now let us never speak of that word again.

Thanks to all of you that sacrificed so much of your free time to give our kids a positive experience at the rink.



Registered bench staff were as follows:

- Coaches - 146; 63% of coaches were female
- Managers - 35
- Treasurers - 29

The Junior Coaching program consisted of 22 participants with more interest for next year.

Additional volunteers (3) helped with the girls in the game program, as well as a variety of current players helping with the weekly LTP/Children's Ringette programs.

Mid-Season coaching reviews were well received with 140 responses. End of the year coaching reviews had a decent reply rate of 152 responses as well. All coaching reviews are sent to the team/division's commissioner to review and distribute to the appropriate teams. All feedback is read and discussed with the applicable coaching staff.

Certifications

In September we held the coach/manager startup meeting via Zoom in the RRA Office again, it's the best platform to use rather than renting a large space.

CI and CSI in-person courses were held the same time during the season as usual in November, with an additional date added the first week of December because of high demand. A level of frustration was heard from coaches who are in the middle of their season and have a hard time fitting a 2-day course in their schedule. Conversations have been had with Sask Ringette about holding courses before the season starts and they are willing as long as the demand is there.

We had a bit of a certification panic at the end of January when there were lots that we had no record of. We sent a strongly worded e-mail demanding the immediate production of certifications or they were not allowed back on the bench. We apologize for the strongly worded message, but it had to do with applicable insurance for bench staff and our liability if someone got hurt. A long story short, RAS's system was not reading some of the certifications that were already in RRA's hands, so it was the headache of resending certifications that most already had in place. Sorry for the hassle, we got through it.

Coach The Coach

The coach the coach program is in its 4th year, John Dumaine has informed us that he is stepping away from the program at the end of this year. We at RRA would like to thank John for his hours of dedication to help get this program started to assist our membership.

There was some frustration this year with ref'ing in several divisions. Remember most of these refs are kids looking for a part-time job. Refs are needed for our games to be played. Code of Conduct applies to how we treat these refs. The refs are learning young and old, just as the coaches, players and parents are. To help the understanding between coaching staff and ROAR, there have been discussions with the ref'ing association about having a Q & A session to hopefully bring both sides closer to understanding each others' jobs and how to co-exist better.

Again, thanks to everyone for giving our kids a great place to play, be it bench staff, junior coaches, managers, treasurers, parents, and of course our athletes themselves.



Coaching Applications for the 2022-23 season will be as follows:

- AA & A - Open May 1 & Closed May 15
- B - Open May 1 & Closed July 15

More information will be provided on the [RRA Website](#)

➤ **Director of Equipment – Neil Stang**

We purchased new jerseys for several age divisions in June 2022.

Equipment distribution went smoothly in the fall. Equipment returns were delayed due to CRC’s but it will be done over the next couple weeks.

Going forward I would like to continue with upgrading jerseys in all age divisions.

There was also an upswing in interest in athletes wanting to play goalie in the younger divisions and consequently all sets of our smaller goal pads and gloves were used this year. I will be looking into getting a few more sets of pads and blockers for next season.

➤ **Director of Marketing – Darin Degenstein**

Summary - The theme of the 2022/23 marketing plan and approach was to work as a team (the RRA Marketing Team) to boost growth and retention. The focus was on growth, expansion to Moose Jaw, continue leverage successful partnerships, and further develop tactics and strategies to enable growth and retention.

Marketing Plan – A marketing strategy and plan was developed at the beginning of the 2020-21 season. Targets were set using available historical RRA data (1997-2007, and 2015 to today) as well as data from other ringette associations and competing youth sport associations. The concluding target is 120 registered players of U8 age with a 2% year-over-year growth target.

In recent years, RRA was at its peak for the 2016-17 season, with 503 U19-and-below registered players. The 2014 through 2016 seasons had 117 to 120 U9-age registered players. This created a high “bubble” of players now playing mostly in the U14 and U16 divisions. RRA registrations started dropping in 2017 and reached a low point in 2019-20 with only 55 FUN2 (U8) aged players. The impact of this dip will carry to the year 2030.

Great progress was made in 2022-23, as we now have 124 FUN2 (U8) aged registrations (up from 87 last year). This may be a record and exceeded our target of 120.

Division	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
LTP	24	15		19	22	32			
U8/FUN1-2	100	84	75	36	48				
U9/LTP						55	117	120	119
FUN3/U10	80	69	68	71	59	87	83	77	61
U12	69	72	88	95	103	94	82	82	89
U14	72	70	90	76	70	73	62	69	78
U16	89	88	78	68	66	55	92	67	67
U19	73	65	56	67	81	96	67	82	68
TOTAL	507	463	455	432	449	492	503	497	482
Open	174	162	90	163	155	169	173	163	172



The 2022-23 season was another great year for recruiting net new members. RRA added a total of 94 net new ringette players this season. This slightly surpassed last season’s 93 net new ringette players.

