



RINGETTE | RINGUETTE
CANADA



2022

IMPACT
REPORT

Our Mission

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

Our Vision

To be the world leader in growing ringette.

Our Values

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 & welcoming 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.



STAY CONNECTED

Follow us on social media

 @Ringette Canada/RingetteCanada

 @ringettecanada1963

 @ringettecanada

READ UP

Sign-up and get our monthly newsletter directly to your inbox

SUPPORT

Your support makes everything Ringette Canada does for the good of the sport possible. We thank you for your commitment to this great game.



Welcome



RINGETTE | RINGUETTE CANADA

The 2022–2023 season was marked by changes to the Ringette Canada permanent team, the launch of the consultation process for the development of the new strategic plan, and participation in the Ringette World Championships after several years of pandemic. The arrival of the Office of the Sport Integrity Commissioner was also a defining element of the past season. Our organizational values remains the cornerstone of our decision-making.

INNOVATION

Towards new and efficient procedures to achieve our objectives.

A number of reviews were launched to examine our current processes. Whether we're talking about the review of the development of excellence, the launch of the strategic planning exercise, the renewal of our internal and national team hiring processes, or the preliminary phase of developing an action plan for safe and healthy sport, each of these projects is being carried out with the idea of relying on the best known practices, while respecting our values.

COLLABORATION

Towards a coherent and clear sharing of responsibilities in order to achieve our vision of our community.

The team, though reduced in size this year made itself available and ready to listen. Whether this collaboration is with our provincial members, our many volunteers or our financial partners, we take each element into account and incorporate it into our current and future strategies.

Within the Board of Directors, this translated into new areas of work for our committees. Board members worked to review several aspects of governance.

ACCOUNTABILITY

Our individual, collective and organizational responsibilities leading to the commitment of an entire community.

Accountability has always been important to Ringette Canada. Over the past year, we have paid particular attention to defining this value and what it means for us and for each member of the community. With the increase in reports of abuse within national sports organizations, and the disturbing behaviours observed among certain spectators in the stands, we began an in-depth study of what each stakeholder could bring to the organization to help it achieve its mission within a structured and safe framework for all. The sharing of responsibilities, whether individual, collective or organizational, is at the heart of our discussions.

RESPECT

Towards ourselves, others, the rules of the game and the environment. Respecting our values and principles.

As proud leaders in diversity and inclusion, we want to continue to demonstrate respect for everyone in our community, whatever their role. Proud representatives of the True Sport principles, they also guide us in respecting and accepting all forms of diversity.

Respect for our own organizational capacities and limitations, particularly financial, has led to some difficult decisions. Your respectful interactions with us have been noticed, and we thank you for that.

EXCELLENCE

Achieving the highest standards in all areas of our organization.

From on-ice to off-ice performance, we seek to redefine our measures of success and help develop full potential, whatever that may be. Many hours have been spent thinking about our processes, our tools, our ways of doing things and the highest performance criteria. The foundations are solid in our beautiful community. Organizational effectiveness, individual and collective excellence, performance assessment have been analyzed, and improvements in multiple spheres have begun.

FURTHER. HIGHER. TOGETHER.

We will face important challenges in the future. We are continually seeking out new growth and new development, but with those come further requirements for implementing and developing new governance codes, safe sport alignment as well as important financial obligations that will have to be offset with increased funding. We can do it, but we will need your support. Our community is strong and we hope we have your trust and support to steer the organization into the next chapter.

A final word - We would like to extend our warmest thanks to all our members, as well as to everyone who is part of our great community. Officials, coaches, athletes, support staff, administrators, parents and athletes: your contribution to the culture of our sport is an integral part of our identity.

Thank you also to the federation staff. You are at the heart of the operations, and your efforts towards the realization of Ringette Canada's mission are incredible. This year we saw the departures of Frances Losier, Kelsey McIntosh, Stephanie Laurin and Maria Paisley. For most of them, it's the end of a long professional relationship. Your long-standing contribution to the organization has been felt by all, and we wish you every success in your future professional challenges.

We have since welcomed Shelley Coolidge to the team as Director of Sport, and have also brought on board a number of new coordinators. Jake Clarke, Pippa Edwards, Kristen Leblanc and Taylor Retter: welcome to the family!

