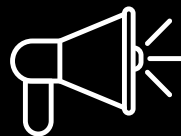


# RINGETTE CANADA'S 2020-21 ANNUAL REPORT



# MESSAGE FROM THE PRESIDENT & EXECUTIVE DIRECTOR



This has been a year like no other and one that we hope we can all start to put firmly behind us as we emerge into better days for all. This time last year, we were in the midst of this new pandemic that was wreaking devastation across all of our lives as well as our sport. At that point we were hopeful that we would come through it quickly and we would all be back on the ice enjoying the sport that we love. 18 months on, we are still facing significant restrictions and challenges to a full return to sport.

However, with every crisis comes an opportunity and we have seized all that we can from this situation with both hands to create an environment that we believe will not only allow us to recover and rebuild but will in fact set us on a more powerful and ambitious path for our sport and organization. This has been a truly defining year for Ringette Canada – at times uncomfortable, uncertain and incredibly challenging, but mostly one full of insight, clarity and focus on what HAS to be done to strengthen our organization, unlock our potential and move to the next level. This Annual Report outlines our response to COVID-19 from the initial impact to how we developed new ways of delivering programs and services to our stakeholders. It also shares details of new plans, approaches and key areas of focus that we have identified and created to lead us through the second half of this investment cycle and onto realizing the critical organizational outcomes that we need to achieve in order to execute an ambitious growth strategy.

The continued maturation of our sport is testament to the hard work and significant effort from everyone across our organization, staff and our wonderful extended team of volunteers, we would not be where we are today without your time, experience and loyalty. As always, our incredible partnerships with our Provincial Ringette Organizations continue to thrive and be a model amongst the National Sport Organizations reinforcing the strength and depth of ringette's leadership across the country.

In the season ahead we will continue to further develop our capabilities across the organization. We aim to:

**ENRICH** the experience of ringette participants

**ALIGN** the ringette community

**FOSTER** growth in ringette

Achieving **ORGANIZATIONAL EXCELLENCE** remains a priority for us as we continue to find ways of being seen as leaders throughout the sector, while investing in one of our greatest assets – our people.

Growing the sport of ringette through increased participation and offering a rich athlete experience, across all of our communities is our aim and objective. Ensuring we have an effective way of working and utilising our resources as best we can, is essential. We are a small organization but are able and capable of having a tremendous positive impact on the physical and mental wellbeing of our participants across Canada in collaboration with our dedicated partners, and delivering high performance opportunities that are second to none.

At Ringette Canada we are so fortunate to have a committed staff and executive who despite working under some extremely challenging conditions over these past 18 months have guided the business of the organization through the various stages of the pandemic and now look onwards to a successful operational return both on and off the ice. Sincere thanks and acknowledgement for your continued professionalism and leadership.

Moving forward, in order to help achieve our ambitions and overcome the tough challenging present conditions we will need to work harder than ever so ensure that the special character of ringette people will not only endure but continue to thrive and we move forward, together.

*Natasha Johnston*

Executive Director

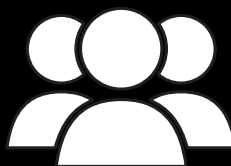
*Angie Milbury*

President





# NATIONAL OFFICE STAFF 2020-21



**Anik Desjardins** Office Manager

**Erin van Gulik** Sport Development Coordinator

**Frances Losier** High Performance Director

**Kelsey McIntosh** Technical Director

**Kenda McDonald** Office Coordinator

**Natasha Johnston** Executive Director

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



## BOARD OF DIRECTORS 2020-21

**Angie Milbury** President

**Ann MacTaggart** Director

**Darrell Liebrecht** Director

**David Master** Director

**Debbie Frail** Director

**Denise Treslan** Director

**Eva Havaris** Director

**Mike Taylor** Director

**Sarah Bernard-Lacaille** Athlete Director



# A TRIBUTE TO A CHERISHED FRIEND

## ALAYNE MARTELL



### **Ringette Canada Media and Public Relations (1998-2020)**

We still find ourselves in a place of profound sadness as we struggle with the news of Alayne's passing.