Division	New 2022-23	New 2021-22
LTP	23	24
FUN 1/2	53	47
FUN 3	6	14
U12	11	7
U14	0	1
U19	1	0
	94	93

Year	U8	U10	U12	U14	U16	U19	Total
2018-19	70	59	103	70	66	81	449
2019-20	55	71	95	76	68	67	432
2020-21	76	67	88	90	78	56	455
2021-22	87	78	74	77	82	65	463
2022-23	124	80	69	72	89	73	507
2023-24	126	111	72	68	75	72	525
2024-25	129	128	88	68	66	66	545
2025-26	132	138	104	75	61	60	570
2026-27	134	144	117	86	62	55	599
2027-28	137	149	126	98	67	52	630
2028-29	140	153	133	108	75	53	662
2029-30	142	157	139	116	83	57	693
2030-31	145	160	143	123	90	62	722
2031-32	148	163	147	128	97	67	750

Marketing Team – “Many hands make for light work”

Current marketing team:

- Marketing Director: **Darin Degenstein**
- Webmaster/Graphic Design/social media: **Jennifer Shupe**
- Children’s Ringette Director: **Michelle Burnett**
- Content Editor: **Kim Byrns** (also RRA Registrar)
- Shadow Board & Trophy Case Coordinator: **Cheryl Robertson**
- Team Accomplishments Coordinator, Player / Coach / Official Spotlights & Throwback Thursday: **Jessica Romanski**
- Come Try Ringette On-Ice Coordinator: **Amanda Mushumanski**

We are seeking new members to join the marketing team. Roles that could use focus include the following:

1. **Gym ringette coordinator** – in partnership with the Al Ritchie Community Association and Eastview Community Centre. This is an opportunity to reach new audiences and be the first ringette association in Canada to organize a gym ringette program.
2. **Newsletter coordinator** – create a monthly newsletter or story for publishing on Ringette.rocks and/or social media.
3. **Contests coordinator** – plan and run league-wide contests.
4. **Bring-a-friend coordinator** – organize bring-a-friend events.
5. **Special events coordinator** – organize participation in parades, Kids Expo, etc.
6. **University ringette coordinator** – explore and oversee the development of university ringette in Regina (work with the Ringette Association of Saskatchewan (RAS) and Buffalo Plains Ringette Association). See Canadian University Ringette for more information.
7. **High school ringette coordinator** – explore and oversee the development of high school ringette in Regina.



New Logo - Jenn Shupe designed a new RRA logo. The objective was to create a logo that is more aligned to a sports logo. We re-used the “R” from the previous logo, feature a stylized “R” with a ringette stick and ring. The features of the ring and ringette stick were made more prominent, and the logo was made to fit in alignment with a typical width/height of a sports logo. The new logo was used for the launch of the new online clothing store.



Come Try Ringette - The key to growing ringette is hosting and promoting Come Try Ringette (CTR) events. This is the primary entry point for new players.

There is a direct relationship between the number of CTRs events held and the number of new players that join ringette. Six to eight CTR sessions should be planned for each season (minimum) going forward for RRA alone to meet targets.

One of the tactics used to promote the Come Try Ringette events was purchasing “boosts” on Facebook. This has proven effective in reaching new audiences. Although ringette has strong word-of-mouth referrals, it’s critical to augment word-of-mouth to reach new audiences.

We ran eight Come Try Ringette sessions in the 2020-21 season and another 8 in the 2021-22 season. For 2022-23, we ran another 13 Come Try Ringette sessions:

- April 23, 2022
- April 24, 2022
- June 11, 2022
- June 19, 2022
- September 10, 2022
- September 17, 2022 – Moose Jaw
- September 18, 2022
- September 24, 2022
- September 25, 2022 – Moose Jaw
- December 17, 2022
- January 18, 2023 – Moose Jaw
- March 19, 2023 – Southey
- April 13, 2023
- September 24, 2022

Our CTR events continue to be diverse – both with different cultures and with boys attending the CTR events. We also had people attend multiple CTRs before registering for ringette. This may be a potential trend in reaching new audiences (multiple CTRs before they register). In total, we had 88 children attend one or Come Try Ringette sessions.

We struggled with the www.ComeTryRingette.ca registration website, resulting in challenges with registration and getting complete data. As a result, we started to use our own registration form using Google forms.

Darin Degenstein organized most of the CTR events, with Karen Meban and Tania Orr organizing a few as well. Most of the on-ice CTRs were led by **Amanda Mushumanski**. **Caitlyn Robertson** and **Karen Meban** also ran a CTR on-ice. Special thanks to Amanda, Karen, Caitlyn and numerous on-ice assistants including **Bree Schulz**, **Brooke Labbie**, **Camryn Ogle**, **Chanel Schutz**, **Falon Wilker**, **Payten Mushumanski**, **Makenna Mushumanski**, **Courtney Frank**, **Tania Orr**, **Sloane Downton**, **Ciara Jasper**, **Jamie Richardson**, **Kianna Parisloff**, **Sara Degenstein**, **Kindra Mohr**, **Georgia Mohr**, **Darren Mohr**, **Ruth Lee**, **Josephine Lee**, **Alice Wright**, **Olivia Stewart**, **Emma Shaw**, **Bree Schulz**, **Addyson Celin**, **Addyson Picard**, **Falynn Chorney**, **Kamryn Hofer**, **Madison Hofer**, **Quinn Hofer**, and **Leah Massel**.

We ask all RRA members to actively promote and refer CTR events to friends, co-workers and families.



Ringette Rocks - Ringette Regina developed a website for the explicit purpose of recruitment to the sport in the Regina area (RRA and BPRA): www.ringette.rocks. For promotional purposes, it's a quick and easy reference (say "go to ringette.rocks for more information"). Included in the website is a mechanism to sign-up for a wait list to be notified of upcoming Come Try Ringette events, season registration, or Girls in the Game ringette programs. Registering for a wait list means anyone interested in ringette can take action at any time (a consistent "call to action").