To all of you, we pledge to pursue our mission, to develop a new strategic plan leading to new goals, and to work with you and for you.

Sincerely yours,


Executive Director
Julie Vézina 


President
Angie Milbury 

Who is Ringette Canada?

Ringette Canada is the national governing body for ringette across this country. The organization works in conjunction with the 9 Members and their affiliated organizations to grow the game at all levels.

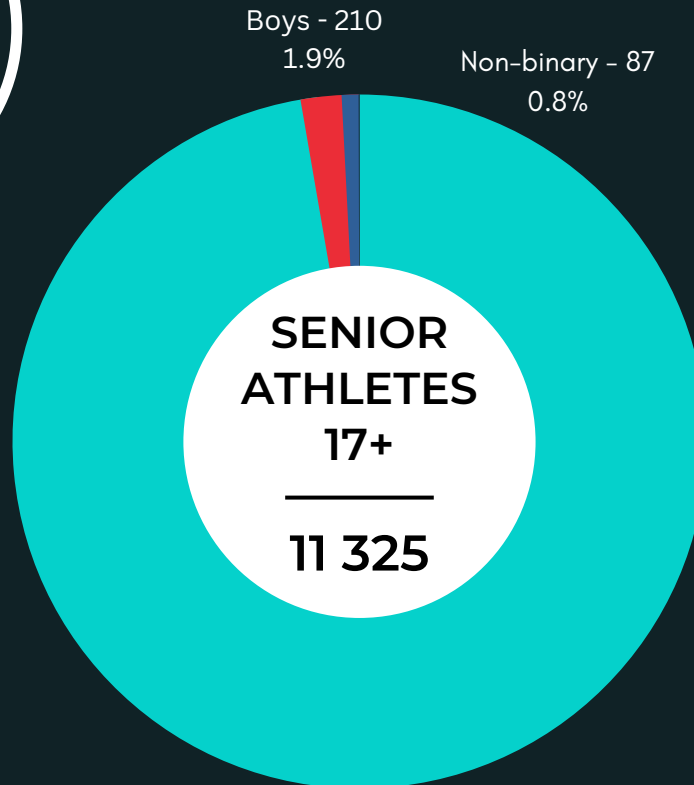
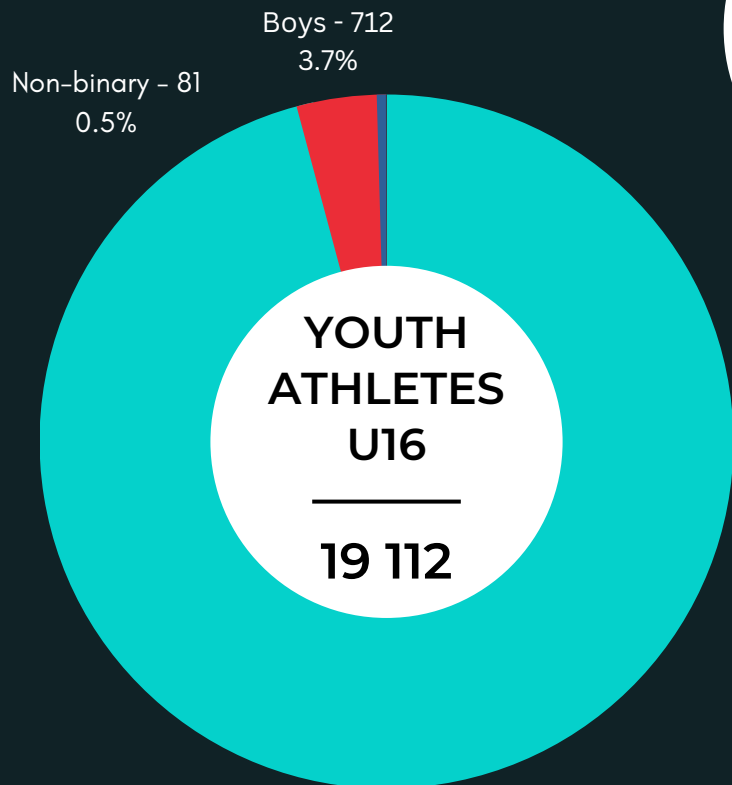
Ringette Canada oversees the management of programs in Canada from entry-level to high-performance teams and competitions, including the Canadian championships and the Canada Winter Games. Ringette Canada is also Canada's voice within the International Ringette Federation (IRF).



