



# 2019 – 2020

## Annual Report



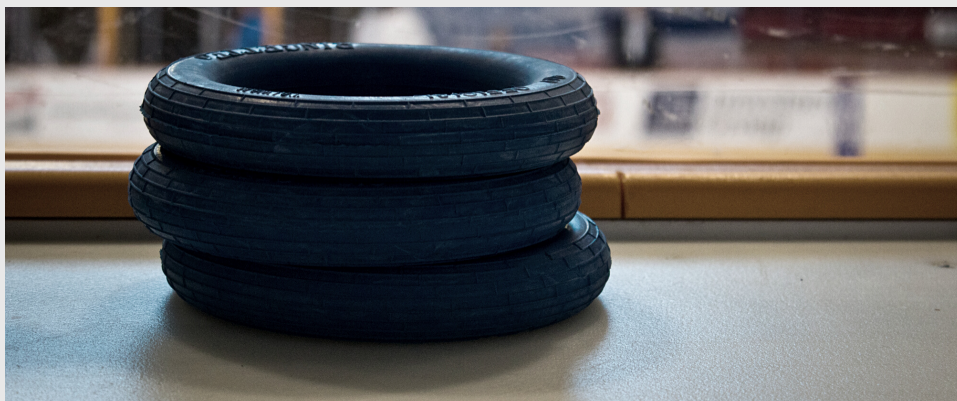
play it.

.....

love it.

.....

live it.



TRUE  
SPORT  
LIVES HERE

SPORT  
PUR  
ÇA SE VIT ICI!

# MESSAGE FROM THE PRESIDENT & EXECUTIVE DIRECTOR



**Angie Milbury**



**Natasha Johnston**

On behalf of the Ringette Canada Board of Directors and staff, we are proud to present our annual report for 2019-2020.

Looking back on this year, we have made great strides toward stated goals and objectives of our 2019-2022 Strategic Plan.

Our progress in the areas of enriching the experience of ringette participants, aligning the ringette community, fostering growth in ringette and organizational excellence are underscored throughout the report. None of these achievements would be possible without the collaboration of our partners, the Provincial Ringette Organizations.

Once again, our collective ringette registration of 32,333 players marks an all time high and a 2.2% overall increase in total registrations from the previous year. We would like to commend and thank our entire ringette family of provinces, associations, and partners from coast to coast, supported by dedicated volunteers, officials and coaches as your commitment to ringette has been instrumental in achieving this unprecedented success. Because of your dedication and the work that you do, our membership continues to be strong and growing. We know that the upcoming year will be exciting as we continue to work in alignment on developing new and innovative programs to further enhance the ringette experience for all participants, but we also recognize that there will likely be challenges and setbacks as we continue to navigate through the global pandemic.

The 2019-2020 season was filled with moments for celebration. Burnaby and the province of British Columbia successfully hosted the 2019 World Ringette Championships. The host committee's determination and hard work that went into making this a world class event was recognized both nationally and internationally. This international event proved to be a memorable experience for all participants as was evident through the enthusiasm and passion demonstrated by its volunteers. During this event, Canada's Junior National Team continued its winning streak on the international stage by claiming gold for the third consecutive time.

Recognizing a common need for sponsorship, Ringette Canada and all Provincial Ringette Organizations came together to form a single consortium with the desire of leveraging common sponsorship opportunities. This example of working together for the greater 'we' represents strong alignment and innovative ringette leadership across the country.

Safe and inclusive ringette is foundational, and critical to the growth of our sport. We are committed to continue engaging with the ringette community to find new and innovate ways to foster safe and inclusive ringette programming which is accessible to all those wanting to participate.

Our work will continue to be guided by strengthening our foundation and building a sustainable future for ringette in Canada. Ringette Canada is proud of our financial management practice which has contributed to our strong financial position. Our strength of leadership, integrity, and collaborative culture has positioned Ringette Canada as visible leader amongst the broader sport community. We will continue our focused efforts in this area.