Additional content (photos & logos) was added to better represent the Buffalo Plains Ringette Association, Saskatoon Ringette Association, Moose Jaw Ringette, and Southey Ringette.

We need a newsletter coordinator to post articles to the Ringette.Rocks website to keep the content fresh.

Girls in the Game Partnership - For the 2022/23 season, we continued our partnership with Girls in the Game for promoting Come Try Ringette events. Girls in the Game has a mission and values in close alignment to RRA, making them an excellent partner. Reaching new audiences through their extensive distribution list and social media followers has proven effective.



For the third season in a row, Girls in the Game hosted an on-ice ringette program through our partnership. The program ran weekly from January 29 to March 5. 22 participants registered, ranging in age from 5 to 12.

A big thank you to the GITG ringette coaches: **Hailey Aquin, Nicky Hofer, Scott Weaver, Jeff Paterson.** And our Junior Coaches: **Ava Morris, Grace Dennis, Olivia Kirstein.** Our On-Ice Leaders: **Jordyn Felske, Rhyan Mayer, Kamryn Hofer, Madison Hofer, Aida Weaver, Chloe Larson, Georgia Best, Courtney Strudwick, Ava LaFontaine, Rebecca Ulrich, Macie Thompson, Myka Stechyshyn, Katelyn Merrick, Amy Devers, Sara Degenstein** (as Sneaky Deke).

Girls in the Game continues to be a source of new referrals and an opportunity to introduce the sport to players that are a bit older.

Member engagement – We ran two contests this year – a pack-the-stands promotion for the NRL hub weekend, and a Snapchat filter promotion for the Queen City Classic Championships. The pack-the-stands promotion went really well and the atmosphere for our two Saskatchewan Heat games at the Wickenheiser Arena was excellent. The Snapchat filter promotion was a good experiment but is not something we will pursue going forward due to low engagement.

The highlight for engagement has been the player / coach / official spotlights on Facebook / Instagram. Jessica Romanski put together dozens of spotlights and Throwback Thursday posts through-out the season.

Social Media - Social media engagement, particularly Facebook and Instagram, has been effective in reaching new audiences. The goal was to engage our members while spreading ringette-content to their social networks. We've had good success and our followers are growing. Our Twitter account isn't an area of focus and we've stopped posting to Twitter. We've added a TikTok account, and now have 347 followers and 11,400 likes.



Facebook Followers	September 2020	October 2021	April 2022	April 2023
	632	865	1,000	1,252

Instagram Followers	February 2022	April 2022	April 2023
	836	871	1,013

Member Profiles & Throwback Thursdays - Jessica Romanski joined the marketing team as team accomplishment, member profile, and throwback Thursday coordinator. She has published dozens of players, coaches and officials profiles recognizing many amazing members of our ringette community, boosting member engagement and a stronger sense of belonging. The social media engagement has been extremely active and engaging. Jessica is also our Open Commissioner.

Jen Shupe is the RRA Webmaster and is also a member of the marketing team. Her graphic design work is excellent and added a layer of professional polish to our social media posts.

The entire marketing team has access to publish content to social media and several members have (and are encouraged to) post games and highlights. The goal is to engage as much as possible.

Other Advertising and Promotions -

Regina Fall Leisure Guide - RRA purchased two pages in the Regina Fall Leisure Guide once again. This was an effective method to reach new audiences and we'll likely continue to use this method.



Shadow board/Trophy Case – A few updates were made to the shadow boards in the city rinks this year. Cheryl Robertson has agreed to be our shadow board / trophy case coordinator for the 2022-23 season. Keys were made to access the ringette trophy case at the Wickenheiser arena in time for the league championships. The trophies were presented to the gold medal winners before being put back in the trophy case. The trophies are classic, likely 40+ years old.

Regina Pride Parade – Cheryl Robertson and Cindy Knudsen coordinated the parade day on June 11th. It was a successful event to promote ringette and had no cost to participate

I Love Regina – We registered for a free booth at the I Love Regina 20th Anniversary event, August 13 at City Square Plaza and Victoria Park. The booth was run by Darla Larson and Nicole Fisher

Dragon Boat Festival - We registered a free booth, run by Darin Degenstein. One of the boys playing in U12 joined ringette this season as a direct result of the booth.

National Ringette League Hub Weekend – Regina hosted our first ever National Ringette League hub weekend. The NRL is the showcase league for ringette. Our Saskatchewan Heat played teams from BC, Alberta and Manitoba. Two “pack the stands” events were a success. Several teams of all ages attended. The winners of the \$100 Boston Pizza gift certificates were the FUN3 Regina Thunderbirds and the U14B Regina Shock. The Heat sold a lot of merchandise and game passes. It was an excellent



opportunity to promote the sport and reinforce the sport to our younger members. CBC ICI (French) published an article and did a radio and TV segment, interviewing members of the Heat.

Kids Expo - We registered for a booth at the Kids Expo (<https://thekidexpo.ca/exhibitors>). The event has been postponed from April 2, 2022 to April 16, 2023 (due to COVID). **Jessica Romanski** ran the booth.

