

WHISTLER GYMNASTICS

AGM 2023

Report



Tuesday June 20, 2023
6:00 – 7:30pm
Whistler Athletes Centre, 1090 Legacy Way
2nd floor of Whistler Gymnastics



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2023 ANNUAL GENERAL MEETING

AGENDA

Tuesday June 20, 6PM –7:30PM

Performance Hub, 2nd floor of Whistler Athletes Centre

Appetizers and drinks will be served for adults, open gym for members 6+, please
RSVP



AGENDA:

- 1) **Approval of 2023 AGM Agenda**
- 2) **Approval of Minutes of AGM 2022**
- 3) **President's BOD Report – Susie Douglas**
- 4) **Annual Financial Reports –Natalie Percival**
- 5) **Executive Director's Operational Report- Marc Davidson**
- 6) **Motions to Affirm BOD resolutions.**
 - *Motion to affirm **Financials year end 2022-23***
 - *Motion to affirm **Organizational Structure 2023-2024** with the following changes of note:
-Addition of Executive Director, Pemberton Coordinator, and GFA TG Coordinator.*
 - *Motion to approve **Operating Budget 2023-2024**
-Projected surplus of \$3,000*
 - *Motion to approve **2023-2024 Wage Increase**
-Coaching wage increase of 16% to provide a competitive, living wage for our coaches (without increasing program fees).*
 - *Motion to approve creation of **Wellness Account**
-Contingent on surplus distribution at year end(s) for returning salaried staff who are enrolled in the benefits plan
-Propose \$1,250 per qualifying employee dependant on year end surplus top be administered through WG's health insurance provider*
 - *Motion to approve change of current **Program Policy**
-Changes of note include program withdrawal/ suspension refunds discretion transferred from BOD to Executive Director, updated financial assistance to ATS (Athlete Travel Subsidy), and a broadened vision on Access and Inclusion. Please click on link below to view the policy:
https://drive.google.com/file/d/1u1oWCkJpyFJbbqnbKp2L0MYMhF2lkRT6/view?usp=drive_link*
 - *Motion to approve **Risk Management Policy**
-Items of note include Safety First Safe Sport, Participant Protection, Conduct & Behavior, Maltreatment/Abuse, and Security/Privacy. Please click on the link below to view the policy:
https://drive.google.com/file/d/1o3iiZbRgMDBYZi39sCIf3XpK-52rE7NC/view?usp=drive_link*
 - *Motion to affirm addition of **Finance Committee and Risk Management Committee to BOD Standing Committees** as required by the BC Societies Act*

- 7) **Recognitions 2022-2023**
- 8) *Election of New Board Member*
- 9) *Confirmation of Next Meeting: WG BOD Sept 2023*
- 10) *Close meeting*



2022 ANNUAL GENERAL MEETING MINUTES Monday June 27, 6PM –7:30PM

Performance Hub, 2nd floor of Whistler Athletes Centre

Appetizers and drinks will be served for adults, open gym for members 6+, you must RSVP

AGENDA:

1) Approval of 2022 AGM Agenda

Motion to approve the 2022 AGM Agenda: First Sheila, Second Ryan. Motion passed with 9 votes. 2) Approval of Minutes of AGM 2021

Motion to approve the 2021 AGM minutes: First Nadia, Second Ryan. Motion passed with 9 votes. 3) President's BOD Report – Tami Mitchell

4) Annual Financial Reports –Natalie Percival

Additional note- Ask Claire when to show expenditure for the CEBA loan. We need to clarify we are following the CRA requirements for paying back this loan interest free and maintaining the ability to keep the allowable retained portion.

5) Operational Report- Catou Tyler

6) Motions to Affirm BOD resolutions.

- Motion to affirm **Financials year end 2021-22**

First Sheila, Second Nadia. Motion passed with 7 votes, none opposed.

- Motion to affirm **2022 – 2026 Strategic Plan**

First Susie, Second Ryan. Motion passed with 7 votes, none opposed.

- Motion to affirm **Organizational Structure 2022-2023** with the following changes of note: -Position of Club Manager to include duties of Program Manager, not to be filled separately this year. -Club Administrator to be promoted to Business Manager to include duties of Personal Manager. First Ryan, Second Sheila. Motion passed with 9 votes, none opposed.

- Motion to approve **Operating Budget 2022-2023**

First Nadia, Second Sally. Motion passed with 8 votes, none opposed.

- Motions to affirm **WG leases WSL Accommodation for 2 studios to help with recruitment of new coaches.**

-Whistler Gymnastics will lease 2 studio apartments to help with coach recruitment at a cost of \$1,055/ month.

First Ryan, Second Sally. Motion passed with 9 votes, none opposed.

- Motion to affirm **2022 – 2023 program Fee Increase**

-All program fees will increase by 3% due to costs of doing business
First Nadia, Second Natalie. Motion passed with 8, 1 opposed.

- Motion to affirm **Gymnastics BC/WG Membership Insurance fee increase of \$10 for competitive and interclub only.**

-Competitive membership/ insurance fee will become \$210 for competitive and \$110 for Interclub athletes. First Susie, Second Sally. Motion passed with 9 votes, none opposed.