A tenacious champion for our sport, she devoted 22 years of her professional life to what she saw as more of a calling than a job. Creative, reliable, and propelled by an enduring sense of mission, Alayne did as much as anyone in this country to raise the profile of ringette and to celebrate the accomplishments of our athletes.

Most of all, she brought passion, authenticity and a delightful sense of humour that endeared her to anyone and everyone she met. Alayne was one of those special people who truly listened, who made you feel valued and appreciated, and who always left you smiling. There is a unique intensity to the pain we're feeling. We have lost more than a colleague, more than an ally. Alayne was a friend.

A friend to the game, whose passion for ringette was boundless and infectious.

A friend to the athletes, who were winners every day through Alayne's dedication and commitment to her sport and her craft.

A friend to each of us who had the good fortune to work with her, to witness her work ethic, to share a laugh and, most of all, to simply enjoy her company.

A true professional. A devoted mother. A proud Cape Bretoner.

And a cherished friend to us all.





# ABOUT US



RINGETTE CANADA IS THE NATIONAL SPORT ORGANIZATION THAT GOVERNS, PROMOTES, AND LEADS THE DEVELOPMENT OF RINGETTE.

## MISSION

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.

## VALUES

TO BE THE WORLD LEADER IN GROWING RINGETTE.

## VISION

## 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.





Ringette Canada and the National Ringette League are proud members of the True Sport Movement. We strive to continue to be a leader in providing and promoting values-based sport.



### **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 of play. 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 of play.

### **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



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

## SUPPORTING OUR COMMUNITY

Ringette Canada delivered a number of virtual initiatives to keep the ringette community connected, motivated and safe throughout the 2020-21 season.

- Athletes, coaches, parents, officials and administrators were given the opportunity to participate in one of ten peer to peer virtual conversations facilitated by Integral Master Coach™ Dina Bell-Laroche to support them in navigating this difficult season.
- Ringette Canada hosted 6 Chat with Team Canada sessions. 125 participants had the opportunity to meet with national team athletes, alumni and coaches to ask questions and gain a better understanding of what it takes to make Team Canada.
- 283 care packages were sent to ringette participants across Canada.

# 84%

*of virtual conversation participants found  
the session helpful / very helpful*

# 83%

*of virtual conversation participants felt  
better / much better after the session*



# GOAL:

## ENRICH THE EXPERIENCE OF RINGETTE PARTICIPANTS



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

### U17 & U20 HIGH PERFORMANCE

Ringette Canada's La Relève event serves as an entry point into the High Performance pathway for athletes. This annual event normally allows graduating U16 athletes the opportunity to take part in a high performance environment. Due to the inability to host an in-person event in 2020 and 2021, Ringette Canada hosted a series of virtual sessions for athletes eligible for both years.

- 7 virtual sessions;
- 165 participants;
- 18 national team alumni participated on panels;
- Overall program satisfaction - 4.8/5.

Ringette Canada hosted a virtual camp in February for 2022 Junior National Team prospects.

- 150 participants;
- 22 Junior National Team alumni participated on panels;
- 90% of participants surveyed indicated they loved the experience.

“

This event has really opened my eyes to the next steps I have to make in order to reach this goal of mine. All of the coaches and athletes were so kind. I truly don't think this camp could have gone any better online. - U17 Participant

”

#### U17 COACHES

Head Coach - Andrea Ferguson  
Assistant Coach - Sarah-Lynne Begin

#### JUNIOR NATIONAL TEAM COACHES

Head Coach - Mark Beal  
Assistant Coach - Colleen Hagan  
Assistant Coach - Sheri Markle





# GOAL:

## ENRICH THE EXPERIENCE OF RINGETTE PARTICIPANTS



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

### SENIOR NATIONAL TEAM POOL

In preparation for the 2022 World Ringette Championships, our 63 Senior National Team Pool athletes stayed connected virtually. Athletes were given the opportunity to connect with Rebecca Johnston from the Canadian National Women's Hockey to discuss strategies for continuing training and staying engaged in high performance sport during the pandemic.