9

PROVINCIAL MEMBERS

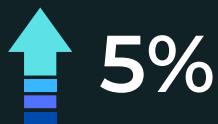
PARTICIPACTION



Girls - 18 314
95.8%

TOTAL TEAMS - 1647

Girls - 10756
97.3%



TOTAL ATHLETES - 30 437



TOTAL COACHES - 6686



TOTAL OFFICIALS - 1378

TOTAL NUMBER OF REGISTERED ATHLETES, COACHES AND OFFICIALS - 38 501

Come Try Ringette

There's no better way to help the sport grow than to put sticks in the hands of new players. Ringette Canada helped PSOs do that as part of our popular national program, Come Try Ringette. Clubs and associations across Canada hosted 272 FREE Come Try Ringette sessions. Clinic hosts received branding, bags, activity books and marketing support to help introduce brand new players to the sport.

Come Try Ringette has been a long-standing program for Ringette Canada, but this year it got a **brand new look**. We worked to create a more diverse and inclusive group of characters to capture the hearts and imagination of kids across Canada. Say **hello** to our new team!

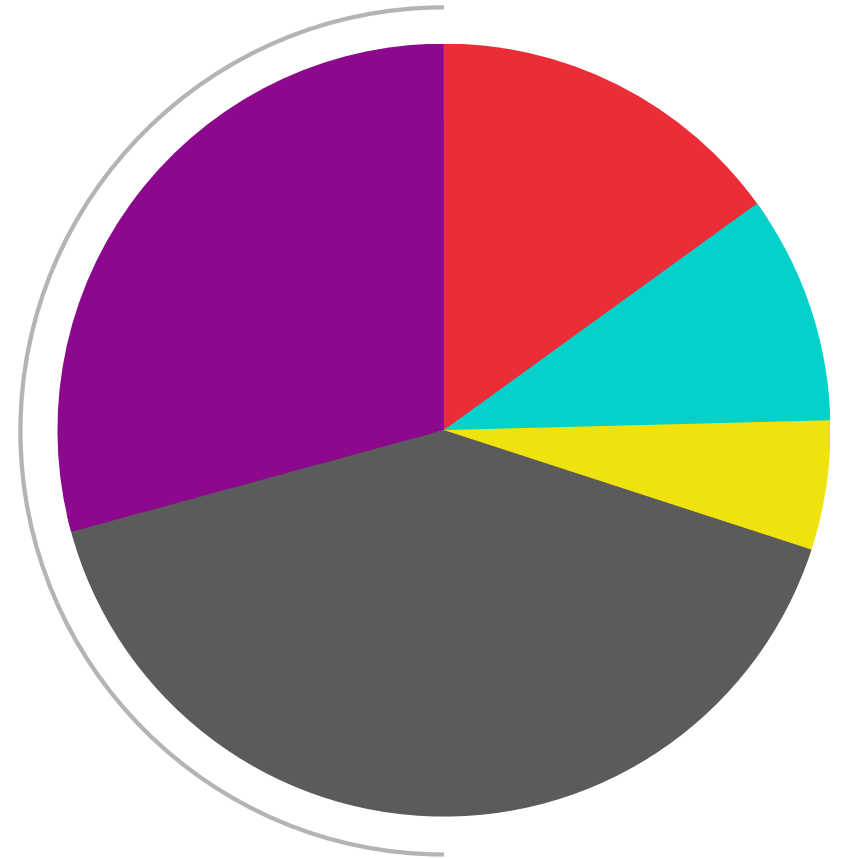
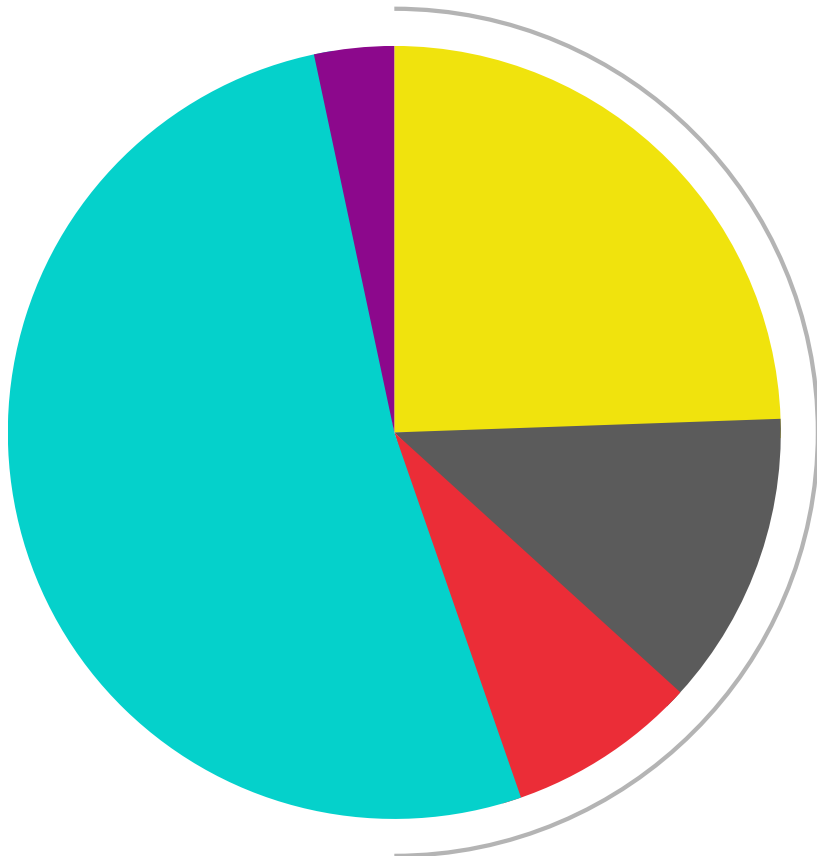