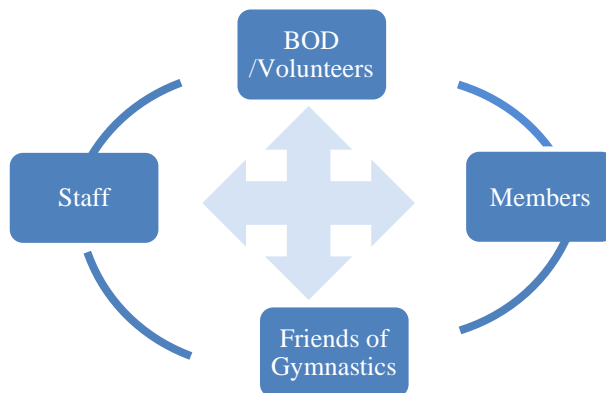
- Motion to affirm **Refund Policy fee of 10%**

-A 10% admin fee will be taken for any refunds requested without a medical note.
First Sheila, Second Natalie. Motion passed with 9 votes, none opposed.

- 7) Thank you to 2021/2022 Volunteers- Hodi's volunteer of the Year award.- For the gift of time. This award goes to a person who goes above and beyond, generously volunteering their time to Whistler Gymnastics. This year's recipient of the Hodi award is Natalie Percival, who stepped into the role of treasurer in her first year on the board of directors.
- 8) Thank you to 2021/2022 Staff and coaches, Sheila Mozes 'For the Love of Gymnastics Award '- This year the award goes to Lindsay Corey.
- 9) **Election of Board of Directors-** 3 positions needed election; and executive committee appointments by new BOD at the end of this AGM mtg.
- Nominated and elected at the meeting to 2022/23 BOD-** Tanya Rowe, Nicolette Richer, Karina Meik.
- A special thank you to outgoing members, Nadia Demers and Dan Wallman for their service to the club over the past years.**
- 10) **Confirmation of Next Meetings: WG BOD Sept 26 2022 (6,30-8pm), WG BOD Club Mtg Oct. 2022**
- 11) **Close meeting 7.03pm**



Whistler Gymnastics Organizational Structure 2023/2024



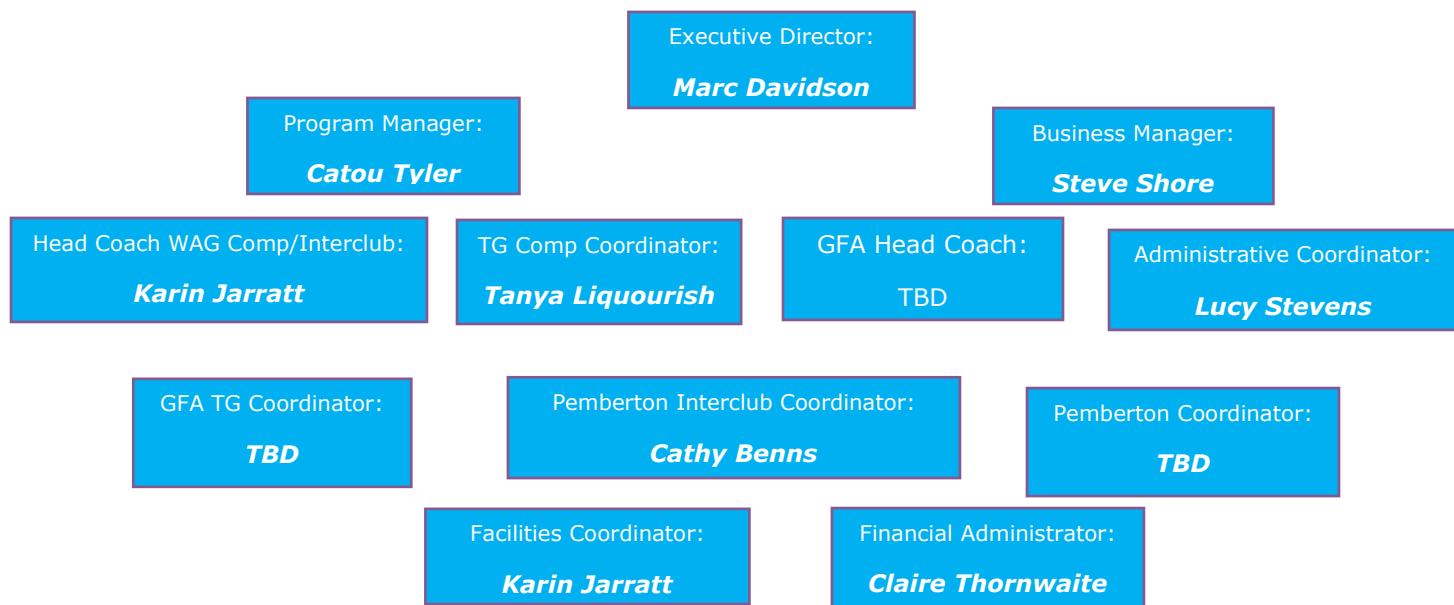
Volunteers and BOD

Volunteer Membership-registered adult members or designated parent of registered youth members and registered volunteers

Board of Directors (BOD) 5-9 Directors elected annually from membership to form Board - positions include *President, *Vice President, *Secretary/Treasurer, and Members-at-Large from: GFA, COMP and PEMBERTON

Volunteer Positions and *Officers may include: - *Sport Advisor, *Volunteer Coordinator, *Funding Coordinator, * Inclusion Advocate, *Safety Officer *Summer Classic Meet Coordinator, *Policy & Procedure Advisor

Volunteer Committees: -Standing- Executive Committee, Finance Committee, Risk Management; **Special** – Human Resources, Whistler Summer Classic, Fundraising, Pemberton Facility



Coaching Staff

Certified Coaches Trained Coaches Coaches-in-Training (CIT) Pre Coaches-in-Training (PRECIT) Volunteer Assistants

Club and GBC Members

Club voting members: -Registered (annual) GBC participants and their designates, and registered volunteers.