As always, our incredible partnerships with our Provincial Ringette Organizations and all of their staff and volunteers continue to reinforce our motivation for making ringette a leading sport in the country. We are extremely thankful to the ringette community for its ongoing support, and we sincerely appreciate the dedication and enthusiasm our volunteers provide at all levels of our sport. Volunteers are our life blood.

To the Ringette Canada Board of Directors and staff. We want to personally thank each and every one of you for your efforts, dedication, commitment, professionalism, leadership and humour this past season.

As the remarkable Helen Keller said:

.....  
**"ALONE WE CAN DO SO LITTLE,  
TOGETHER WE CAN DO SO MUCH."**  
.....

While the 2019-2020 ringette season ended abruptly and in a different way from what we could have ever imagined when blades first hit the ice in the fall, the character of who we are as a community has once again emerged. While there has been heartache, sadness, disappointment and at times exasperation, our ability to persevere for our sport and all it entails, has been remarkable.

The special character of ringette people will not allow the abrupt ending of our 2019-2020 season define who we are or our season. We have much to recognize and celebrate, some of these accomplishments are highlighted within this annual report.

*Angie Milbury* *Natasha Johnston*

# WHO WE ARE



## National Office Staff (2019/20)

**Kelsey McIntosh**  
Technical Director

**Frances Losier**  
Director of High Performance

**Stephanie Laurin**  
Manager of High Performance and Athlete  
Services

**Anik Desjardins**  
Office Manager

**Kenda McDonald**  
Office Coordinator

**Erin van Gulik**  
Sport Development Coordinator

**Jennifer Leak**  
Manager of Safe Sport and Events

**Natasha Johnston**  
Executive Director

## Board of Directors (2019-20)

**Angie Milbury**  
President

**David Master**  
Director

**Darrell Liebrecht**  
Director

**Marcia Morris**  
Director

**Beverly Davis**  
Director

**Mike Taylor**  
Director

**Eva Havaris**  
Director

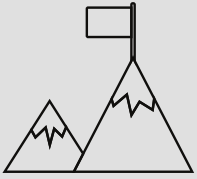
**Denise Treslan**  
Director

**Sarah Bernard-Lacaille**  
Athlete Director





# ABOUT US



## MISSION

Ringette Canada is the national sport organization that governs, promotes, and leads the development of ringette.

## VISION

To be the world leader in growing ringette.



## VALUES

Ringette Canada has defined a core set of business values to enhance our work and strengthen our relationships. The following business values, along with our adherence to the True Sport principles, reflect our passion for, and our shared commitment to the sport of ringette.

## WE BELIEVE IN:

### **Innovation**

We invest wisely. We take chances and manage risks. We are stewards of the game.

### **Collaboration**

We are in this together. We include diverse perspectives to enrich our experience. We purposefully create a safe and welcoming work environment.

### **Accountability**

When we live our values, we manage and lead with integrity. We operate with transparency and communicate proactively. We take responsibility for our actions and learn from our mistakes.

### **Respect**

For the game. For the rules. For our heritage. For each other.

### **Excellence**

We demand quality. We offer world leading programs and services. We bring our best to each situation.







TRUE | SPORT  
SPORT | PUR



# True Sport Principles

## Go For it

Rise to the challenge - always strive for excellence.  
Discover how good you can be.

## Play Fair

Play honestly - obey both the letter and spirit of the rules.  
Winning is only meaningful when competition is fair.

## Respect Others

Show respect for everyone involved in creating  
your sporting experience, both on and off the field.  
Win with dignity and lose with grace.

## Keep It Fun

Find the joy of sport.  
Keep a positive attitude both on and off the field.

## Stay Healthy

Place physical and mental health above all other  
considerations - avoid unsafe activities.  
Respect your body and keep in shape.

## Include Everyone

Share sport with others.  
Ensure everyone has a place to play.

## Give Back

Find ways to show your appreciation for the  
community that supports your sport and  
helps make it possible.





