

ONTARIO

SPEED SKATING

2018 ANNUAL GENERAL MEETING



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President Review 2017-18

I would firstly like to thank everyone involved in the Province – whether as a skater, official, coach or volunteer within the Club system for being part of the family of speed skating. I know through many conversations and discussions with people in the Province of their passion or frustration that they feel but also their desire to see change. We welcome that input and it is received and noted.

I would also like to congratulate and acknowledge our Olympic Athletes that will be representing the Canada in Pyeongchang and the extraordinary efforts that went into achieving their dream. This has been a culmination of time spent through the club system in Ontario, and I know they value the lessons that were honed on fun filled nights with engaging coaches seeing something special develop. So we wish our best to Vicent D'Haitre, Ivanie Blondin, Isabelle Weidemann, Jordan Belchos, Ben Donnelly and Keri Morrison. We know that we also had numerous athletes also trying out at the trials, and we know that their names will be forefront in the next Olympic cycle.

Two Ontario athletes represented Canada at the Junior World Championships- Renee Steenge and Gibson Himbeault. We look forward to watching them with continued vigour over the next few years. We had tremendous success from hosting Canada East in 2017 with the host Clubs – Ottawa Pacers and Gloucester Concordes. It was a very well run event, and provided opportunities for both clubs to interact and stretch themselves in running a higher level national meet. We also saw great racing by all our athletes, which also afforded the opportunity because of the hosting opportunity for more skaters to attend. I would therefore encourage clubs [maybe several clubs] to look at this opportunity.

Since taking on the role of President unfolding the challenges of seeing what needs to be addressed immediately, what was to be altered in a longer term position and our desires for a stronger future has been a balancing act. I feel we have gone through a year where we have determined the gaps in our Province and started to rebuild the initiative to make this Province a leader in Speed Skating.

The challenges. We were hemmed down for many years only having a funding allocation of approx. \$57,500. This has not allowed for any growth or forward thinking and created a paralysis of Speed skating in Ontario. There are many issues to why this was consistently low, and we have addressed some of these in the past year. Consequently we have now been provided with \$150,000 for the period 2017-18 and matching funds for 2018-19. I would however caution that while this is a major bump in funding it also includes High Performance, Ontario and Canada Winter Games funding. We are determined to see that figure grow over the next few years as we work closely with the Ministry of Tourism, Culture and Sport and this will mean dedicating our resources appropriately to the required programs.

President Review 2017-18

We have an immediate need to correct coaching and officials within the Province. It is clear that while we have depth in talent within the Province, there is a limit to the capacity we are stretching individuals especially in the officials. We need a creative succession plan that will turn parents/families into volunteers and then into officials. This will create a greater depth at events, and not rely on the same individuals being part of the racing series. Coaching also requires additional thought – we are not seeing skaters develop into the coaching talent that other provinces are benefiting from. This is certainly not to criticize in any manner the current coaching in the club system, but we are also not actively seeing any form of succession. In order to help – we need to define talent in our existing pool and look further to younger influences that will be the next generation – if we do not do this now, our failure will happen very shortly.

The racing series is strong, but also provides challenges in terms of numbers and ability. This year we have seen some growth in the Regional Series but, some of this can be tied to Provincial Level skaters getting the opportunity to skate at these meets which inflates the numbers. It also means they are also placing in the podium places taking away the ambition and drive of true Regional skaters. We are therefore looking to make changes to the number of meets/size of skaters and also adapt these events to the overall racing structure so that it coincides better with National, Provincial meets.

We are going to be making changes to the SETH program. This will involve a greater involvement of Eric Be-dard [HP Director Ontario] with the impact that the Canada Winter Games in 2019 will require. We also realize that there needs to be a middle and grassroots development within the Province. These changes and ideas will be made in conjunction with the Clubs, to gain a true perspective of what is required. After many discussions we understand some of the gaps in development, but the success of any program will require a consensus in bringing it forward.

We are all too familiar with the issues surrounding Long Track in Ontario. However, we also have parameters now in place where can only host Junior level and below events – which is a consequence of the systems required in place for safety mats. Therefore the need to develop facilities that cater to both Long and Short Track that are World Class facilities with the ability to host international events and offer opportunities for training is paramount for the success within the Province. We need to work with the Clubs – identify our existing facilities, and develop a strategy for a Province wide solution. This is why an Infrastructure working group has been established where we will produce a document that can be used to approach all levels of government to finding a solution.