GBC membership types: - Annual, Casual, Associate (Schools/Sports Org), Non-Member Guest

Friends of Oros

Guests, Partnerships, Sponsors, Donors, Supporter, Media, Community Groups & Associates

ANNUAL FINANCIALS REPORT BY NATALIE PERCIVAL

Notes to 2023 Annual Results

INCOME

Projected surplus of \$16,000 to a budgeted deficit of \$3,000

REVENUE

\$29,000 increase due to increase in fees income from additional programming day in Pemberton.
\$7,000 net revenue from Whistler Summer Classic Fundraising yet to be realized.

FACILITY/OFFICE EXPENSE

\$6,000 more in Whistler facility rental expense
\$3,000 more in Pemberton facility rental expense

PAYROLL EXPENSE

\$30,000 increase in wages due to addition of Executive Director

Notes to 2023-2024 Budget

*Compared to 2022-2023 Budget

Fee Revenue: *\$64,000 increase (\$566,000 to \$630,000)

Fundraising/Grant Revenue: *\$57,400 increase (\$65,600 to \$123,000)

Facility/Office Expense: *\$5,000 increase (\$134,000 to \$139,000)

Program Expense: *\$3,000 increase (\$46,000 to \$49,000)

Coaching Wage Expense: *\$37,000 increase (\$228,000 to \$265,000, including new Executive Director)

Projected Surplus: \$3,0000

FINANCIAL STATEMENTS

Finances 2022- 2023

Income Statement 07/01/2022 to 06/30/2023

	Actual 07/01/2022 to 05/26/2023	Budget 07/01/2022 2 to 06/30/2023
REVENUE		
FEES INCOME		
GBC Insurance/Admin Rev (Net)	11,687.54	12,500.00
Comp & IC Meet Fees Rev (TG & AG)	24,355.10	26,500.00
Comp Tramp Class Fees	48,515.89	50,000.00
Comp Artistic Class Fees	63,097.92	60,000.00
Interclub Class Fees	45,689.00	50,000.00
GFA Tramp Class Fees	15,883.72	25,000.00
GFA/Gymstr Artistic Class Fees	101,392.53	105,000.00
Active Start Class Fees	36,046.70	45,000.00
Winter/Spring Camp Revenue	3,662.16	2,000.00
Summer Camp Revenue (W)	37,206.11	35,000.00
Access Tramp/AG/rental	20,179.41	15,000.00
Access School	159.22	0.00
Access Party	0.00	0.00
SUBTOTAL: WHISTLER FEES	396,187.76	413,500.00
Pemberton GFA Artistic Class Fees	52,553.29	35,000.00
Pemberton Active Start Class Fees	30,661.46	22,000.00
Pemberton Winter/spring Camp Fees	0.00	0.00
Pemberton Summer Camp Revenue	3,308.00	2,500.00
Pemberton IntClb Meet Fees Collect	9,100.00	9,000.00
Pemby InClb/Gymstr Class fees	63,072.50	36,000.00
SUBTOTAL: PEMBERTON FEES	158,695.25	104,500.00
TOTAL FEES INCOME	566,570.55	530,500.00
FUNDRAISING/GRANT REVENUE		
Choc Sales (Net)	1,381.84	800.00
Poinsettia Sales(net)	0.00	1,000.00
Bulbs (net)	0.00	0.00
Gym Suit/ Merch Sales (net)	621.24	500.00
Volunteer Levy - Whistler	0.00	0.00
Volunteer Levy - Pemberton	0.00	0.00
Misc. Fundraising	202.35	0.00
TOTAL FUNDRAISING	2,205.43	2,300.00
Federal Payroll Grants	11,031.00	0.00
Gaming Grant	37,700.00	37,700.00

Muni Grants	3,000.00		2,500.00
Via Sport Grant	0.00		0.00
Grants - other	0.00		12,000.00
TOTAL GRANTS		51,731.00	52,200.00
Whistler Meet Revenue	31,355.00		35,735.00
Less Whistler Meet Expense	-19,695.68		-17,000.00
FR Fund for Next Year Meet	0.00		0.00
Net: Whistler Meet Revenue		11,659.32	18,735.00
Donations (Equipment)		0.00	0.00
TOTAL FUNDRAISING/GRANT REVENUE		65,595.75	73,235.00
TOTAL REVENUE		632,166.30	603,735.00
EXPENSE			
FACILITY/OFFICE EXPENSE			
Gym Rental (net)	58,375.27		61,000.00
CECRA/CERS Rent Subsidy	0.00		0.00
Facility Maint Expense(current)	0.00		0.00
Facility Maint Reserve Contribution	0.00		5,000.00
Cleaning Expense	782.25		1,500.00
COVID Supplies	0.00		0.00
Small Equipment and Gym Supplies	4,038.34		3,000.00
Cap Eq Rsv Fund Contribution (<Exp)	0.00		10,000.00
Lge Equip. Purch (not from Reserve)	0.00		0.00
Equipment Repairs/Installation	1,651.65		2,000.00
Equipment/Liab Insurance	2,933.00		3,000.00
Grant Advance Subscription	2,794.40		0.00
InfoTechnology	8,562.87		5,500.00
Office Equipment Expense	1,280.38		1,200.00
Office Supplies & Misc	602.81		750.00
Bank Charges (WH and Pemby)	19,532.45		18,037.00
Postage/Freight	129.62		100.00
Telephone/Internet	2,007.29		2,000.00
SUBTOTAL WHISTLER FACILITY EXP		102,690.33	113,087.00
Pemberton facility rental	31,036.82		25,000.00
Pemberton Equipment purchase/repair	260.39		2,000.00
Pemberton Office Supplies	33.59		50.00
SUBTOTAL PEMBERTON FACILITY EXP		31,330.80	27,050.00
TOTAL FACILITY/OFFICE EXPENSE		134,021.13	140,137.00
PROGRAM EXPENSE			
Advertising & Promotions (W)	2,957.56		1,000.00
CompTravel-Out of Prov Subsidy (ATS)	500.00		1,000.00
Meet Entry Fees Expense (W)	25,311.67		18,000.00
Meet Travel Expense (W)	4,839.25		7,000.00
Uniforms (net)	-236.84		0.00
Awards/Certificates	745.92		500.00