TV - AccessNow Sports recorded two NRL Heat games at the Wickenheiser (the same games with the pack-the-stands promotions). They were broadcast on Feb 12th. TV game commentary was provided by **Donnell Schoenhofen, Daina Seymour, and Cameron Wright**. AccessNow Sports recorded the B Provincial Championships U19B Bronze and Gold medal games (from Communiskate). TV game commentary was provided by **Darin Degenstein and Jessica Romanski**. SaskTel Max televised the league championship U14B and U16B Gold medal games (from the Wickenheiser Arena). TV commentary was provided by **Jessica Romanski**. CTV ran a story about the two European B teams – the Regina Rattlers and Buffalo Plains Impact. We also made a couple appearances on AccessNow Locker Talk with **Darin Degenstein, Jeff Paterson, Malaea Bonnell, Camryn Donald and Melissa Donald**.

Online Clothing Store - A clothing store is now setup and live. Clothing features our new RRA logo and our retro RRA logo. The URL is rra.entripyshops.com. Entripy is a common online store used by several associations.



Radio Advertising – We produced radio advertisements on Z99 at a cost of \$4000. The ad ran from August 15 to September 11. Holly Kozan, member of Team Canada, voiced the radio ad, and was included in Z99's website event listing.

Gym Ringette - Initiated by Ringette Saskatchewan, we started pursuing a partnership with the Al Ritchie Community Association and Eastview Community Centre. They are interested in providing gym space, at no cost, in order to run a gym ringette league / program. If RRA pursues this, we could be the first ringette association in Canada to formally organize gym ringette. This could be an excellent way to make ringette more accessible while supporting our community and promoting our sport.

Moose Jaw & Southey Ringette - The Regina Ringette Association is both a local ringette association and the league association for both RRA and the Buffalo Plains Ringette Association. A natural extension of the RRA as a league association is expansion to Moose Jaw. The Moose Jaw Ringette program was successfully launched for the 2022-23 season, with the Red Knight Arena at 15 Wing Moose Jaw as the home rink. The Red Knight Arena painted full ringette lines for the season and is



purchasing shot clocks for next season. We had one FUN1 team in Moose Jaw with 12 children ranging in age 6 to 9, with one 11-year-old. We had excellent coaches, a team manager and treasurer, and the team moved to FUN2 for the second half of the season. The parents from the team are able to support the growth of ringette for next season. The goal is to get one U12 team, one FUN3 team and one FUN1/2 team for next season in Moose Jaw. The success in Moose Jaw led to a Come Try Ringette event in Southey in March 2023. 18 of the participants at the Southey CTR indicated they wish to register for ringette next season, and Southey may have 1 or 2 teams next season.

Many thanks to the marketing team, the RRA board, and many other volunteers and contributors for their outstanding contribution in marketing and promoting ringette this season.

➤ **Director of Player Development – Marcel Garnier**

Goalie Clinics - The clinics were run by Tracy Phaneuf with the help of Kiara Corbin and Paige Hunt. 57 players registered to attend the session and some just showed up. Around 75 players attended the clinics over the course of the winter. The 5:45pm group had an average of 8 goalies with as high as 14. The older group averaged 6 with the highest number being 10. One of the challenges was having enough shooters for the session. We may look at making the shooter session mandatory for next season or only taking teams that can guarantee their full team.

Power skating - RRA once again employed Bruce Maclean and from all reports coaches were satisfied with the program. We are looking to expand next season to include the younger division.

➤ **Director of Website – Jen Shupe**

- WordPress Website Yearly Hosting - this includes website hosting, access to TeamLinkt's website builder, your choice of template, and access to our help resources. 1 Annually, \$300.00/year.
- In November 2022, Kim, on behalf of the board, put in a user experience survey hoping our concerns will be looked at. Here's how we ranked the items from most (1) to least (7) challenging/importance.
 1. Website design/functionality
 2. Dealing with ads in the app
 3. Not having enough support
 4. Running meaningful reports
 5. Communicating with teams
 6. Getting teams to use the app
 7. Providing value to sponsors
- Other challenges were content gaps in the Help Center. How much would (RRA) pay if they could make the website improvements or customizations (front end and back end) we ask for. That being, fix bugs and provide a higher level of support and availability. We stated Between \$25 and \$50 per month.
- In our contract with TEAMLINKT it states: *"TeamLinkt retains the right to place a non-invasive banner advertisement within the TeamLinkt App."* I brought it up with them and they responded with, *"our business relies on ad revenue to continue to deliver our products (including all features) without any fees. We will remove ads for your teams for the remainder of the 2022-2023 season."* This was never done. *"For the next season (2023-2024) we will have to chat through what we can*



do in regard to the ads. My manager said we should be able to offer a discount for removing ads for your teams if that's something you are interested in. That will have to be something discussed prior to next season!"

- I was also told that teams can remove ads for \$15.00/team instead of \$45.00. It was too late in the season to implement but I did if it could be moved forward for future years. Maybe this is something RRA wants to look at rebating or helping teams with if it fits within budget.

COMMISSIONER REPORTS

➤ **U12 – Emily Chambers**

Team Name	Division	Head Coach
Fusion	A	Rod Jung
Riot	B	Teagan McMillan
Warriorz	B	Cara McNaughton
Sniperz	B	Kelly Tomkinson
Venom	B	Jennifer Best
<i>Note: Buffalo Plains Ringette Association had 2 teams in the U12 division</i>		

League Standings:

- Gold – Riot
- Silver – BP Rage
- Bronze – BP Thunder

Commissioner Comments:

We had the Fusion team picked in September and the remaining U12 teams were picked shortly after. The teams competed in several tournaments both in and out of the province in Regina, Saskatoon, Winnipeg, Edmonton, Calgary, just to name a few.