President Review 2017-18

As we move past the 2018 AGM the Ontario Board of Directors will become a more skill based board that will challenge the strategic thinking of the association. This means a greater balance of skills from the Board that will include business, financial acumen, policy, marketing and being also sport specific. The task will be to create strategic and operational plans that coincide with the club structure. We also intend to continue the drive towards a forward thinking organization that is transparent and inclusive through direct communication with all our clubs.

We are positive that we can continue to grow within the Province and develop skaters and programs that will reach far beyond the next few years.

David Butterworth
President

Treasurer's Report 2017-18

This is the first year of reporting for the new fiscal period September 1 to August 31. The comparative numbers in the financial statements are for the 5-month period April 1, 2016 to August 31, 2016 and so are not directly comparable to the current 12-month period.

This fiscal year was one of positive steps. Issues of note include:

- Funding from the Ministry of Tourism, Culture and Sport was an astounding \$150,000 for 2017/2018 and a further \$150,000 in 2018/2019.

There have been significant changes with the Ministry of Tourism, Culture and Sports funding model through the creation of the Ontario Amateur Sport Fund, a commitment under Game On – The Ontario Government's Sport Plan. There will no longer be base funding and sport priority funding from the MTCS. Base funding was an amount of funding from the Ministry often determined by membership numbers to assist with the operating costs of a provincial sport organization. Sport priority funding was funding to assist with projects like the SETH program. The Ministry will now be allocating funding that supports the priorities identified in Game On, participation, development and excellence to deliver programs and competitions that align with the Long Term Athlete development plans; programs such as OSSA's SETH program and coaches and officials development.

The funding covers the organization from April 2017 to March 2018. The income covering September 2017 to March 2018 is shown as deferred income on the Statement of Financial Position and is excluded from the Statement of Operations and Changes in Fund Balances where it will be shown in the 2017/18 financial statements.

- OSSA was subject to an HST audit covering the 2015 fiscal period. The result is that the bulk of fees payable to the organization are now subject to HST. The fee invoices that were issued for the 2017/2018 fiscal year were based on this new approach. The HST shown as a reduction in the income earned in 2016/17 indicates the HST that is owing for that period that were not reported while the negotiations with CRA were underway. We are now currently up to date with our HST requirements to CRA.
- In prior years, funds were set aside by the Board to be used for specific restricted purposes. Those funds were required to cover the shortfall in spending in the last few years and no longer exist. The Statement of Operations and Changes in Fund Balances indicates the funds now correctly shown as reducing the negative balance in the general operating fund with zero funds left in the restricted reserves fund. The 2017/18 budget includes an amount to be transferred to a reserve fund for use in the future.
- The \$172,000 in Receivables on the Statement of Financial Position includes the \$150,000 from the Ministry; it was received in two tranches, one in October 2017 and the second at the end of January 2018.

Bernadette Byrne
Treasurer

Vice President Sport Development

The 2017-18 season will soon be complete. Lots of long, hard hours training by the athletes, planning and implementing programming by the coaches, and the never-ending contributions of parents and volunteers make our world go round. The work includes filling water buckets, tying mats, managing ice allocations and endless skate sharpening, among other tasks.

This year Ontario will be represented at every SSC short and long track selection or ranking event, at both Junior and Senior levels, by athletes still training here at home. Those athletes who are leaving this summer and fall to pursue higher-level training, have set the example for the next cohort. The SETH program enhanced coaching education and opportunities have all contributed. Even though an athlete may have determination and passion, it is only one part of the equation. All the factors above need to be in place to arrive at the desired result. Participation at competitions has been increasing since the start of the season. Since December, there are more 6-8 year olds racing. 9-12 yr. old numbers have been consistent to the number of competitors last season. The 13-14 yr. old boys are also close to the number of athletes who raced last season. In that age bracket, the girls 13-14 has reduced minimally. Provincial A meets have had consistent attendance.