Comp Program Supplies	261.37		300.00	
GFA Program Supplies	26.86		400.00	
Active Start Program Supplies	0.00		300.00	
Summer Camp program supplies	233.33		500.00	
Volunteer/Coach Appr DNU	0.00		0.00	
CIT Honorariums (W)	365.75		2,000.00	
SUBTOTAL WHISTLER PROGRAM EXP		35,004.87		31,000.00
Pemberton Advertising & Promo	0.00		250.00	
Pemberton Interclub Meet Fees Expense	2,895.00		7,000.00	
Pemberton Meet Travel Expense	0.00		1,000.00	
Pemberton Interclub Uniforms (net)	2,658.34		0.00	
Pemberton Program Supplies	589.78		500.00	
Pemberton CIT Honorariums	1,256.33		1,500.00	
SUBTOTAL PEMBERTON PROGRAM EXP		7,399.45		10,250.00
Staff Events/Meetings Expense		1,746.85		3,000.00
Coaches Uniforms		446.25		800.00
Dues/Subscriptions		455.71		370.00
Miscellaneous		1,191.27		200.00
TOTAL PROGRAM EXPENSE		46,244.40		45,620.00
PAYROLL EXPENSE				
Coaching Wage	136,688.63		147,000.00	
Winter/Spring Camp Coaching Wage	0.00		2,000.00	
Summer Camp Coaching Wage	7,853.99		15,000.00	
Meet Coaching Wage - Comp	10,420.28		8,000.00	
Admin/Prog Wage (not incl contract)	145,780.16		140,000.00	
Guest/Lead/Trainer Coach Wage	0.00		750.00	
Training/PD/Meeting Wage	2,026.80		4,000.00	
Added Meet Coaching Wage	0.00		0.00	
Summer Grant Wage	14,884.00		14,600.00	
Summer Coordinator Wage	95.63		0.00	
Cleaning Wage	4,908.40		4,000.00	
Sick pay (P&W)	2,674.95		0.00	
SUBTOTAL: WHISTLER WAGES		325,332.84		335,350.00
Pemberton Coaching Expense	43,105.49		26,500.00	
Pemberton Camp Coaching	2,380.62		1,200.00	
Pemberton Meet coaching	0.00		1,350.00	
Pemberton Cleaning Wage	0.00		1,000.00	
SUBTOTAL: PEMBERTON WAGES		45,486.11		30,050.00
EI Expense.	8,277.50		8,082.65	
CPP Expense	18,790.37		20,827.80	
WCB Expense	5,358.13		5,663.70	
TOTAL PAYROLL BURDEN		32,426.00		34,574.15
Coaching (subcontract)	1,560.00		0.00	
Bookkeeping (Whistler)	5,500.00		6,500.00	
SUBTOTAL: WHISTLER CONTRACTORS		7,060.00		6,500.00
Pemberton Bookkeeping	2,291.63		2,500.00	

Pemberton Contract Coaching	<u>0.00</u>	<u>0.00</u>
SUBTOTAL: PEMBERTON CONTRACTORS	2,291.63	2,500.00
Prof Development/Travel	2,073.33	5,000.00
Employee Benefits	6,619.41	7,000.00
CEWS Canadian Emerg Wage Subsidy	0.00	0.00
Staff Accommodation (NET)	<u>-292.13</u>	<u>0.00</u>
TOTAL PAYROLL EXPENSE	<u>420,997.19</u>	<u>420,974.15</u>
OTHER EXPENSES		
Amortization Expense	<u>15,000.00</u>	
TOTAL OTHER EXPENSE	<u>15,000.00</u>	
TOTAL EXPENSE	<u>616,262.72</u>	<u>606,731.15</u>
NET INCOME	<u>15,903.58</u>	<u>-2,996.15</u>