Financials

REVENUE

● Membership	\$ 688,000
● High Performance	\$ 346,300
● Competition & Events	\$ 223,700
● Grants	
Administration & Support	\$ 540,500
National Team Programming	\$ 795,600
Sport Development	\$ 127,000
● Other Revenue	\$ 94,000

TOTAL REVENUES \$ 2,815,100



EXPENSES

● Events	\$ 451,600
● Sport Development	\$ 287,500
● Technical Development	\$ 162,600
● National Team Program	\$ 1,224,700
● Administration & Support	\$ 878,800

TOTAL EXPENSES \$ 3,005,200

Committee Reports



Nominations Committee

Using a Skills and Competency Matrix, the Nominations Committee recruits new board members based on skills required within the board as a whole, targeting individuals whose life, work experience, and background equip them to contribute in a meaningful way.

The Nominations Committee considered the current Board complement and skills that would be leaving the Board, as well as other expertise gaps, and to ensure optimal board performance the nominations committee focused recruitment of candidates towards individuals demonstrating the following list of essential skills:

- Governance and strategic planning
- Business and corporate experience
- Financial management expertise
- Expertise in amateur sport
- Human resources management

Governance and Ethics Committee

The committee focused on areas of improvement for Ringette Canada governance, including: formalizing the on-boarding and training for new Directors, investigating key trends in corporate governance, best practices in Sport governance and sharing these with the Board, developing a year-long Board calendar with key meeting objectives aligned with Ringette Canada's Operational Plan, working on a Board skills and competencies matrix to both evaluate and ensure optimal Board performance, and prioritizing a plan of action for Ringette Canada policy review.

This committee has delivered value and achieved success in what it set out to do and the committee looks forward to continuing what was started in this inaugural year in the coming period.

HR Committee

This year the HR Committee has worked closely with the Executive Director to update the Ringette Canada organization structure, with the intent to create efficiencies and line of site to the organization's objectives.

We established a process and regular cadence for compensation reviews. The compensation review looked at our compensation philosophy, structure and benefit programs to ensure they were meeting employee needs and marketing trends while maintaining the Board's approved objective to maintain a compensation structure that supports attraction and retention of employees.