In March, we will be participating at the Ontario Winter Games. This used to be a bi-annual event that was dropped for a few years. The games are a multi-sport event, complete with opening ceremonies, dedicated athlete accommodations, meals and transportation. Sixty-four (64) skaters will be competing.

February 2019, is Canada Winter Games. Ontario will send five female/five male skaters for short track, and four female/four male athletes for long track. As well, each discipline has a coach and manager, which must be a female/male team. This is an amazing experience for them all, and long regarded as a step on the pathway to national team membership for many sports. It will be an opportunity for clubs to promote our sport, and let younger skaters and families see how far one can go.

Part of the preparation for CWG is the competition calendar. The short track events for provincial level will be held much earlier in the season. This aligns with the SSC deadlines for qualifying competitions, as well as with other region's calendars across the country. Subsequent season calendars will follow this timeline, as the SSC calendar is driven by international events. This may prove challenging in the short term, to secure ice in some municipalities, with the same regularity as in the past.

And, this being an Olympic year, we have to acknowledge the number of Ontario participants at the 2018 Games. There are now seven (7) athletes, all in long track, who will be competing. Add to that, 2 coaches, one each in short track and long track. All of them were athlete members of OSSA as children and teens. They wore Ontario colours at National Championships and Canada Winter Games. From there, it was on to Junior World events, FISU Games, World Cups and World Championships. The foundation was established here, at their home clubs. A special mention has to go the Gloucester club, and especially Mike Rivet. Three athletes in the same discipline is phenomenal. It goes back to all the factors in the equation. As well, Rick Hunt of Kingston will be going as a long track referee. Include the families and friends, and OSSA will be a presence in Pyeongchang. Adrian Rudy will be representing Canada

at the Junior World Short Track Championships as well this year. These are solid accomplishments for a sport with a small membership.

I would like to thank the members of the technical committee, Ron Richards, Dennis Vogt, Laurel Rockwell and Jenn Roney. As well, Cindy and Nicole van Lierop and Sarah Leslie.

Respectfully
Marg Oliveira
Director-Sport Programming

Vice President Athlete Development 2017-18

Blake Morrison

The 2017-2018 season has seen continued development for Ontario skaters, mostly centred on OSSA's High Performance (HP) program, SETH. This program, along with several operational changes have instilled new confidence in the Ministry of Tourism, Culture and Sport resulting in a significant increase in funding. These funds will enable us to continue with our High Performance Director, Eric Bedard, who with the SETH coaches, enthusiastic skaters and dedicated OSSA staff will be able to further develop the SETH program and insure the program has continued success. The work is not over; plans for the 2018-2019 season leading up to the Canada Winter Games are well underway. The OSSA Board and Staff are committed to include Long Track aspects that will address the challenges of securing adequate training facilities and opportunities for our LT skaters.

OSSA continued to refine the Quest for Gold selection criteria to address evolving Ministry requirements.

A successful grant application for the "RBC Learn to Play Community Action Grant" was submitted in 2016. The \$10,000 received by OSSA was distributed between five clubs for them to host a Learn to Speed Skate program. Program materials were provided by OSSA Sport Manager, Sarah Leslie, covering all aspects of the organization, execution and follow up reporting of the program.

OSSA held a one-day Canadian Age Class Long Track Prep Camp in 2017 in Ottawa. This season, the camp was again scheduled for after the Provincial Championships and welcomed a wider range of skaters. Last season, nineteen skaters participated and this season there were 24 entries but, due to inclement weather, the event was unfortunately cancelled.

Sport Manager 2017-18

The projects and plans for the 2017-2018 season were similar to the previous season except the scope and reach were larger than ever before. The adjective to best describe this season was “more”.

Skating Excellence Training Hubs (SETH)

Season 2 of this high performance program evolved to include more athletes, the addition of long track programming, and summer programming. More skaters are qualifying for national ranking meets and performing at higher levels of competition. Thanks to Eric Bédard who continued to provide leadership for coaches and athletes this season.

Coaching

The OSSA Coaching Conference in September welcomed more coaches (21) from a greater variety of clubs (10). This will continue to be an annual event providing professional development points for maintenance of coaching certification.