### INTEGRATED SUPPORT TEAM (IST)

Lead Scout - Chris Belan

Head Athletic Therapist - Connie Klassen

Performance Dietician - Kelly Drager

Strength & Conditioning Consultant - James Clock

Mental Performance Consultant - Laura Pollice

### SENIOR NATIONAL TEAM COACHES

Head Coach - Lorrie Horne

Assistant Coach - Julie Blanchette

Assistant Coach - Heather Konkin

Assistant Coach - Jacinda Rolph



# GOAL:

## ENRICH THE EXPERIENCE OF RINGETTE PARTICIPANTS



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

## NATIONAL TEAM RETIREMENT PROGRAM



### RetiRING

A Retirement Opportunity  
for Athletes

Ringette Canada created and launched its first ever National Team Retirement Program. The RetiRING Program's intent is to recognize the careers of Team Canada athletes and support them as they take the next steps in their personal or professional lives. Shaundra Bruvall & Amy Clarkson both retired from the National Team in 2020-21 and were the program's first participants. Funding has been used for career development, coach certification and continuing education. Each athlete also received a token of appreciation for their commitment to Team Canada.





# GOAL:

## ENRICH THE EXPERIENCE OF RINGETTE PARTICIPANTS



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

### COACHES & OFFICIALS

#### Coach Education Webinar Series

- 7 different webinars;
- Over 350 coaches participated.

#### Officials Webinar Series

- 2 different webinars;
- Over 100 officials participated;
- One webinar featured an all-female panel of high performance officials to discuss the high-performance opportunities available for Canadian officials.



# 483

coaches attended one of 43 clinics  
delivered this season

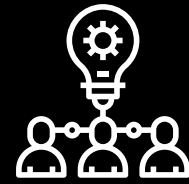
# 108

officials attended one of 12 clinics  
delivered this season



# GOAL:

## ALIGN THE RINGETTE COMMUNITY



- 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



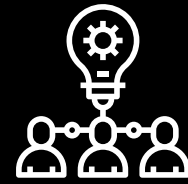
- All provincial ringette associations implemented Children's Ringette at the U8 level and below.
- In consultation with our provincial partners, Ringette Canada is developing an overarching plan to implement distinct participation contexts for the sport of ringette with specific work around the Pursuit of Excellence (POE) context taking place this year. Notable initiatives include the hiring of a consultant to lead this process, the completion of a full inventory of the Competition Review Recommendations and the completion of a draft of the POE context program standards.
- The Ad Hoc Committee on Return to Ringette Resource Development was established to develop a hub of resources, tools, activity plans, and game modifications to help ringette associations and clubs in the implementation of the national Return to Ringette Guidelines and Provincial Ringette Organization Implementation Plans. The aim of this work was to provide consistent guidance to ringette stakeholders on the various progressions (phases) of return to ringette through various assets, while accounting for specific guidelines and directive from Federal, Provincial and Local Government and Public Health Authorities.
- Almost 100% of our officiating Masters Instructors attended a series of virtual meetings in March 2021 to increase and better align technical leadership in the sport of ringette.
- Programming staff from all 9 provincial ringette associations met over the course of a few days to increase consistency and alignment in program delivery across Canada.





# GOAL:

## ALIGN THE RINGETTE COMMUNITY



- 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

- Ringette Canada participated in Canadian Women & Sport's 'She's Got it All' campaign, a national awareness campaign to highlight the unique barriers facing women and girls in sports. Current athletes were consulted to ensure their voices were heard, with the message clearly resonating with the ringette community as Canadian Women & Sport reported over 50k impressions across all their social media platforms - nearly double the engagement seen with other participating sports.
- In partnership with Parachute Canada, a ringette-specific online concussion course was created to ensure consistent application and understanding of Ringette Canada policies and guidance regarding concussion prevention, identification, management and Return to Play protocols.
- With the assistance of Sport Law, Ringette Canada is working collaboratively with stakeholders at all levels of ringette to develop a Safe Sport Implementation Strategy. A sampling of ringette administrators, athletes, coaches and officials were surveyed in order to identify the strengths and areas of concern of current safe sport policies and practice. 24 stakeholders were then invited to participate in a two part virtual workshop to identify actionable priorities. We look forward to continuing this important work.