Coach of the Year was Teagan McMillan.

A huge thank you goes out to our wonderful coaches this year. Thank you for your dedication, the hours, and for passing on the true love of this game. I am truly looking forward to working with this division again.

➤ **U14 – Nicole Fisher**

The U14 Division had 69 players this year.

Team Name	Coaching Staff
U14 A Aces	Alyssa Wolfe
Ice	Rick Green, Greg Kuntz
Infinity	Scott Weaver, Shauna Sebastian
Shock	Jessica Romanski, Hannah Romanski
Raptors	Graham Lauten, Quinton Stewart

League Standings:

- Gold – BP Renegades
- Silver – Ice
- Bronze – BP Warriors



Provincials Overview/Standings:

- Gold – Ice
- Bronze - Infinity
- Western cup- U14A Aces

Commissioner Comments:

The U14 Division had a great start. The season was hit and miss for tournaments but for those teams that did attend tournaments at least one Regina team brought home a medal. I would like to thank you to the coaches for helping out this year and getting the kids out there to play the sport they love. Our division had a lot of breaks with ice being an issue but found a way to get the girls active by off ice activities. When I spoke with teams around the rink this season, a lot commented that they really enjoyed seeing the girls out there with smiles on their faces and the atmosphere of being able to play as a whole team instead of half and half. I look forward to next year.

➤ **U16 – Joanne Okerstrom**

The U16 Division had a total of 89 players on 6 teams, which is up from 86 last year.

Team Name	Division	Head Coach
Stingers	AA	Daina Seymour
Attack	A	Tracey Phaneuf
Royals	B	Shane Kerr
Riot	B	Devin Tremblay
Predators	B	Marshal Verhelst
<i>Note: Buffalo Plains Ringette Association had 3 teams in the U16 division. We also have 11 additional U16 aged players registered on the U19B Rattlers team.</i>		

League Standings:

- Mixed A Gold - Attack
- Gold – Predators
- Silver – BP Outlaws
- Bronze – Royals

Provincials Overview/Standings:

- Gold AA – Stingers
- Gold A – Regina Attack
- Gold B – Predators
- Silver B – BP Outlaws
- Bronze B – Royals

WCRC:

Silver A - Attack

Commissioner Comments:

The U16 division had a very successful season. After not being able to travel during previous seasons due to Covid, the teams traveled and came home with lots of hardware.

It was a delight to work with all the coaches and staff. I look forward to seeing them develop in the coming seasons.



Team Comments:

U16AA Stingers – Head Coach Daina Seymour

We competed in 41 games versus other U16AA competition over the season with a final record of 25 wins, 12 losses, and 4 ties. These games occurred over five tournaments in Landmark (silver medal), Regina, Saskatoon, Leduc (bronze medal), and Red Deer (silver medal) and three exhibition series in Calgary, Souris, and Rolling Hills. We won gold at provincials in Saskatoon to earn the right to represent Saskatchewan at Nationals. On average, we outscored our opponents 4-2 and averaged 30 shots for and 23 against. These were goals we set out at the beginning of the season and were able to achieve at the end of the season.

U16A Attack – Head Coach Tracey Phaneuf

The Attack had a great season, we attended 5 tournaments (Winnipeg, Saskatoon, Edmonton, Regina, and Calgary). We never placed below 3rd and won 1 Gold and 1 Silver. Not all the tournaments had bronze medal games so I can't state that we won 3 bronze medals. We won Gold in Provincials in 2 games, Won Gold in our City playoff and Silver in Westerns. The sportsmanship we showed at all the tournaments helped us build strong relationships with the other teams. Edmonton Elite reached out to wish us luck in Westerns. In our Gold Medal game AB, MB and the host team all showed up to cheer us on and took pictures with our team after the game. That is what the girls will always remember.

The progress this team made was amazing. Checking the spread between games from the beginning of the year against the Stingers versus the end shows the progress made.

We did have one personal challenge on our team, but it was dealt with and that also improved the morale of the team and made us even stronger.

U16B Royals – Head Coach Shane Kerr

The Royals season was a success. We had many ups and downs but continued to grow together as a team, which was our highlight. There was success on the ice with winning the City of Bridges Tournament in Saskatoon and bronze in both Provincials and City Finals. Our girls each did a fantastic job of developing their skills, focusing their attitudes, and having a fun season together. We look forward to seeing each of them back at the rink next year.

U16B Riot – Head Coach Devin Tremblay

The U16B Riot won a bronze medal in the Buffalo Plains tournament and a silver medal in the Transcona tournament in Winnipeg this year. Although we struggled to win a lot of games this season, we had a great group of girls that got along well and worked really hard which made it a success.

U16B Predators – Head Coach Marshal Verhelst

The Predators had a successful season on and off the ice. We went to tournaments in Edmonton, Calgary, and Regina. We won the Silver Rings (Edmonton) in overtime in an exciting game. We lost the Golden Ring (Calgary) semi final 2-1 in overtime after heavily outshooting the other team. We took home bronze in the Jim Benning. Our girls stepped up at the end of the season and won both the league and provincial championships. Off ice activities included badminton, outdoor runs, workouts, game nights, Pats game and team strategy/video sessions. The coaches were thrilled with the commitment, teamwork, and attitudes of our athletes all season.