Whistler Gymnastics Club
Balance Sheet As at 05/26/2023

ASSET

Current Assets

Cheques to be deposited	0.00	
Cash to be deposited	0.00	
Visa/MC desk to be Deposited	0.00	
Payroll EFT	0.00	
Over/Short	0.00	
Online over/short	0.00	
Gaming Account	639.06	
Visa/MC online to be deposited	0.00	
Online Dep future months	0.00	
Facility Maint Reserve Acct.	34,093.47	
Capital Eqpmt Reserve Acct.	19,362.20	
Blueshore General Account	<u>65,983.83</u>	
Total Cash		120,078.56
Accounts Receivable	0.00	
Payroll Advances	<u>0.00</u>	
Total Receivable		0.00
Athletes Travel Fund		0.00
Gymnaestrada Worlds Net		22,858.04
Collabria Mastercard Payble		0.00
Term Deposit		200,000.00
CERS Subsidy Receivable		<u>0.00</u>
Total Current Assets		<u><u>342,936.60</u></u>

Capital Assets

Leasehold Improvements		15,197.31
Office Furniture & Equipment	9,348.81	
Audio Visual Equipment	13,194.95	
Gym Equipment	308,777.16	
	-	
	165,645.00	
Accum. Amort. -Furn. & Equip.	<u>0</u>	
Net - Furniture & Equipment		<u>165,675.92</u>
Total Capital Assets		<u><u>180,873.23</u></u>

TOTAL ASSET		<u><u>523,809.83</u></u>
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LIABILITY

Current Liabilities

Accounts Payable		-4,876.42
Stored Credits Uplifter		1,416.00
Staff Expenses from paychecks		-1,538.68
Prepayments for Whistler Meet		0.00
Prepmts for Next Season Recieved	0.00	
Prepayments for Summer Camps Whistl	47,012.00	
Prepayments - Pemberton	0.00	
Prepayments - Access	0.00	
Prepayments FR for Meet 2020	<u>0.00</u>	
Total Prepayments Received		47,012.00
Vacation payable		12,702.94
EI Payable	1,588.23	
CPP Payable	4,058.56	
Federal Income Tax Payable	<u>4,256.66</u>	
Total Receiver General		9,903.45
WCB Payable		995.11
CEBA Loan		<u>60,000.00</u>
Total Current liabilities		<u>125,614.40</u>

TOTAL LIABILITY	<u>125,614.40</u>
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EQUITY

Capital Funds

Capital Equipt Reserve Fund	19,362.20
Facility Maint Reserve Fund	<u>34,093.47</u>
Total Share Capital	<u>53,455.67</u>

Retained Earnings

Retained Earnings - Previous Years	324,023.65
Current Earnings	<u>20,716.08</u>
Total Retained Earnings	<u>344,739.73</u>

TOTAL EQUITY	<u>398,195.40</u>
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LIABILITIES AND EQUITY	<u><u>523,809.80</u></u>
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FY 2023-2024 DRAFT Budget

	DRAFT 23/24
REVENUE	
GBC Insurance/Admin Rev (Net)	12,500
Comp & IC Meet Fees Rev (TG & AG)	0
Comp Tramp Class Fees	52,000
Comp Artistic Class Fees	89,600
Interclub Class Fees	60,425
GFA Tramp Class Fees	30,000
GFA/Gymstr Artistic Class Fees	80,571
Active Start Class Fees	52,842
Winter/Spring Camp Revenue	6,000
Summer Camp Revenue (W)	54,249
Gymnastada (Worlds) (NET)	0
Access Tramp/AG/rental	15,000
Access School (Pro-D)	5,040
Access Party	6,000
WHISTLER FEES	451,727
Pemberton GFA Artistic Class Fees	52,000
Pemberton Active Start Class Fees	25,000
Pemberton Winter/spring Camp Fees	0
Pemberton Summer Camp Revenue	0
Pemberton IntCib Meet Fees Collect	13,600
Pemby InCib/Gymstr Class fees	75,000
PEMBERTON FEES	165,600
TOTAL FEES INCOME	629,827
Choc Sales (Net)	800
Poinsetta Sales(net)	0
Gym Suit/ Merch Sales (net)	500
Misc Fundraising	0
TOTAL FUNDRAISING	1,300
Federal Payroll Grants	0
Gaming Grant	55,585

	DRAFT 23/24
Muni Grants	3,200
CEBA Grant	20,000
Grants - other	12,000
TOTAL GRANTS	90,785
Whistler Meet Revenue	45,485
Less Whistler Meet Expense	-22,313
FR Fund for Next Year Meet	0
Net: Whistler Meet Revenue	23,172
Interest Revenue (GIC)	7,500
TOTAL FUNDRAISING/GRANT	122,757
TOTAL REVENUE	752,584
EXPENSE	
Gym Rental (net)	64,000
Facility Maint Reserve Contribution	0
Cleaning Expense	1,500
Small Equipment and Gym Supplies	3,000
Cap Equip Reserve Fund Contribution	0
Equipment Repairs/Installation	2,000
Equipment/Liab Insurance	3,250
Grant Advance Subscription	5,000
InfoTechnology	5,605
Office Equipment Expense	1,500
Office Supplies & Misc	1,500
Bank Charges (WH and Pemby)	14,324
Postage/Freight	100
Telephone/Internet	2,300
WHISTLER FACILITY	104,079
Pemberton facility rental	32,500
Pemberton Equipment purchase/repair	2,000
Pemberton Office Supplies	50
PEMBERTON FACILITY	34,550
TOTAL FACILITY/OFFICE EXPENSE	138,629