**SHE'S  
GOT  
IT ALL:  
SKILLS,  
COMPETITIVE  
DRIVE,  
AND A LACK OF  
RESPECT FROM THE  
SPORT COMMUNITY.**



Ringette was created specifically for girls and women. And although it takes incredible skill and strength to play, it's often seen as less athletically demanding than other sports – somehow unworthy of respect. Few televised games and little public attention further contributes to this indifference. All of this can combine to leave players feeling discouraged enough to leave this sport they love.

Let's change the game at [yourrole.womenandsport.ca](http://yourrole.womenandsport.ca)

Funded by the  
Government of  
Canada | Canada





# GOAL:

## FOSTER GROWTH IN RINGETTE



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

# 25,419

*registered members*

Despite the obvious challenges posed by COVID-19 restrictions, local ringette associations across Canada showed exceptional resilience as they continuously adapted to changing health guidelines to provide athletes with quality ringette experiences while keeping their health and safety top of mind.





# GOAL:

## FOSTER GROWTH IN RINGETTE



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

- The Come Try Ringette online training course was reviewed through Canadian Women & Sport's Review & Endorsement Program with actionable recommendations to better align our program with the principles of gender equity and inclusion with a specific focus on BIPOC (Black, Indigenous, and People of Colour), new Canadians and other currently underrepresented groups in ringette.
- In alignment with Public Health Regulations, Ringette Canada visited four Indigenous communities in the Northwest Territories for the first phase of Ringette Canada's Sport for Social Development in Indigenous Communities initiative funded by the Government of Canada. Almost 200 children and youth enjoyed a combination of Gym Ringette and on-ice skill sessions in schools and community centres.





# GOAL:

## ORGANIZATIONAL EXCELLENCE



- are recognized as a leading National Sport Organization in the sport community
- are seen as an 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

- Ringette Canada was asked to speak at the 2021 Sport for Life Conference, Ringette Saskatchewan's Children's Ringette Town Hall and was featured in SIRC's Research / Practitioner Match Grant promotional video.
- In 2020-21 Ringette Canada was a member of the CAC NSO Executive Group, the CSA Hockey Equipment Technical Committee, the National Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) Leadership Group and the Federal-Provincial/Territorial Good Governance Work Group. Furthermore, Executive Director Natasha Johnston served as the Co-Chair of the Non-Olympic and Non-Paralympic Sport Caucus.

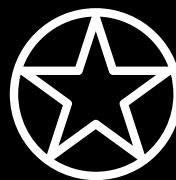
100%

*staff satisfaction*





# 2021 RINGETTE CANADA HALL OF FAME INDUCTEES



2019 Junior National Team

## ATHLETES

Emilie Cunial (QC)	Jasmina Morroni (QC)
Marie-Ève Dubé (QC)	Sara Plouffe (QC)
Lydia Duncan (ON)	Emily Power (ON)
Mégane Fortin (QC)	Ariane Sagala (QC)
Meghan Hanton-Fong (ON)	Ann Sauve (AB)
Kiana Heska (BC)	Torrie Shennan (AB)
Taylor Hildebrand (MB)	Britney Snowdon (NB)
Emma Kelly (ON)	Laura Soper (ON)
Grace MacKenzie (NS)	Brett Van Nieuw Amerongen (MB)
Maddie MacLean (ON)	Julie Vandal (QC)
Jasmine Ménard (QC)	Marla Wheeler (AB)

## TEAM STAFF

Lorrie Horne – Head coach (AB)  
Chris Belan - Asst. Coach (AB)  
Carrie Hartley - Asst. Coach (ON)  
Danielle Hildrebrand - Asst. Coach (MB)  
Heather Konkin - Asst. Coach (AB)  
Jacinda Rolph - Asst. Coach (AB)  
Melinda Krulicki – Athletic Therapist (AB)  
James Clock – Strength and  
Conditioning Coach (ON)  
Manon Bordeleau – Team Manager (QC)





Thank you  
to our valued partners