An increase in applications from Ontario coaches to attend national meets and the Ontario Winter Games ensured coverage for the events and allowed for more development opportunities.

The RBC Participation Learn to Speed Skate grant program provided Fundamentals Leader training courses for more than 40 participants – many of them youth and young adults starting to be involved in coaching at the club level.

A mentorship grant from the Coaches Association of Ontario helped provide more hands-on training for coaches at Canada Cup #1.

Racing

Meets have been well attended this season by youth skaters and the Special Olympics community however Senior and Master skaters' numbers continue to decrease.

I would like to thank all the clubs, with special thanks to the Meet Coordinators and volunteers, for hosting twenty meets across the province. Meets are a tremendous undertaking and your work is appreciated.

Sarah Leslie
Manager, Sport Programs

Nominating Committee Report

The Ontario Speed Skating Association's Annual General Meeting (AGM) will be held on Saturday February 17, 2018 at 7:00 PM. OSSA will be holding an election to fill three (3) board member positions.

According to the Nominating Committee's Terms of Reference, its duty is to ensure that the Ontario Speed Skating Association (OSSA) Board of Directors is composed of qualified and skilled persons capable of and committed to provide effective leadership for OSSA and present a slate of qualified persons to stand for office at each election of the BOD.

The Nominating Committee is composed of David Stewart, David Butterworth, OSSA President and Jo-Anne Ljubicic, Executive Director, Ontario Volleyball.

The following Directors are returning in February 2018 to complete the second year of their current two-year term: David Butterworth, Bernadette Byrne and Marg Oliveria.

Blake Morrison and Dale Coolidge are retiring this year. OSSA would like to thank each of them for their hard work and dedication. We are deeply grateful for your commitment to speed skating.

In accordance with OSSA's By-Laws, the election of Directors will take place annually at the Annual General Meeting as follows:

- a) The President, Treasurer and one (1) Director at Large will be elected by the membership at the Annual General Meeting held in odd numbered years.
- b) The Vice-President, Secretary and one (1) Director at Large will be elected by the membership at the Annual General Meeting held in even numbered years.

The positions of Vice President, Secretary and a Director at Large will be elected at the upcoming AGM.

In accordance with our By-Laws Potential Directors will have one or more of the following skills and/or characteristics:

Characteristics

- a) Commitment and capacity (time, energy, expertise) to fulfill the commitment as a Director
- b) Knowledge about roles and responsibilities of a Director, Board and Staff
- c) Experience in formulating policy
- d) Experience in thinking strategically
- e) Knowledge about the sport of speed skating
- f) Ability to identify principal business risks and ensure implementation of appropriate systems to manage those risks
- g) Knowledge of organizational performance mechanisms and ability to monitor, evaluate and report
- h) Strategic connectivity to key clients
- i) Ethical and values based behavior
- j) Representative of client population (athlete & coach)
- k) Other attributes valued by the Board of Directors

Skills

- l) Accounting designation (CA, CMA, CGA)
- m) Legal designation (LL. B)
- n) Professional qualifications (MD, PhD, MBA, Sport Science)
- o) Personnel Management (Human Resource Professional designation)
- p) Media/Marketing/Public Relations contacts/experience
- q) Fundraising and funding source contacts
- r) Administration/Management experience
- s) Government relations/contacts
- t) Organizational development/Strategic Planning experience
- u) Other skills valued by the Board of Directors

The Nominations Committee reviewed all of the submitted applications to ensure all candidates were eligible for election in accordance with OSSA's By-Laws. The Committee also assessed each of the nominee's submissions against a competence-based skills matrix. The Nominating Committee has confirmed that all applicants are eligible candidates and have at least one or more skills and/or characteristics listed above. The following list of candidates have expressed interest in serving on the 2018/2019 OSSA Board of Directors.

Mr. Neil Monkman – Vice President
Ms. Sabrina Iannantuono – Secretary
Dr. Richard Hart – Director at Large

*Mr. Monkman in accordance with the OSSA By-Laws is required to resign from the Gloucester Speed Skating Club Board of Directors within 14 days of the AGM.

Each candidate will have the opportunity at the AGM to tell us about themselves and their interest in joining the Board.

Respectfully submitted,

The Nominating Committee