	DRAFT 23/24
Advertising & Promotions (W)	500
CompTravel-Out of Prov Subsdy (ATS)	1,000
Meet Entry Fees Expense (W)	23,440
Meet Travel Expense (W)	3,160
Uniforms (net)	0
Awards/Certificates	500
Comp Program Supplies	500
GFA Program Supplies	1,000
Active Start Program Supplies	0
Summer Camp program supplies	500
CIT Honorariums (W)	0
WHISTLER PROGRAM	30,600
Pemberton Advertising & Promo	50
Pemberton Interclub Meet Fees Expen	11,550
Pemberton Meet Travel Expense	750
Pemberton Interclub Uniforms (net)	0
Pemberton Program Supplies	750
Pemberton CIT Honorariums	0
PEMBERTON PROGRAM	13,100
Staff Events	4,500
Coaches Uniforms	800
Dues/Subscriptions	0
Miscellaneous	200
TOTAL PROGRAM EXPENSE	49,200

	DRAFT 23/24
Coaching Wage	201,540
Winter/Spring Camp Coaching Wage	0
Summer Camp Coaching Wage	0
Meet Coaching Wage - Comp	8,000
Admin/Prog Wage (not incl contract)	193,620
Guest/Lead/Trainer Coach Wage	750
Training/PD/Meeting Wage	0
Added Meet Coaching Wage	0
Summer Grant Wage	0
Summer Coordinator Wage	0
Cleaning Wage	0
Sick pay (P&W)	12,000
WHISTLER WAGES	415,910

Pemberton Coaching Expense	54,232	
Pemberton Camp Coaching	0	
Pemberton Meet coaching	1,350	
Pemberton Sick Pay	3,000	
PEMBERTON WAGES		58,582
EI Expense.	11,267	
CPP Expense	18,026	
WCB Expense	11,717	
PAYROLL TAXES		41,010
Coaching (sub-contract)	0	
bookkeeping (Whistler)	6,500	
WHISTLER CONTRACTORS		6,500
Pemberton Bookkeeping	2,500	
Pemberton Contract Coaching	0	
PEMBERTON CONTRACTORS		2,500
Proff Development/Travel		5,000
Employee Benefits		7,500
CEWS Canadian Emerg Wage Subsidy		0
TOTAL PAYROLL EXPENSE		537,002
OTHER EXPENSES		
Amortization		24,918
TOTAL OTHER EXPENSE		0
TOTAL EXPENSE		749,748
NET INCOME		2,835

PRESIDENT'S REPORT BY SUSIE DOUGLAS

Dear Members,

I am pleased to present the annual president's report on behalf of the Whistler Gymnastics Club Board of Directors. Over the past year, we have made great progress, finally fully recovered from the Covid 19 Pandemic, and I am delighted to share the latest developments and achievements of our club with you.

Restructuring and Hiring an Executive Director:

As part of our continuous efforts to streamline management and reduce the involvement of the Board of Directors in operations we made the decision to restructure the organisation and hire an Executive Director. Marc Davidson was hired to fill this role In January 2023 and has seamlessly integrated into the management team, improving administrative processes, communication, staff support, and overall efficiency.

The consistent application of Policy, Safe Sport & Risk Management Strategies:

The safety and well-being of athletes and staff has always been top priority. In our efforts and commitment to safe sport practice, we continuously reviewed and updated our policies to reflect current best practices in the sport industry and compliance with governing sport bodies.

Our management team also conducted policy training sessions for staff, establishing policy integration into daily operations

Financial Stability:

I am pleased to report that our club's financials are looking sound. Due to responsible financial management, grants, and fundraising efforts we have successfully maintained a balanced budget and have been able to invest in necessary equipment upgrades to provide the best possible training environment for our athletes. In addition, we have been able to maintain programming without a rate increase for the 2023/24 year in an effort to maintain access and affordability to all.

Staff appreciation, recognition, and retention:

Through the 2022 strategic planning process the BOD determined that of key importance to staff was work/life balance, competitive salaries/ wages, general wellness, and recognition.

In the past year the BOD placed targeted efforts to these goals by overseeing the building of a new wage increment system, a new pathway with support for professional development, the addition of two staff housing apartments, and the provision of healthy snack/drinks for staff during work shifts.

Program Enrolment Numbers:

Our program enrolment numbers have remained consistently strong throughout all types and levels. Of particular note was the ability to offer more Active start classes to the community and some excellent achievements from the competitive team athletes in both Trampoline and Artistic Gymnastics.

Enthusiasm for Gymnastics and Trampoline among children and their families has not wavered. The club remains committed to providing a supportive and inclusive environment for all participants, ensuring their personal growth, and fostering a love of Sport for Life.

Summer camp enrolment has been an overwhelming success. The demand for participation has exceeded expectations, and all available spots have been sold out.

This response from our members is a testament to the reputation and quality of our gymnastics and trampoline programs. We remain committed to quality programming that provides a safe supportive environment to all athletes.

Whistler Summer Classic:

We are looking forward to our upcoming Summer Classic event. This event serves as a highlight of the gymnastics calendar and is our primary club fundraising event for the year. Our dedicated team has been working hard on planning and we invite all club members to mark their calendars and join us for this exciting event on June 16th -18th 2023.

In conclusion, I would like to thank our dedicated staff, coaches, volunteers, and all club members for their hard work, support, and commitment. Our club's success would not be possible without you.