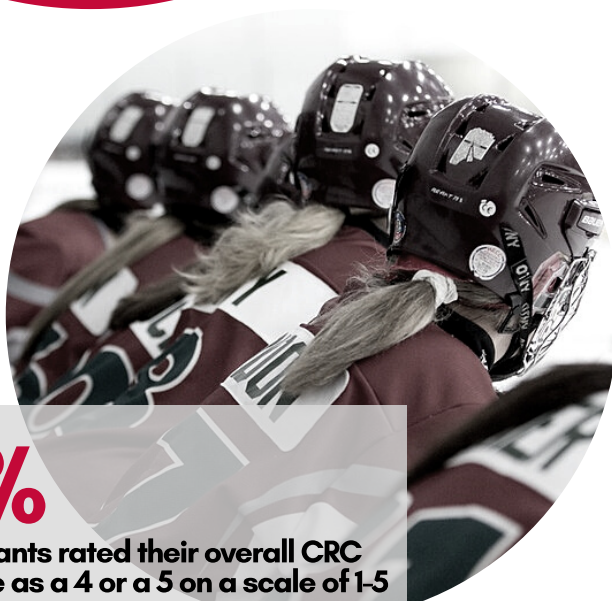
## GOAL:

**ENRICH**  
the experience  
of ringette  
participants



## Strategic Objective (we know we are successful when we):

- develop a quality athlete development pathway that provides opportunities for athletes at all levels



**\*79%**

of participants rated their overall CRC experience as a 4 or a 5 on a scale of 1-5



**\*97%**

of participants indicated that CRC met or exceeded their expectations

## 5 Most Important Elements of the Canadian Ringette Championships

(According to participants)

**Game Schedule**

**Location**

**Webcasting**

**Access to Accommodation**

**Opening and Closing Ceremonies**



\*Data is from the 2019 Canadian Ringette Championships Participant Survey. It is important to note that these percentages represent the 188 participants (athletes, coaches and officials) that responded to the survey. No data is available from the 2020 Canadian Ringette Championships as it was canceled due to COVID-19.



## GOAL:

# ENRICH the experience of ringette participants



## LA RELÈVE

JULY 26-29, SHERWOOD PARK, AB

68

ATHLETES

3

SUPERVISORS

2

COACH  
MENTORS

4

ATHLETE  
MENTORS

4

DEVELOPMENT  
OFFICIALS

12

DEVELOPMENT  
COACHES

.....

## HIGH PERFORMANCE CHALLENGE CUP

MAY 9-12, CALGARY, AB

32

ATHLETES

3

OFFICIALS

8

SENIOR  
NATIONAL TEAM  
COACHES &  
SUPPORT STAFF



## Strategic Objective (we know we are successful when we):

- develop a quality athlete development pathway that provides opportunities for athletes at all levels

## Key Highlights



- » **La Relève** event held in July 2019 - This event served as an entry point into Ringette Canada's High Performance pathway while exposing the participating athletes, coaches, and officials to this unique high performance environment and development opportunity.
- » **High Performance Challenge Cup** held in May 2019 - This event united the top Senior National Team prospects in a high performance environment, optimizing their training while exposing and preparing them for Ringette Canada's High Performance Programs and principles.





## GOAL:

# ENRICH the experience of ringette participants



## Strategic Objective (we know we are successful when we):

- increase the capacity and improve the effectiveness of coaches, with a particular focus on female coaches
- increase the capacity and improve the effectiveness our officials with a particular focus on female officials

# 75%

of all active Ringette Canada officials were female in 2019-20



# 97%

of ringette teams had a qualified female coach on the bench in 2019-20 as per the Female Coach on the Bench Policy



## Key Highlights



- » The Coaching Association of Canada (CAC) recognized longtime ringette coach Phyllis Sadoway with the Geoff Gowan Lifetime Achievement Award - an award presented to individuals who have fostered a public image of coaching, enhanced the role of the coach within the public in Canada, and who is a role model for future generations of coaches.