➤ U19 – Lelsey Jung

It has been a great season. Thank you to all the coaches, team staff, players and parents for being so wonderful in my first season as commissioner. We had lots of amazing coaches step up this year for the first time in this division. It was great to see tournament play and travel happening again. There were no incidents reported this season and there was great team participation throughout the season.

Team	# of Players	Head Coach
19AA Bandits	17	Christen Benson
19A Ript	14	Marcel Garnier
19B Renegades	13	Krystyna Kezama
19B Outlaws	13	Brad Wenger
19B Raiders	14	Nicole Prystupa
19B Rattlers	13	Tania Orr

This year the B teams were drafted by ability and friendships. This process worked out well and will be good for future retainment. We were able to form 3 teams this year vs only 2 last year in the B division and the Rattlers moved up into this division as well. The teams were smaller in size and with some player injuries and schedule issues, AP use was up a bit more than normal.

We will continue to look at practice times for this age division. The times set seemed to work well this year but would like to add in a few more earlier practice times in each half of the season.

Both the AA and A teams had a healthy number of new players to those teams.

All teams had successes in game and Tournament play this year.

➤ Open (18+) – Jessica Romanski

Division	Team name	Players
A	BP Grit	17 players
A	Elite	17 players
A	Chaos	18 players
A	Jetts	15 players
B	BP Aces	17 players
B	BP Hellraisers	15 skaters, 2 goalies
C	Wildcats	20 skaters, 1 goalie
C	Honey Badgers	14 skaters, 1 goalie
C	Misfits	19 skaters, 2 goalies
C	Blitz	17 skaters, 1 goalie
C	Shooters	15 skaters, 2 goalies
C	Ambush	16 skaters, 1 goalie
C	The Crew	15 skaters, 1 goalie
C	BP Extreme	19 skaters, 1 goalie
A, B, C	Spare list	3 skaters, 1 goalie
TOTAL		249 players



League Standings:

- A: 1st Grit; 2nd Jetts; 3rd Elite
- B: 1st Hellraisers; 2nd Shooters, 3rd Aces
- C: 1st Honey Badgers; 2nd The Crew; 3rd Extreme

Provincials Championship entries and standings:

- A: Chaos, Elite and BP Grit entered. Regina Elite won bronze and BP Grit won silver. Both medal games went into over time.
- B: BP Hellraisers were the only team from our association to enter. They won Gold.
- C: The Crew, BP Extreme, and Misfits entered. The Crew won bronze and Extreme won silver.

Western Canadian Championships:

- A combination of players from the Open A teams attended Westerns as Team Saskatchewan.

Tournaments:

- Regina Elite Tournament – Jetts, BP Grit and Elite competed. Elite won gold and the Grit won bronze.
- Regina Jim Benning Tournament – the Misfits, The Crew, Wildcats and BP Extreme entered. Misfits won gold, BP Extreme took silver, and The Crew took bronze.
- The Open C Misfits also traveled to Calgary for the CORA Classic in January.

Comments:

- Keeping divisions even in skill was a challenge this season. We decided to move the top two C level teams to B for Playoffs. The Blitz and Shooters were moved up. The Shooters placed 2nd and the Blitz placed 4th in the B division. Both final games were competitive.
- The reason for bumping the two teams up was as follows: during the regular season, the Shooters were 2-0 against the Hellraisers and 1-0 against the Aces. They also went 18-0 in the regular season for Open C. During the regular season, the Blitz went 0-1-1 against the Hellraisers and 2-0 against the Aces. They went 16-3-1 in the regular season for Open C.
- We had a couple of games cancelled this season due to poor weather/road conditions. The 18+ B/C provincials also had all Saturday games cancelled due to road conditions which resulted in some schedule changes on Sunday.
- We made some changes to the AP policy for all levels. The changes allow the C division to have AP players in playoffs (maximum 10 skaters), and we now allow the A and B division to AP to have a maximum of 12 skaters during regular season.

REGISTRATION REPORT

Registration Summary for 2022/2023:

- **685** players registered this season; 60 more than last season.
- **94** *new-to-ringette* players registered this season:
 - 23 in Learn to Play
 - 53 in FUN 1 and FUN 2 (including 12 in Moose Jaw)
 - 6 in FUN 3
 - 11 in U12 (1 new player of U14 age played in U12)



- 1 in U19A
- 41 players earned a \$50 Bring-A-Friend voucher for referring new players who registered in U14 or younger.
- 23 full-time goalies will receive a voucher for 100% of their registration fee for next season, and 4 first-time goalies (3 in U12 and 1 in U19) will receive a 50% refund of their registration fee for this season. This is the second year of this promotion.
- 146 coaches registered this season: 63% (92/146) were female, a 9% increase from last season. We also had 35 managers, 29 treasurers, and 1 manager/treasurer (FUN 2).

Division	2020-21 players	2021-22 players	2022-23 players	Difference from last season
Learn to Play		15	24	9
FUN 1	53	41	51 (12 in MJ)	10
FUN 2	19	43	49	6
FUN 3	70	69	80	11
CR Subtotal	142	168	204	36
U12	85	72	69	(3)
U14	91	70	72	2
U16	78	88	89	1
U19	56	65	73	8
Youth Subtotal	310	295	303	8
Open 18+	90	162	178	16
Total	542	625	685	60

Respectfully submitted,
Kim Byrns

SCHEDULING REPORT

Will be sent separately.