Audit and Risk Committee

Over the last year, the Audit and Risk committee's focus was the on-boarding of the new Executive Director as well as supporting the improvement of financial practices to manage the post-COVID return to ringette and the resulting inflationary pressures experienced.

In addition to its annual audit oversight role, the committee also initiated the transition to include risk oversight into its mandate and has continued to build its governance standards and structures. Upcoming this cycle will be to continue this work and support the development of financial targets and budget for inclusion in the organization's strategic plan.

STRATEGIC PLAN WORKING GROUP



1

PURPOSE

The Strategic Planning Working Group was struck by the Board of Directors of Ringette Canada to steer the process of developing a new strategic plan.

2

MEMBERS

John Voss (Chair) | Ann MacTaggart | Angie Milbury | Nina Tajbakhsh | Ryan Devlin (President of Ringette Alberta) | Julie Vezina

3

FINDINGS

As part of the planning process, Ringette Canada retained an external consultant to facilitate a broad stakeholder consultation using a survey, focus groups, and townhall meetings. They have highlighted the following priorities as a result:

4

PRIORITIES

- Promotion and marketing to build awareness
- Inclusion, broad diversity of participants.
- Improvement of development programming for athletes, coaches, and officials.
- Strengthening governance and improving alignment

5

NEXT STEPS

Enhance the clarity and focus of Ringette Canada's Vision & Mission and solidify the strategic priorities and goals. This will be a multi-year strategic plan that will guide Ringette Canada's efforts over the coming years.

Events

97.2%

OF RESPONDENTS RATED THEIR
OVERALL LEVEL OF SATISFACTION
FOR THE 2023 CRC AS A 4, 5, OR 6
WITH 6 BEING "VERY SATISFIED"

World Ringette Championships - Espoo, Finland



After two long years off the ice due to COVID-19 restrictions, both our Junior and Senior teams were finally able to travel to Finland to compete in the 2022 World Ringette Championships. The Championships were originally slated to take place in 2021 but were pushed back due to pandemic restrictions. Athletes, coaches, support staff and officials all worked diligently to prepare for their respective two-game series. Both teams battled hard and were awarded the silver medals in their respective pools.

Canada Winter Games - PEI



The 2023 Canada Winter Games was an incredible showcase for the sport of ringette. The fans who traveled from all across the country, as well as the P.E.I. home crowd, created an amazing atmosphere. There were many notable performances throughout the competition. P.E.I. ringette teams had not finished higher than ninth since ringette's introduction to the Games in 1991, and finished the 2023 Games in 4th place, narrowly dropping the Bronze medal game. Team Saskatchewan pulled out the Bronze medal victory in overtime, securing only the second ringette medal in the province's history with the first having been won in 1999. The Gold medal game was another close fought battle between Team Alberta and Team Quebec with Team Quebec coming away with the Gold medal in a 4-3 victory. Congratulations to all athletes, coaches, support staff and officials that participated in the event.

Canadian Ringette Championships - Regina, Sask



The 2023 edition of the Canadian Ringette Championships took place in Regina, Saskatchewan and was another amazing showcase for our sport as we saw the 49 best ringette teams in the country at the U16, U19 and NRL levels battle it out. Congratulations to Team New Brunswick (U16), St. Albert Mission (U19) and the Edmonton WAM! (NRL) for taking home the gold medals this year. Huge thank you to all the participants, volunteers, officials and spectators a fantastic week of competition.

La Relève - Halifax, NS



61 athletes, representing all 9 of our member provinces, took part in the 2022 U17 La Relève event in Dartmouth, Nova Scotia in July. This High Performance development event brings together many of the top U17 athletes and aspiring coaches and officials from across the country to participate in a series of high caliber games, training sessions and off-ice sessions. The goal of this event is to give participants a sound understanding of what it takes to be a High Performance athlete, coach and official.

Ringette in the Northwest Territories

Ringette Canada partnered with the Sport Information Resource Centre (SIRC) to deliver our final year of programming under the Government of Canada's Sport for Social Development in Indigenous Communities (SSDIC) Sport Support Program. We hosted a week-long series of ringette events in targeted communities. Ringette Canada would like to extend their thanks and appreciation to Thorsten Gohl, Kim Gurtler, Alexa Gurtler, and Gavin Johnson for all their efforts in bringing this to life. Ringette Canada is looking forward to continuing to work to establish sustainable ringette programming in the North.



