

2021-2022

ANNUAL REPORT



RINGETTE
CANADA

MESSAGE FROM THE PRESIDENT & EXECUTIVE DIRECTOR

2

This has been a year of gratitude as our ringette community remains strong and continues to prosper as we emerge from the height of the pandemic. We are delighted that our number of registered members has grown by 14% compared to last year and that we are on a trajectory towards pre-pandemic levels. Our success in this area is a testament to our strong foundation, adaptability, resilience, and steadfast commitment to leading by values with athletes and quality ringette experience at the center of all we do.

After 2-years of postponement due to the pandemic, the Canadian National Ringette Championship returned, and we firmly announced: 'we are back'! For many it was more than a chance to experience the highest level of ringette and all that entails, but also a return to normal and chance to re-connect with those we have missed. This tremendously successful event took place in Calgary and was led by an amazing team of volunteers.

We are at the end of our current strategic planning cycle and this report outlines our past progress against stated goals which have guided us since 2018. Our current strategic goals to **ENRICH** the experience of ringette participants, to **ALIGN** the ringette community, and to **FOSTER** growth in ringette have enabled our sport and our people to realize our potential both on and off the ice. As we look ahead, we will set out a plan designed to achieve continued prosperity and high standards for ringette.

As an organization, we continue to strive for excellence. We are proud of our True Sport principles and remain committed to them. We operate with the highest standard for business operations, and governance. This past year we reviewed and updated 36% of all our core policies and processes. Furthermore, we proudly introduced a new standard process in which officials are selected for major events, improving transparency. We continue to build our network of partners, stakeholders and sponsors who with their support of our vision to be the world leader in ringette, are critical to our success. We launched a new and visually appealing brand standard for Ringette Canada, including a new website which will contribute to further positioning Ringette Canada as a major contender within the amateur sport marketplace. We have innovated new products and program content, and moved much of what we do to online, improving access and making individual's personal ringette experience more flexible and accessible. We will be building on this as we move forward.

We bid a fond farewell to our Executive Director, Natasha Johnston. During Natasha's ten-year tenure, the organization experienced growth, and many long-lasting transformations. We thank Natasha for her leadership and the positive mark she left on our sport. This summer we welcomed Julie Vézina as our new Executive Director. Julie is poised to lead our organization to the next level.

Our people are at the heart of ensuring a meaningful sport experience for all. We recognize and thank Ringette Canada's committed staff who strive for excellence in serving our members every day, and the executive board whose professionalism and expert leadership continue to guide our organization forward. We also acknowledge and thank our sponsors, supporters, and extensive volunteer base without whom none of our achievements as a sport would have been possible. Thank you for giving so generously of your time and expertise to help us achieve our mission. You, our wonderful community, have been right by our side in the face of adversity and have supported us through this challenging time, Thank you! Your contribution and commitment to developing ringette in Canada is making a difference in the lives of many, and ultimately contributing to the physical and mental wellbeing of Canadian society.

So, as we wrap up our review of 2021-22, we must acknowledge the magnitude of what we have all experienced over the past few years because of COVID-19. The resilience of this community never ceases to amaze. Thank you for your courage, adaptability, and strength. We are proud to be a part of the leadership of this organization in service of this amazing sport.



Julie Vézina - Executive Director



Angie Milbury - President



NATIONAL OFFICE STAFF

2021-2022

Anik Desjardins *Office Manager*

Erin van Gulik *Safe Sport & Sport Development Manager*

Frances Losier *High Performance Director*

Hannah Woodman *Program Coordinator*

Jenni Lloyd *Communications, Engagement and Marketing Director*

Kelsey McIntosh *Program Director*

Kenda McDonald *Office Coordinator*

Natasha Johnston *Executive Director*

Stephanie Laurin *Manager of High Performance and Athlete Services*

BOARD OF DIRECTORS

2021-2022

Angie Milbury *President*

Allison Biewald *Director*

Ann MacTaggart *Director*

David Master *Director*

Debbie Frail *Director*

Denise Treslan *Director*

Eva Havaris *Director*

Mike Taylor *Director*

Nina Tajbakhsh *Athlete Director*

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 perspective 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.