**Phyllis  
Sadoway**



## GOAL:

# ALIGN the ringette community



## Strategic Objective (we know we are successful when we):

- facilitate opportunities to increase collaboration and strengthen relationships among ringette stakeholders
- discover new ways to create and foster consistent alignment between all ringette partners on policies, programs and systems

## Key Highlights



- » All provinces have committed and commenced implementation of the Children's Ringette guidelines.
- » Successful in securing two research grants (one from the Sport Information and Resource Centre (SIRC) and one from the Social Sciences and Humanities Research Council (SSHRC)) to support the evaluation of our Children's Ringette program and how it is being delivered across the country.
- » All 9 member provinces signed on to a national sponsorship consortium.



# 60%

of local associations had a formal policy in place to guide the implementation of small-area games

# 70%

of local associations confirmed U8 players were participating in small-area games ALL of the time

# 83%

of local associations confirmed U8 players were participating in small-area games SOME or ALL of the time

Data is from Phase 2 of the Children's Ringette program evaluation. It is important to note that these percentages represent the local associations that responded to the survey. 50% of all local associations participated in this research.





## GOAL:

# FOSTER growth in ringette



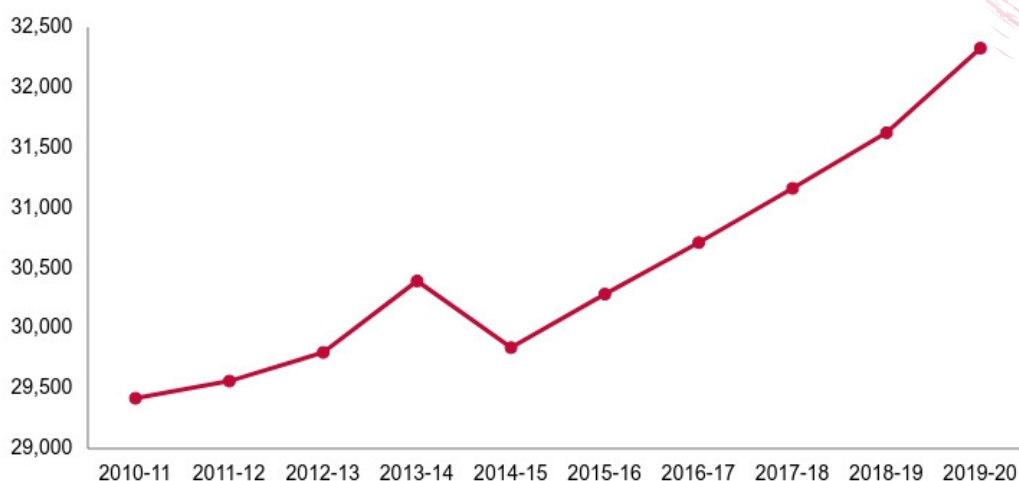
## Strategic Objective (we know we are successful when we):

- increase overall membership registration with a focus on increasing participation of underrepresented populations

# 32333

registered members in 2019-20

## Player Registration Growth



## Key Highlights



- » Increase in Come Try Ringette participant to registered player conversion rate (45% in 2019-20).
- » Increase in percentage of local associations actively using Come Try Ringette (74% in 2019-20).
- » Release of free online training module for Come Try Ringette organizers.
- » Two associations ran ringette programs for participants with disabilities in 2019-20.
- » Successful in securing a Sport for Social Development in Indigenous Communities (SSDIC) grant to support the delivery of ringette programs in Indigenous communities over the next two seasons.





# GOAL: ORGANIZATIONAL excellence



## Strategic Objective (we know we are successful when we):

- are recognized as a leading National Sport Organization in the sport community
- are seen as influencer and contributor to current sport sector topics
- have a high performing professional and satisfied team
- embed a performance management culture within the organization
- strive for organizational excellence by increasing the capacity of our staff to deliver quality programming