ROAR (Ringette Officials Association of Regina) REPORT

We had a few major changes at the beginning of the season. ROAR met with the Buffalo Plains Ringette Association President and signed a one-year contract to join forces with the Buffalo Plains officials to include them in our scheduling, meetings, and payments. This was not without growing pains, but overall it went well and will be re-evaluated in the off-season on how best to proceed. Our association also took a step forward and established e-transfer monthly payments. Big thanks to our assignor and treasurer for their hard work to make this happen.

We hosted a Level 1 and 2/3 clinic this season. Together with Ringette Regina and Ringette Saskatchewan, we were able to bring in a Ringette Canada evaluator to the November Elite



tournament, which saw a number of our senior officials evaluated. There has been a need for more evaluators throughout the province and we have been in conversation with Ringette Sask about hosting an evaluator clinic to increase that number and provide more feedback and advancement opportunities for our officials.

We did have a number of problems with bench staff and spectators this season. I would like to remind everyone that there is a code of conduct that is to be followed. Some of the officials that encountered problems this year are only a couple years older than the players they are officiating. Please keep in mind how you would like someone to speak to your child before deciding to loudly share your comments with the rest of the arena. A lack of knowledge on ringette rules also seems to be an issue. There are many resources on Ringette Canada’s website to assist in learning the rules and their application.

Congratulations to our officials who officiated in our three local tournaments as well as the Buffalo Plains and Saskatoon events. We are also very proud of our officials who were selected to officiate and supervise at the 2023 Provincial Championships.

Respectfully submitted,
Tanya Jones, President

COACH THE COACH PROGRAM REPORT

- Most of the Senior coaches team from the previous year returned and we added Scott Weaver and Graham Lauten as primes for Fun 3.
- Kick off meeting and WhatsApp group was set up to facilitate Q and A’s.
- The on-ice session did not happen at the beginning of the season and future work is required to determine on-ice needs of brand new coaches and coaches that have been in the program for multiple seasons. On-ice sessions and money should be available for next season.
- The season was very quiet in terms of new coach questions. Assumed Senior coaches engaged teams as needed.
- The focus for next season will be to transition the Coach the Coach Program to Scott Weaver over the summer months and to re-engage senior coaches with their support for next season.

Respectfully submitted,
John Dumaine

TOURNAMENT REPORT

Thank you to following ladies for all their work throughout the season to make the best of the tournaments!

Vanessa Atherton	Raegan Gardner	Darla Larson	Temple Mauer
Sherri Bell	Tammy Hunt	Heather Leitner	Cindy Pettigrew
Tasha Dietz	Lori Klein	Amber Lenic	

Tournament Financials are handled by the RRA Treasurer. Please refer to treasurer report for details on the tournament proceeds/deficits.



Elite Tournament: Nov 4–6, 2022

This tournament hosted 16 teams in the divisions as noted below.

- U16AA – 4 teams
- U19A – 5 teams
- U19AA – 3 teams
- Open A – 4 teams

Jim Benning Tournament: Jan 6–8, 2023

This tournament hosted 37 teams in the various divisions as noted below.

- U12A – 10 teams
- U14A – 5 teams
- U16A – 6 teams
- U16B – 6 teams
- U19B – 6 teams
- Open C – 4 teams

Queen City Classic Tournament: Feb 3-5, 2023

This tournament hosted 31 teams in the various divisions as noted below.

- FUN 3 – 11 teams
- U12B – 8 teams
- U14B – 12 teams

Respectfully submitted,
Jayda McMillan

BINGO REPORT

Amalgamated Charities and RRA – A backgrounder

RRA is in a partnership with Amalgamated Charities (an agent of SLGA). Amalgamated Charities manages the venues and RRA (among many other non-profits) supplies the labour.

With our bingo license, RRA shares with Amalgamated Charities in the profits of two bingo halls – Centennial and Fantasyland.

If revenue is low enough, the venue makes no money and RRA shares in the losses. But because of RRA's Bingo and Voucher Policy, Regina Ringette pays the labour regardless of revenue. The labour rate per shift is as follows:

- Centennial Bingo Coordinator \$80
- Centennial Floor Worker \$65
- Fantasyland Bingo Coordinator \$90
- Fantasyland Floor Worker \$75

How exactly does RRA lose money on bingos?

In the calendar year of 2022, RRA lost \$1,886 overall. Since 2006 (the beginning of readily available data) these type of losses have never happened.

This is money that, ultimately, is removed from RRAs general operating budget. Looking at the table, it becomes apparent that the Voucher (labour) expense is outstripping revenue.



2022					
Revenue	\$17,894.99	26	\$4,152.02	28	\$22,047.01
25% Kickback	\$4,473.75		\$1,038.01		\$5,511.75
Vouchers	\$21,125.00	316	\$8,320.00	104	\$29,445.00
Profit	\$1,243.74		-\$3,129.98		-\$1,886.24

Why is Bingo critical to RRA?

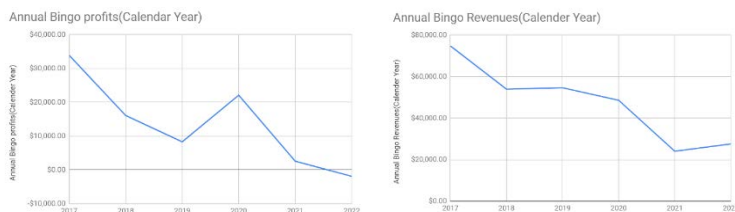
RRA depends heavily on Bingo for two reasons:

- 1) It helps families who work the bingos directly subsidize their ringette expenses
- 2) It allows RRA, on average, to operate in the black

Even though it operates in the black, RRA doesn't keep the money. It ploughs it back into the association. The result is subsidized fees, camps, ice, new equipment purchases, etc.