GOAL:

ENRICH the experience of ringette participants

5

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

U18/U19 Development Program

71 athletes from coast to coast registered to take part in the U18/U19 Development program.

The program was fortunate to have 10 national team alumni serve as mentors:

- Erin Markle
- Laurie St-Pierre
- Rachel Ung
- Britney Snowdon
- Breanna Beck
- Emma Kelly
- Jasmine Leblanc
- Erika Kiviaho
- Christianne Varty
- Laurence Larocque



Participants took part in 5 virtual sessions covering a wide range of topics including an overview of the High Performance program, nutrition and the menstrual cycle and mental performance. Each session also included a workout with national team alumnae Jenny Snowdon and Paige Lanteigne.



GOAL:

ENRICH the experience of ringette participants

6

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

2022 Canadian Ringette Championships Post-Event Survey

97.5%

of participants rated their overall level of satisfaction for the 2022 CRC as a 4-6 on a scale of 1-6*



96%

of participants indicated that the 2022 CRC met or exceeded expectations*

**Data is from the 2022 Canadian Ringette Championships Post-event Feedback survey. It is important to note that these percentages represent the 333 participants (athletes, coaches, spectators and officials) that responded to the survey.*

GOAL:

ENRICH the experience of ringette participants

7

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

National Ringette League (NRL)

The National Ringette League (NRL) is the showcase league for ringette in Canada and strives to be the premiere women's sports league in the country. The NRL returned after a year off due to the pandemic in a hub style format with over 80% of the games webcast live. 85% of the hubs were supported with on-site Athletic Therapy services to ensure a safe competition environment for High Performance Athletes.

12 teams

11 hubs

82 games



National Ringette League (NRL) Annual Award Winners

8



Rookie of the Year (the most outstanding player in their first year of NRL competition)

Mégane Fortin – Montreal Mission

Most Valuable Player (the player judged to be the most valuable to their team)

Jenny Snowdon – Atlantic Attack

Top Centre (the most outstanding player that played predominantly the centre position)

Kelsey Youldon – Waterloo Wildfire

Top Forward (the most outstanding player that played predominantly forward position)

Britney Snowdon – Atlantic Attack

Top Defense (the most outstanding player that played predominantly the defense position)

Paige Lanteigne (Nosal) – Cambridge Turbos

Top Goalkeeper (the most outstanding goalkeeper)

Jasmine Leblanc – Atlantic Attack

Coaching Staff of the Year (the most outstanding coaching staff group of the year)

Manitoba HERD – Andrea Ferguson (Head Coach), Meaghan Alleyne (Assistant Coach), Glen Spearing (Assistant Coach)

NRL Top Scorer

Jenny Snowdon – Atlantic Attack

NRL Scoring Champion

Chantal St-Laurent – Gatineau Fusion

Volunteer of the Year

Paul Geddes - Calgary RATH



GOAL:

ENRICH the experience of ringette participants

9

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

National Team Programs

Scouting Program

As we continued our preparations for the 2022 World Championship cycle, the athlete identification process was relaunched following a pause due to the pandemic. Ringette Canada High Performance Scouts were present at all 11 NRL Hubs as well as the Wood tournament and the following Provincial Championships: Ontario, Québec, New Brunswick, Alberta and Manitoba.

Senior National Team

Ringette Canada hosted its first Senior National Team Development Camp for the 2022 cycle. 33 athletes attended the camp where we were able to "Establish the Foundation" of our program both on and off the ice. The focus of the camp was to establish a basic framework and understanding of the essential deliverables which included but were not limited to:

- Team Culture
- Teaching advantage and the basics of foundational system play
- Setting baseline for the physical requirements on and off the ice.

NTP Retirement

Ringette Canada continued with its second season of the 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. Funding from this program will be used for career development, coach certification and continuing education. Erica Voss and Christianne Varty both retired from the National Team in 2021-22. Ringette Canada would like to extend our sincere gratitude and congratulations to both athletes.



GOAL:

ENRICH the experience of ringette participants

10

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

Coaching

As pandemic restrictions began to lift across the country, a total of 754 coaches participated in 61 coaching clinics. Coaches also had the opportunity to participate in a three-part webinar series in the fall of 2021. Topics included:

- Retaining Girls in Sport & Physical Activity;
- The LTD Framework, What, Why, & Getting Involved in the Process Together;
- Mental Training for Coaches.