## Key Highlights

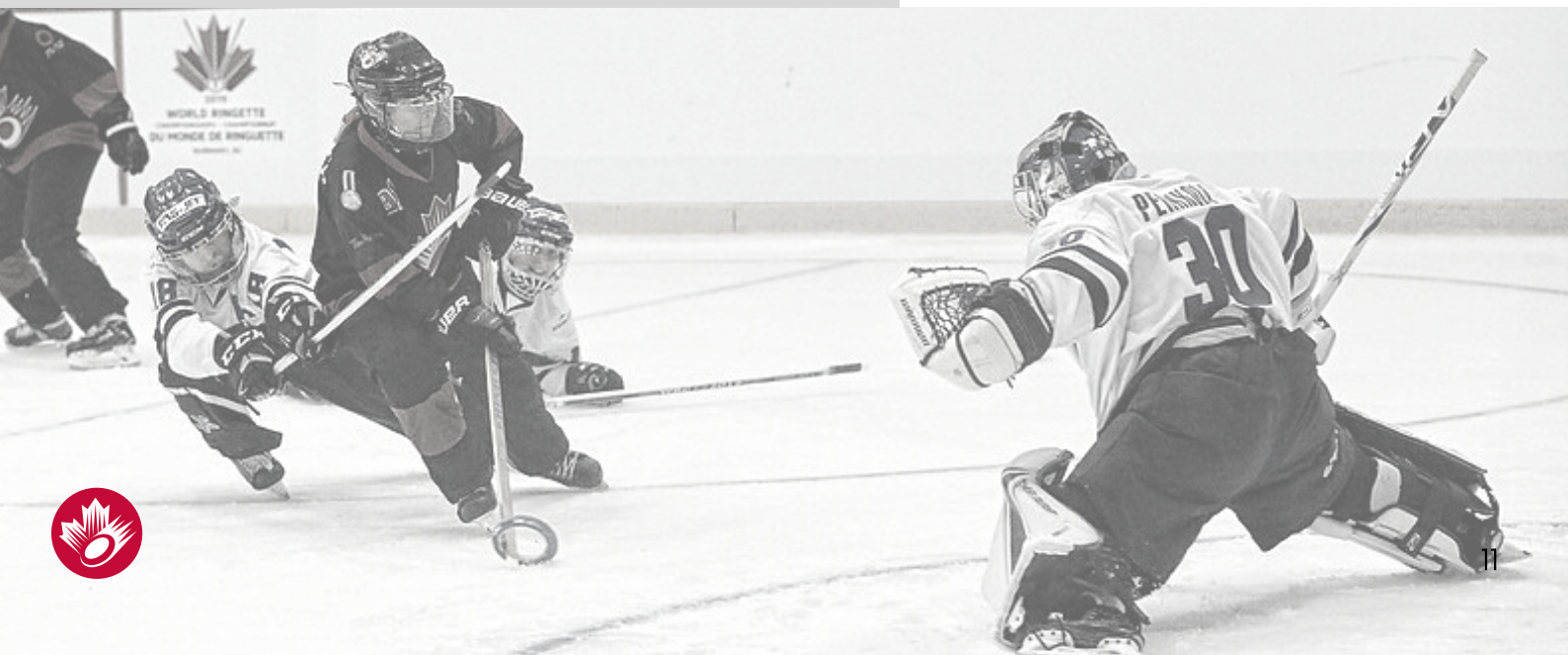


- » The Canadian Centre for Ethics in Sport, through True Sport, formally recognized Ringette Canada as a leading National Sport Organization (NSO) in promoting and adhering to values based sport and True Sport. Ringette Canada was presented with a plaque to acknowledge this work.
- » Ringette Canada continues to play a leadership role throughout the entire sport community. In 2019-2020, Ringette Canada was part of the CAC NSO Expert Group, the FPTSC Good Governance Workgroup, the CSA Expert Group and was asked to speak twice at the 2020 Sport For Life Canadian Summit.
- » Ringette Canada hosted a series of "Courageous Conversations" to support and listen to the ringette community through the abrupt shortening of the 2019-2020 ringette season due to COVID-19.



Ringette Canada has been a leader in the NSO community in bringing True Sport to life and we want to celebrate all your efforts and successes in this regard.