4 COMMUNITIES

- Yellowknife
- Fort Providence
- Hay River
- Behchõko

3 TYPES OF RINGETTE

- Gym Ringette
- Lake Ringette
- Arena Ringette



➤ Making the program **INCLUSIVE** for individuals across the Northwest Territories!

“ This is the best day of my life... I think **EVERYBODY SHOULD PLAY RINGETTE**, and it's great to see it here in the Northwest Territories. ”
- Program Participant

WHO PARTICIPATED

244 people came out to play ringette. Many of the participants had never seen or played ringette before! Approximately...



two-thirds of participants were **girls and women**



of participants were between the ages of **6 and 18**

- Parents were invited to participate, to help generate interest in coaching

PROGRAM IMPACT

Participants **LOVED** the program. Many participants asked to keep their cages, sticks and rings so that they could **PLAY RINGETTE AGAIN!**

Students at one school in Yellowknife enjoyed gym ringette so much that they came out to play multiple times.



The gym ringette was so successful that the school's gym teacher decided to include it in next year's curriculum to help students have fun while being active.

PARTICIPANTS EXPRESSED INTEREST IN...



Leagues for children and adults



Volunteering to support programs



More events hosted by Ringette Canada

- There is strong potential for ringette programs in the Northwest Territories. The next steps are to identify and train community leaders.



Connecting our community

The Ringette community consumed more content than ever before!

The year saw Ringette Canada leverage its robust and ever-growing digital platforms to create best-in-class opportunities for marketing partners. Those efforts included the organization's first-ever partner-driven, augmented activation of our Gatorade high performer recognition.

Ringette Canada's communication is focused on digital reach, and genuine engagement with our community. By embracing our biggest influencers, our athletes, each of our channels has seen significant growth over the past season.

We are looking forward to opening more exciting chapters for storytelling to reach new audiences while continuing to accelerate the entertainment value for fans, athletes and partners.



2.2M

YOUTUBE VIEWS

45 K

SOCIAL MEDIA FOLLOWERS

100%+

INCREASE IN AUDIENCE REACH FROM PREVIOUS YEAR

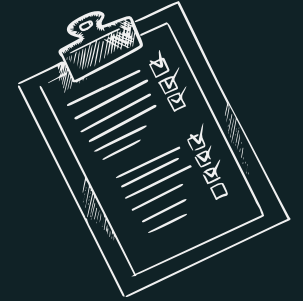
12 K

AVERAGE SOCIAL MEDIA REACH ON DAILY POSTS

Coaching

1750

COACHES TRAINED



Ringette Coaches from across Canada took part in 129 clinics lead by their provincial sport organization.