Sincerely,

Susie Douglas
President, Whistler Gymnastics Club

EXECUTIVE DIRECTOR'S OPERATIONAL REPORT BY MARC DAVIDSON

As the 2022-2023 Gymnastics season comes to a close, so do my first six months as Executive Director and I could not be prouder to be a part of the Whistler Gymnastics family. Our coaching staff's dedication to your athletes and their passion for gymnastics and trampoline is truly inspiring. We are lucky to have extremely talented coaches and managers who continually strive to make the most out of your gymnastics experiences, both on and off the floor.

As we look forward to the 2023-2024 season, the senior management team has been hard at work planning, developing, and refining our current program offerings. We are also excited about bringing back our Birthday Parties and our new offering: Pro D Day Camps. A focus for us this year is partnering with our coaches on developing their individual professional development plan(s) to help them achieve their fullest potential as coaches, individuals, and future role models. Components of this plan include a competitive tiered wage structure, performance reviews, goal setting, and identifying which courses and certifications are next in their coaching progression.

I am proud to share some of the past year's highlights from the members of your senior management team below:

WAG COMP and Interclub Update – Karin Jarratt

3 WAG teams with 17 athletes (started with 19; one moved to TG comp, another retired early). Unusual year with the head coach missing for a month rehabbing shoulder surgery. Lucky to have good coaches' step in to cover and take the team to competition! In 32 years of coaching with WG, I've not missed a meet. Solid competitive results up to (and hopefully including) the Whistler Summer Classic. Several athletes topped the podium at invitational meets this year, both on individual events as well as the All Around. Many personal bests as the season evolved, as there should be. Moving away from the Canadian Competitive Program (CCP, formerly JO) and entering the Xcel program proved positive for most athletes. This was meant to bring together athletes who train fewer hours than high level clubs whose athletes tend to dominate the CCP results. Sadly, many big clubs used this category to dominate meets, so the intention was lost. Our veteran athletes were disappointed to have no Provincial Championships this year as the Xcel program doesn't offer it. Will reconsider this program for some athletes for next season.

2 Interclub teams with 22 athletes.

Feedback from parents and athletes has been excellent. Their performances at meets have been very good with coaches Meaghan and Charline having prepared them well. Most will be returning, leaving only a few spots to invite the next generation of keen performers.

Trampoline Update – Tanya Liqourish

This has been an interesting year with many developments, challenges, and excitement! This year we have been building our team; we currently have 14 competitive trampoline athletes, and 12 pre-competitive athletes. I have many kids filtering in from different programs around town such as Freestyle and AirHouse.

We are honored to have Blake Mould join us to coach the trampoline team. I am very excited and relieved to have a back up as well as someone to have discussions with about new points of view!

We introduced new coaching techniques to broaden the athletes air sense abilities and diversify the current program to keep up with the changing trampoline environment. I am currently underway working on

programs for next year that have a stronger focus on tumbling for the development stage and creating an even more “fun” environment.

The competition aspect of the program had a large learning curve. We have transferred to a new schedule and scoring system and although is an amazing addition to the sport it brought about challenges for planning. The trampoline competitions this year were planned very last minute due to the lack of volunteers and financial difficulties in this post Covid/ Ukraine war climate. This was difficult for athlete strategizing, parent planning, and planning down time for both coaches and athletes. Having said that, we just wrapped up a successful Provincial competitive year with many wins and personal goals met as well as building a stronger team unit and team support.

The National Championships are in July, and we are well on our way to hitting our goals. All three of our National athletes are trying out for the World Age Group Championships and we have set our routines. The National athletes have been invited to train in Shasta, Revelstoke, Aviva and Kamloops and both Blake and I have been attending these extra practices. We are excited for Matthew, Max, and Sofia to hit their goals and be an inspiration to everyone in this gym! Their dedication to the sport and to the gym over the last 10 years has not gone unnoticed.

Facility Update – Karin Jarratt

Cleaning has been mostly up to me and a few coaches that have stepped in to help. With the disappearance of volunteer help due to insurance restrictions, the deep cleaning we used to do a few times a year is missing. The budget may reflect this as paid cleaning adds up. Our equipment is in good order. New beam tops at the start of last summer, new springs for DMT, new foam for our aging mats are very appreciated. Few gyms look as well kept up as ours! Aerial rigging inspection occurs at the end of summer during maintenance week. Management has decided to remove the aerial silks due to lack of foreseeable use.

Business Update – Steve Shore

We are proud to report that our Financials are in good shape, as reflected in our Income Statement and our Balance Sheet. Here are some highlights and initiatives I am working:

1. Fall Program release date: July 12, 2023
2. 2023 Summer Camps sold-out.
3. Migration to Google Workspace in July to improve efficiencies in communication and overall organization.
4. Training with bookkeeper on Sage Accounting platform and researching Google Data Studio to assist in developing a visual representation of our current finances.
5. Program pricing refinement including coach assignments to classes when building classes for more accurate view of revenue vs wages. Straight-lined our program fees based on number of hours per week in the gym.
6. Uplifter training planned for all senior staff at the end of summer to include updating classes, cancelling classes, emailing classes, issuing refunds, etc.
7. Assigning a budget to both competitive coaches at the start of the year so they are aware of spending on uniforms, meets, parties etc. Built off program fees.
8. Competitive programs built and shared with Head Coaches.
9. Developing financial policy with Treasurer, bookkeeper, and Executive Director.