The future of Bingo

If revenues and net profits are an indication of demand, then the chart with its downward trajectory would suggest this type of gaming is less popular today than several years ago.



Recommendations

Short term

- Stop advertising for labour.
- RRA can mitigate risk by controlling bingo labour expenses. Should consider the following actions:
 - Eliminating Fantasyland as a viable option for RRA members: In 2022 this specific bingo hall cost the RRA \$3,130. The margins at this site are declining and with Bingo demand lessening, I do not expect this to turn around. In order to turn Fantasyland around, we would need to limit the number of workers at this location to a maximum of 2. That should allow the RRA to at least break even at this location. In 2022, RRA averaged 3.57 workers per Bingo at Fantasyland, resulting in the losses seen during the year.
 - Capping the number of workers allowed at Centennial: Revenues are declining, Centennial was profitable, but was essentially a break-even bingo location for the RRA. On average, based on 2022 revenue levels, Centennial can accommodate 12.34 workers per bingo and remain profitable. This is slightly higher than the 2022 average workers of 12.07. To RRA to mitigate any losses, we need to ensure the labour expense stays below the average revenue realized from each Bingo.

	Revenues	Voucher Expense	Profit(Loss)	Average Bingo Workers	Average Cost Per Bingo Worker	Average Revenue Per Bingo	Maximum Bingo Workers
Centennial	\$22,368.74	\$ 21,125.00	\$ 1,243.74	\$ 12.07	\$ 66.85	\$ 825.14	12.34
Fantasyland	\$ 5,190.03	\$ 8,320.00	\$(3,129.98)	\$ 3.57	\$ 80.30	\$ 175.30	2.18



Long term

- Historically, RRA has benefited mightily from Bingo profits. Given RRA’s current registration pricing schemes and programming costs, the alternative profits, such as Bingos, are critical to its stability. Relying on bingos exclusively puts the RRA in a vulnerable position. The RRAs goal with Bingos moving forward should be to break even on an annual basis, as opposed to the previous strategy of earning an alternative stream of profits to offset programming costs.
- RRA has entered into an agreement with Tap 50/50 to run online 50/50 raffles. This was utilized for the first time at the 2023 CRCs, resulting in a profit of approximately \$6,258.90 as of April 14 for the CRC host committee, and ultimately the RRA. Going forward, RRA will need to leverage this partnership with Tap 50/50 in order to create a new revenue stream for the Association. Running online 50/50s for our tournaments should drive up the prizes, and ultimately our profit as a result. In addition, we can run alternative draws (Championship Weekend, Offseason Raffle, Pre-Season Raffle, etc.) to generate even more lines of revenue for the Association.

Notes

- According to SLGA Class “B” Terms & Conditions, the distribution of Gross Revenue is based on a *disbursement formula* submitted to, and approved by, SLGA. The document doesn’t say who creates the formula, whether or not it’s negotiable or any other terms.
- The current formula is 4.514% of gross, 25% of net. All charities, it would seem, are paid according to this formula.

CONSTITUTION UPDATES/CHANGES

Changes as noted on the Agenda and as shown in the Constitution that was sent out with the meeting information.

BOARD MEMBER NOMINEES

Executive Roles

Vice President

- **Cindy Pettigrew**
 - Nominated by Jessica Romanski
 - 2 years treasurer for school CSCC
 - 5 years coaching job performance and managing people and business projects
 - 2-3 years on RRA Tournament Committee
 - 7 years ringette team manager
 - diploma in Human Resources
 - Daughter in ringette
 - son in hockey and refs hockey
 - Likes to read, golf and spend time at the lake in the summer



Treasurer

- **Dustin Thiel**
 - Nominated by Jason Hoffart
 - Current RRA Treasurer since Nov 2022
 - Certified Professional Account (CPA)
 - Finance Manager with SaskTel
 - has a daughter in Fun3
 - played hockey my whole life and now looking to provide a good sporting experience for not only my daughter, but also all the athletes under the RRA umbrella

BOARD MEMBER NOMINEES

Director Roles

- **Graham Lauten**
 - Nominated by Colette Lauten and Jessica Romanski
 - Was appointed the Director of Coaching in the Fall of 2022 when a previous board member left due to relocation
 - 2 Daughters in Ringette, U14 and Fun 2
 - Has head coached for 5 years
- **Cindy Pettigrew**
 - Nominated by Jessica Romanski
 - 2 years treasurer for school CSCC
 - 5 years coaching job performance and managing people and business projects
 - 2-3 years on RRA Tournament Committee
 - 7 years ringette team manager
 - diploma in Human Resources
 - Daughter in ringette
 - son in hockey and refs hockey
 - Likes to read, golf and spend time at the lake in the summer
- **Jennifer Shupe**
 - Nominated by Amanda Howarth
 - 2 Years on RRA board but has been a part of RRA for 9 years
 - 5 years RPOMA board
 - 25 years as graphic designer
 - Daughter currently on the U19AA Bandits
 - loves baking and volunteering
- **Darin Degenstein**
 - Nominated by Nicole Fisher
 - Current RRA Director of Marketing
 - very passionate about RRA
- **Kim Byrns**
 - Nominated by Nicole Fisher
 - Current RRA Registrar