Community Sport - Initiation
64 clinics

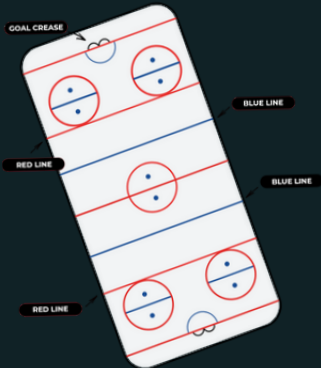
Competition - Introduction
43 clinics

Competition - Development
1 clinic



Officiating

583



OFFICIALS TRAINED

Community Evaluator
2 clinics
14 Trained

Introduction to Officiating (Lv. 1)
30 Clinics
368 Trained

Refresher clinics
9 clinics
79 Trained

Level 2 & 3 Refresher
4 clinics
26 Trained

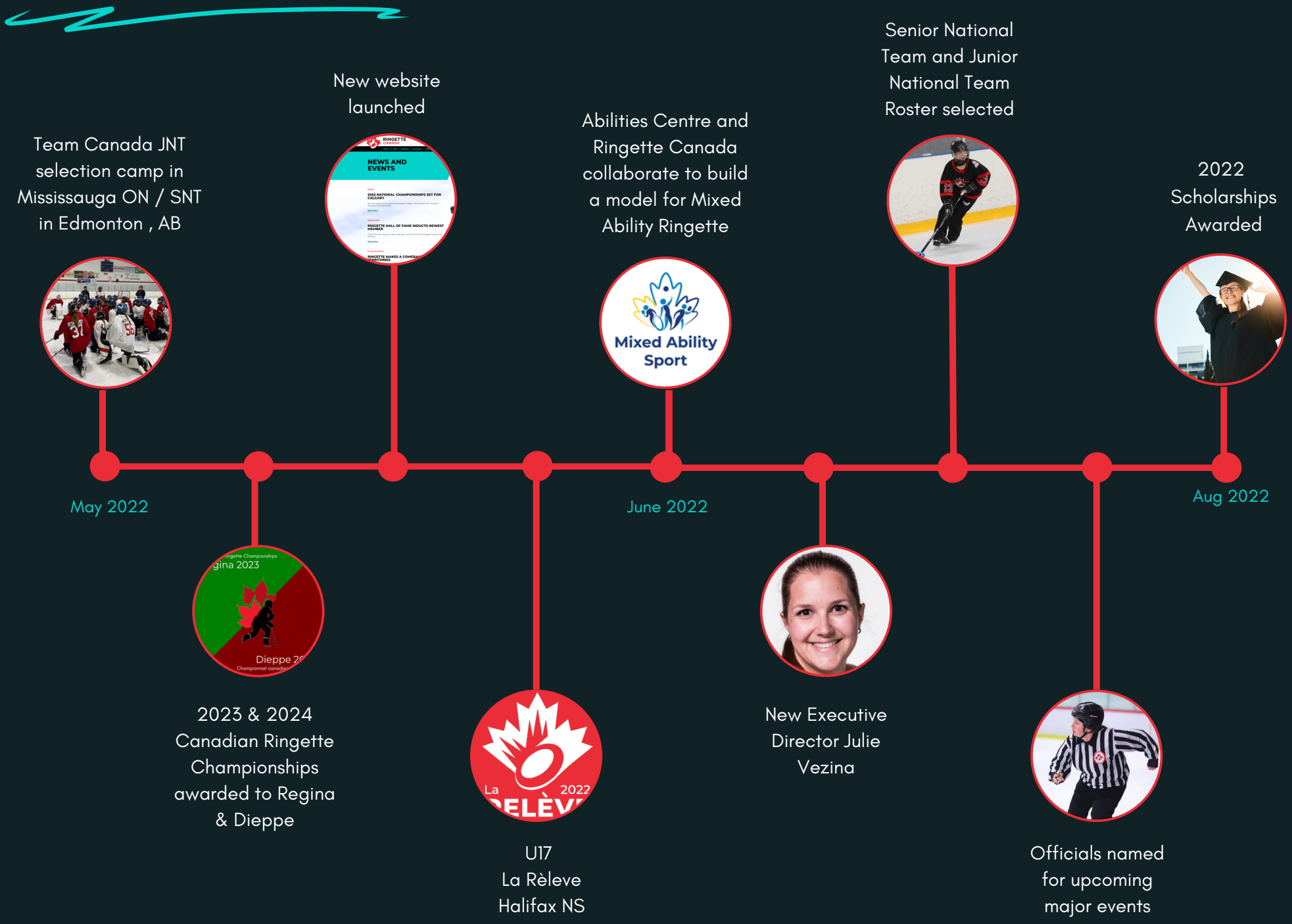
Shot Clock
4 clinics
18 Trained

Level 2 & Level 3
9 clinics
68 Trained

Level 4
1 clinic
10 Trained



Year in Review



Return to Sport Survey - regarding how the pandemic has had an impact on female athletes returning to the sport across Canada.



Oct 2022

New National Teams and Leagues Coordinator - Kristen Leblanc



PEI hosts 2023 Canada Winter Games Gold - QC, Silver - AB, Bronze - SK



Feb 2023

Annabelle Cosmetics announced as headline sponsor for the 2023 (CRC)



New partnership with Gatorade®



April 2023



The World Ringette Championships in Espoo, Finland



Barry Hobday & Beverley Ann Felske inducted to Hall of Fame



New Sports Director, Shelley Coolidge



Extended key partnership with TELUS

NRL

The National Ringette League (NRL) is the showcase league for ringette in the nation. Established in 2002, The NRL is the longest, continually running, elite women's sport league in Canada.