In January 2022, Ringette Canada and 5 provincial ringette association coaching representatives participated in a Gender Equity in Coaching Workshop lead by Canadian Women & Sport and the Coaching Association of Canada to discuss strategies to continue to promote and celebrate meaningful participation from female coaches in ringette.

Community Sport - Initiation

33 clinics

442 coaches

Competition - Introduction

25 clinics

282 coaches

Competition - Development

3 clinics

30 coaches



GOAL:**ENRICH the experience of ringette participants**

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

Level 1 & Refresher Level 1**51 clinics****629 officials****Level 2 & Refresher Level 2****31 clinics****416 officials****Level 3 & Refresher Level 3****19 clinics****183 officials****Level 4 & Refresher Level 4****7 clinics****74 officials****Shot Clock Operator Clinic****2 clinics****20 officials****Officiating**

All active officials participated in 110 clinics and refresher clinics over the past season.

Officials also had the opportunity to participate in a four-part webinar series in the fall of 2021. Topics included:

- Tough Calls & On-Ice Processing;
- How I get to the next level;
- Officiating Conflict Management;
- Mental Training for Officials.



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

Highlights

National Registration System

Ringette Canada entered into an agreement with RAMP InterActive to provide a National Client Registration and Management System. This national registration system will support strategic planning, strengthen our reporting to government funders, take some of the guesswork out of decision making, and help us better meet the needs of our entire community. Eight of our provincial ringette organizations have signed on to use RAMP for the 2022-23 season with a large number of local associations following suit.

Registration Relief Fund

Over the course of the 2020-21 season, and in light of the significant financial hardships that our provincial partners faced due to pandemic-related reduced registration revenue, Ringette Canada made

a series of strategic decisions to create the Registration Relief Fund. The remaining funds from this initiative were reinvested into programming areas for the 2021-22 season.

Updated Trans-Inclusion Policy

Based on the unanimous recommendation of an expert panel with a combination of trans-inclusion, legal and sport administration expertise, Ringette Canada's Board of Directors updated the Transgender Inclusion Policy to allow trans players to participate on a team that corresponds with either their gender identity or their sex assigned at birth. Ringette Canada developed resources to support the application of the policy and also delivered six educational webinars to support ringette stakeholders. Seven provincial ringette organizations have implemented the new trans-inclusion policy.



GOAL:

FOSTER the growth in ringette

13

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

2021-22 Registration Numbers

28,907 athletes

2115 teams

5328 coaches

1362 officials

Highlights

Come Try Ringette

Local and provincial ringette associations were able to start running Come Try Ringette events this season while respecting their local health guidelines. A total of 2858 participants took part in 143 events, with an average conversion rate of 49% of participants becoming registered members.

Ringette For All / Mixed Ability Ringette

Ringette for All Ottawa finished its 4th season while Ringette for All Calgary celebrated its inaugural season in 2021-22. Both programs had incredibly successful seasons and provided quality sport participation opportunities. Ringette Canada facilitated free access for coaches and volunteers of both programs to take the Mixed Ability Sport Canada Coaching course delivered by the Abilities Centre, and is looking forward to continuing to support the development of these programs and the growth of new programs across the country.



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

Highlights

In 2021-22 Ringette Canada was a member of the CAC NSO Executive Group, the CSA Hockey Equipment Technical Committee and the Federal Provincial/Territorial Good Governance Work Group. Executive Director Natasha Johnston once again served as the Co-Chair of the Non-Olympic and Non-Paralympic Sport Caucus. Ringette Canada was also asked to speak at the Dehcho Physical Literacy Conference about our work in Indigenous communities in the Northwest Territories.

Ringette Canada added two new positions to the organization in 2021-22 to increase organizational capacity - a Communications, Engagement and Marketing Director and a Safe Sport and Sport Development Manager.



Digital Engagement

We engage with our social media community on a daily basis and it is one of our primary communication methods.