Programming Update – Catou Tyler

The 2022-2023 season has been a successful one for Whistler Gymnastics. Despite facing a shortage of coaches at the busy, beginning of the season, we had the greatest number of athletes we have ever had at Whistler Gymnastics, as shown in the participant comparison chart below:

Year	Location	Interclub	GFA AG	GFA AS	GFA TG	WAG Comp	Comp TG	AD	Total
2021/2022	Whistler	15	139	95	32	22	22	13	338
2022/2023	Whistler	22	201	142	44	17	26	41	493
2021/2022	Pemberton	29	68	87	0	0	0	0	184
2022/2023	Pemberton	69	106	78	0	0	0	0	253
2021/2022	Both								522
2022/2023	Both								746

Highlights include:

- I would like to start that we are deeply sorry for the passing of our Coach Kyle in November.
- Summer session of 2022 for GFA camps lead by Marissa Waldrum (summer camp coordinator).
- Added another training night in Pemberton on Wednesdays for the year. It has been very nice to set up only one day a week and take down on Thursdays.
- Welcomed and trained three new coaches, Alison B., Maria and Sheila O. (who left for Maternity leave in December). We welcomed back Anna Prochaska and Kanya in January. Elly Mitchell became a trained coach in March. We hired a new ninja coach/fundamentals coach Robyn in March as well. Blake Mould rejoined our team in April and was able to coach some more GFA trampoline classes.
- The Adult program had the highest numbers ever, thanks to our Coach Tilly and Meaghan. I would like to introduce another adult program geared towards competitions.
- The Pemberton Interclub program also had record numbers and is on track to have 56 members for next year. Cathy Benns is the Interclub Program coordinator with Tansy, Alison, Rebecca and me coaching.
- The Ninja programs in Whistler and Pemberton have been very successful. Whistler had 24 and Pemberton had 34. Thanks Steve, Lucy, Lindsey and Myself. We have been training Robyn to become the main coach for the Ninja program.
- Active start programs continually are successful in Whistler and Pemberton. Clare and Lindsey are the main coaches in Whistler and Pemberton respectively. Lucy, Maria and I are also coaching these programs. We will be looking for another active start coach for Whistler on Mondays, Tuesday and Thursdays.
- The Fundamentals programs have been successful in a challenging year this year in Whistler. We are excited to incorporate the new revised Can Gym program. The revised Can Jump program has been successful for the TG fundamentals.
- Trampoline GFA class increased with the return of Blake. Tanya, Steve and I also coached classes.
- GFA and AS had their annual ribbon day to show off their skills to parents in Whistler and Pemberton in June 2023.

- We are planning a return of Gym Show 2023 late in the Fall Session. Staff feel this is a less busy time of year than in June.
- I was a member of the Gymnastics BC, GFA (Gymnastics For All) committee again this year.
- Pemberton Interclub group is attended Canadian Gymnaestrada July 1-4, 2022, and Qualified to attend World Gymnaestrada 2023, in Amsterdam.

RECOGNITION 2023

BOD/VOLUNTEERS/EXECUTIVE COMMITTEE'S

President – Susie Douglas

Past President – Tami Mitchell

Secretary – Ryan Oughtred

Treasurer– Natalie Percival

Members-at-Large- Wendy Miron, Sally Whitehead, Tanya Rowe, Karina Meik, Nicolette Richer

Executive	HR	Finance	Policy & Procedure
Susie Douglas	Tami Mitchell	Susie Douglas	Sheila Mozes (advisor)
Tami Mitchell	Susie Douglas	Natalie Percival	Tami Mitchell
Ryan Oughtred		Tami Mitchell	Catou Tyler
Natalie Percival		Marc Davidson	Susie Douglas
		Steve Shore	Marc Davidson
			Steve Shore

Risk Management	Strategic Planning	Fundraising
Sheila Mozes (advisor)	All Board of Directors	Tami Mitchell
Marc Davidson		Ryan Oughtred
Steve Shore		Nicolette Richer
Catou Tyler		Tanya Rowe
		Wendy Miron
		Marc Davidson

MANAGEMENT TEAM

Marc Davidson	Executive Director
Catou Tyler	Program Manager
Steve Shore	Business Manager
Lucy Stevens	Administrative Coordinator
Karin Jarratt	WAG Comp Head Coach
Tanya Liquorish	TG Comp Coordinator

COACHING STAFF

Catou Tyler, Steve Shore, Karin Jarratt, Tanya Liquorish, Cathy Bennis, Lindsey Corey, Kristy Johnson, Lucy Smith, Tilly Mealiff, Clare O'dea, Meaghan Smith, Tami Mitchell, Blake Mould, Robin Jean- Legos, Elly Mitchell, Kayna Frame, Rebecca Beaton, Marissa, Waldrum

Coaches in Training (Pre-CIT): Adelaide Kluftringer, Arleigh Kemp, Kirra Douglas, Liv Teitzel, Makenna Griffiths, Maxine Charron, Maya Langdale, Parker Watts, Regan Beattie, Sola Skeels, Sophie Yajima, Topaz Tyler, Chloe Miron

EMPLOYEE RECOGNITION:

Karin Jarratt- 32 years at Whistler Gymnastics

Catou Tyler – **The viaSport Community Coach of the Year 2023**

Cathy Bennis – **GymBC Coach of the Year 2022**

HODIE AWARD – FOR THE SELFLESS GIFT OF TIME

SHEILA MOZES AWARD – FOR THE LOVE OF GYMNASTICS

RIKKA TINDLE AWARD – MOST PROMISING COMPETITIVE GYMNAST