13 TEAMS

135 GAMES

272 ATHLETES

Rookie of the Year - Erin Ung - Calgary RATH

Most Valuable Player - Kaitlyn Youldon - Calgary RATH

Top Centre - Molly Lewis - Nepean Ravens

Top Forward - Britney Snowdon - Atlantic Attack

Top Defense - Melissa Misutka - Edmonton WAM!

Top Goalkeeper - Laurie St-Pierre - Rive Sud Revolution

Coaching Staff of the Year - Calgary RATH - Head Coach - Barb Bautista
Assistant Coaches - Nicole Prokop & Dallas Robbins & trainer - Jeffery Ung

NRL Top Scorer - Jenny Snowdon - Atlantic Attack

NRL Scoring Champion - Britney Snowdon - Atlantic Attack

Volunteer of the Year - Darrin Kruger - Saskatchewan Heat



Safe Sport

IT'S EVERYONE'S RESPONSIBILITY.

Ringette Canada made many significant advancements in the area of Safe Sport this year. Most notably, Ringette Canada became an official signatory to the Abuse-Free Sport program as of May 1st, 2023. Abuse-Free Sport is an independent program that is part of a growing national movement to rid Canadian sport of all forms of harassment, discrimination, and abuse.

As such, Ringette Canada has agreed to adopt the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) and retain the services of the Office of the Sport Integrity Commissioner (OSIC) to hear all complaints of potential violations of the universal code of conduct (UCCMS) involving designated UCCMS Participants. Ringette Canada Participants not designated as UCCMS Participants continue to have access to our Independent Third Party.

All policies in our Safe Sport policy suite were updated and approved by the Board of Directors. The Safe Sport section of our website has been revamped and we are and will be continuously adding new resources to support all participants in promoting a safe and inclusive ringette environment.



The Universal Code of Conduct to Prevent and Address Maltreatment in Sport calls for all sporting environments to be free from physical, sexual and psychological abuse. Ringette Canada's processes and procedures align with those values. We aim to equip coaches, administrators and others to make decisions that promote athletes' physical and mental wellbeing and empowers ringette associations to foster a culture that contributes to athlete success.

Partnering for a Stronger Future

Team work makes the dream work.

We have had incredible success over the past 12 months with a wonderful group of partners that have been as committed to developing the sport of ringette as we are.

Ringette Canada has spent the past year boosting our online profile as well as the challenging the perceptions of our sport and further showcasing our unique culture.

We would like to acknowledge the financial support of the Government of Canada.



One Team

Ringette Canada provides a leadership role in virtually every aspect of the game. The development of Ringette Canada's policy and priorities are determined by a diverse group with varied experience, who contribute their time and expertise to Ringette Canada as members of the Board of Directors, on one of the 4 Board Committees, or on various subcommittees. The Ringette Canada Board of Directors meets a minimum of three times each year while the President meets with the Executive Director regularly to monitor the progress of the organization.



BOARD OF DIRECTORS

Angie Milbury - *President*
Amy Derickx – *Director*
Allison Biewald – *Director*
Mike Taylor – *Director*
John Voss – *Director*
Denise Treslan – *Director*
Ann MacTaggart – *Director*
Debbie Frail – *Director*
Nina Tajbakhsh – *Athlete Director*

NATIONAL OFFICE STAFF as of September 2023

Julie Vezina - *Executive Director*
Jenni Lloyd - *Communications, Engagement & Marketing Director*
Shelley Coolidge - *Sport Director*
Anik Desjardins *Office Manager*
Erin van Gulik *Safe Sport & Sport Development Manager*
Kenda McDonald *Office Coordinator*
Kristen Leblanc - *National Teams & Leagues Coordinator*
Taylor Retter - *Communications Coordinator*
Jake Clarke - *Sport Coordinator - Officials & Events*
Pippa Edwards - *Sport Coordinator - Coaching & Programs*



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