LIZ MULDOON  
TRUE SPORT



# CONNECTING WITH OUR MEMBERS



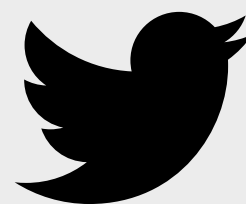
## SOCIAL MEDIA



**11,024**  
likes



**7509**  
followers



**6529**  
followers

## OTHER MEDIA



**2719**  
webcast views of the  
2019 World Ringette  
Championships



**48,017**  
YouTube views of the  
2019 World Ringette  
Championships



**3582**  
ringette mentions in  
print, radio &  
television media







## Results



- » The Senior National Team was awarded the silver medal in the Sam Jacks Pool.
- » The Junior National Team won gold in the Junior Pool.



**Shaundra Bruvall (SNT)**

Team Canada's MVP of the Tournament



**Britany Snowdon (JNT)**

Team Canada's MVP of the Tournament



**Mégane Fortin (JNT)**

MVP of the Junior Pool







# 500+

local school kids attended the event



# 200

young ringette players attended the Skate with Team Canada and Team Finland outreach event

# 9000+

spectators attended throughout the week





# NATIONAL RINGETTE LEAGUE ANNUAL AWARD WINNERS



**Taylor Hildebrand**

Rookie of the Year

**Britney Snowden**

Top Forward

**Shaundra Bruvall**

NRL Top Scorer (95 points)

**Shaundra Bruvall**

Most Valuable Player

**Julie Vandal**

Top Defense

**Britney Snowden**

NRL Scoring Champion (52 goals)

**Kelsey Youldon**

Top Centre

**Brea Beck**

Top Goalkeeper

**Calgary Rath**

Team Personnel of the Year





# 2019 RINGETTE CANADA HALL OF FAME INDUCTEES



**Kevin Lee**

Kevin Lee began his officiating career in the mid 1980s and quickly rose through the ranks as a well-respected official. Kevin's ability to skate, along with his calm demeanor on the ice, provided him with the special skills that made him an extraordinary official.

**HE WAS WIDELY REGARDED AS ONE OF THE PREMIER OFFICIALS IN THE SPORT, HE WAS KNOWN AS A LEADER AMONG HIS PEERS BOTH ON AND OFF THE ICE, AND HE WAS A MENTOR FOR MANY YOUNGER OFFICIALS.**

He officiated provincial championships for more than twenty years and national championships for ten years. On the international stage, Kevin represented Canada at the first World Club Championships in 2008 and he was one of two Canadian officials selected to officiate at the 2010 World Ringette Championships in Finland. Sadly, Kevin passed away in November 2017 and has left a huge hole in the heart of the ringette community.

**Karen (Duguay) Bunting**



Karen (Duguay) Bunting started playing ringette in Sudbury in 1979 at the age of four. By age eight, she had made her first provincial ringette team and went on to successfully compete on the provincial, national and international ringette stage.

**HER SKATING ABILITY AND UNDERSTANDING OF THE GAME MADE HER A TOUGH DEFENDER AND SOMEONE WHO COULD BE RELIED ON TO CONSTANTLY SHOW UP AND BE THE SOLID DEFENDER THAT WAS NEEDED IN ANY GAME.**

Highlights of Karen's ringette career include competing at two World Club Championships, being a member of Team Canada during the 1998 and 2000 World Ringette Championships, competing in 15 Canadian Ringette Championships between 1991 and 2015 and competing in the 1991 Canada Winter Games. Since retiring from the National Ringette League in 2015, Karen continues to play ringette in Richmond Hill and also coaches her twin daughters on their Barrie U12 provincial ringette team.







# THANK YOU TO OUR VALUED PARTNERS



**RINGETTE**  
BRITISH COLUMBIA



*Ringette*  
MANITOBA



*Ringette*  
Nova Scotia



CANADIAN **CENTRE**  
FOR **ETHICS** IN **SPORT**

Funded by the  
Government  
of Canada

Canada 