Membership Enhancement

Ringette launched a new logo, color scheme, website and merchandise that are more representative of who we are as a fun and engaging community. To celebrate this launch, we released a social media campaign with our new "This ice is yours" tagline which has allowed us to boost our reach to 20K+ with over 5K engagements.

Canadian Ringette Championships (CRC)

In 2022 we brought CRC back with a bang and boosted ringette's reach with live streaming on YouTube and a new partnership with TELUS that resulted in TV coverage on the Optik Network. We had viewers from as far as India and Australia, as well as millions watching at home in Canada.

- 1000+ new YouTube subscribers
- 50 K hours of YouTube watch time
- 2.6 M YouTube impressions
- 18 K new views on the Optik network
- 1.4 M Flickr views

Showcasing our Community

Part of our communications plan for 2022 was to share more from our wider community through our channels. The people that play, and coach, and referee, and cheer, and get up for 6am practices are the ones that make this great sport what it is. We want to share how ringette is important to them and how it impacts their local club & community.

Twitter

6500 followers

Instagram

9000 followers

Facebook

12,000 followers

LinkedIn

400 links



Canadian Ringette Championships (CRC)

16

CRC is back!

After two years off due to the pandemic, the Canadian Ringette Championships returned to the ice bigger and better than ever in Calgary, Alberta. Congratulations to all the participants and a big thank you to all our coaches, trainers, officials, volunteers, host committee members, family members and those supporting ringette from home.

2022 Officiating Team

On-Ice Officials

Aaron Armstrong (SK)
Alexander Hanes (ON)
Amanda Pukalo (ON)
Angela Burger (AB)
Benoit Ducharme (PQ)
Brandon Miller (ON)
Breanne MacInnis (PEI)
Brent Bunting (ON)
Chris Faulds (ON)
Chris Feher (ON)
Danielle Neumann (AB)
David Jones (NS)
David Singh (PQ)
Emmanuelle Bourbeau (PQ)
Eric Bohemier (MB)
Evan Sharp (BC)
Geri-Louise Lamers (ON)
Jaimie Nelson (AB)
Karen Meek (ON)
Laura Hickling (ON)
Luc Melanson (NB)
Luke Faulkner (NB)
Marc St-Hilaire (PQ)
Marco Mallet (NB)
Marren Garcia (BC)
Mario Périard (ON)
Marjorie Legros (PQ)
Mathieu Leduc (PQ)
Melanie Stewart (BC)

Robert Drury (ON)
Sylvie Dubois (AB)
Tamara Hyska (BC)
Tracy Hill (PQ)

Director of Major Officials

Chad Weatherall (AB)

Official Supervisors

Blair McGregor (SK)
Iris Todd (AB)
Janyce Gunn (ON)
Lorie Grant (ON)
Natalie Fortin (ON)
Paul Shipman (MB)

Shot-clock Operators

Mike Murphy (NB)
Amy Hanes (ON)
Anne-Marie Turgeon (PQ)
Brenda King (SK)
Conrad Weigerber (AB)
David Saunders (PE)
Duane Miller (ON)
Karen Freund (MB)
Kevin Braithwaite (BC)
Nancy Desfonds (QC)
Sam Cormier (NB)
Sharon Smit (BC)

865 athletes
249 bench staff
48 teams
190 games



U16 Champions - Team Alberta



U19 Champions - St. Albert Mission



NRL Champions - Calgary RATH

Hall of Fame

The Ringette Canada Hall of Fame recognizes outstanding contributions to the development of the sport of ringette and the outstanding achievements of ringette athletes, coaches, officials and administrators across Canada. Four individuals were inducted into the Hall of Fame in 2021 in the Official and Builder Categories.

Yvon Brault - Builder Category



Terry McAdam - Builder Category



Sue Blacklock- Officials Category



Alayne Martell - Builder Category



THANK YOU

TO OUR VALUED PARTNERS



Canada



TRUE
SPORT | SPORT
PUR



FEMMES ET SPORT AU CANADA
CANADIAN WOMEN & SPORT



TRIBE



Mixed Ability
Sport



Coaching Association of Canada
Association canadienne des entraîneurs



AthletesCAN

CENTRE CANADIEN
POUR L'ÉTHIQUE DANS LE SPORT



JEUX DU
CANADA
GAMES