



# ***2020 Annual General Meeting June 20th, 2020***



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# PREVIOUS MINUTES



## DRAFT

**Rugby Ontario – Annual General Meeting  
May 5, 2019  
Abilities Centre - Whitby**

### List of Attendees:

#### BOARD OF DIRECTORS

Name	Position
Butler, David	Chair
McGinn, Kathleen	Vice-Chair
Baker, Nathan	Secretary
Logan, James	Treasurer
Fortier, David	Director
Graham Brown	Director
Michael Brown	CEO
<b>Regrets:</b>	
Dean Hopkins	Director
Rose LeBreche	Director

#### MEMBERS

Name	Representative
Action Rugby	Nico Piennaar
Ajax Wanderers	Stu Dobbs
Aurora Barbarians	Connor Libby
Balmy Beach	Haydn Gage
Barrhaven Scottish	Proxy to Kingston Panthers
Barrie	Andrew Davies
Brampton Beavers	Alex McCallion
Brock	Terry O'Neill
Burlington Centaurs	Nick Manz
Bytown Blues	Jim Shaw
Canada Misfits Rugby	Proxy to Aurora Barbarians
Canada Touch Rugby	Proxy to Burlington Centaurs
Crusaders	Pat Daniels
EORU	Dave Best
Fergus Highlanders	Jane Addeo
Grimsby Gentlemen	Bill Stuart
Guelph Redcoats	Craig Duffield
Kingston Panthers	Dave Beyer
Markham Irish	Gareth Calloway
Mississauga Blues	Lesley Swan
Niagara Old Boys	Proxy to Burlington Centaurs
Niagara Wasps	Gary MacDonald
Niagara Rugby Union	Gary MacDonald

Rugby Ontario  
Abilities Centre  
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Whitby ON L1N 0J2  
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[www.rugbyontario.com](http://www.rugbyontario.com)



Oshawa Vikings	Johnny Watkins
Ottawa Beavers-Banshees	Proxy to Burlington Centaurs
Ottawa Irish	Proxy to Bytown Blues
Ottawa Ospreys	Proxy to Bytown Blues
Owen Sound	Darcy Wenger
Petawawa-Pembroke Valley	Proxy to Bytown Blues
Peterborough Pagans	Nathan Baker
Stoney Creek	Vicki Woodhead
Toronto City Youth	Barb Di Nardo
Toronto Inner-City Rugby Foundation	Amanda Neale-Robinson
Toronto Nomads	Ross Pinkerton
Toronto Rugby	Peter Radcliffe
Toronto Saracens	Kelly McGuinness
Upright Rugby	Proxy to Burlington Centaurs

## STAFF

Name	Position
Michael Brown	CEO
David Patterson	Director of Administration and Member Services
Nicole Kovacs	Chief Operating Officer
Paul Connelly	High Performance Manager
Joe Schissler	Manager - Competitions, Events & Marketing
Ryan Jones	Rugby Development Manager
David Bushell	Match Official Coordinator
Jamie Holmes	Coach Coordinator
Elisa DiGiulio	Member Services Coordinator
Sean Medeiros	High Performance Coordinator
Dalton Finkbeiner	Communications Coordinator
Sara Shaw	Community Rugby Intern

## CALL TO ORDER – RUGBY ONTARIO ANNUAL GENERAL MEETING

The meeting was called to order at 10:10 am by the Chair.

### 1.0 Approval of Agenda

**Motion**– To approve the 2019 AGM meeting agenda

Duly Moved and Seconded

**Motion Approved**

### 2.0 In Memory

A moment of silence and reflection was held as the names were read out.



### 3.0 Quorum

Roll call was conducted and quorum established. Proxies ratified. Attendance and proxies will be included as a schedule to these minutes.

### 4.0 Board Minutes

Minutes of 2018 AGM presented.

**Motion**– To approve the minutes as circulated.

Duly Moved and Seconded

**Motion Approved**

### 5.0 Reports

Reports as circulated in the AGM Package presented.

**Motion**– To approve the reports as circulated.

Duly Moved and Seconded

**Motion Approved**

### 6.0 Presentation and Report by the Auditor

Treasurer James Logan presented the Report of the Auditor and Financial Statements. Questions fielded.

**Motion**– To approve the audited financial statements and report of the auditor as circulated.

Duly Moved and Seconded

**Motion Approved**

**Motion**– To appoint Norton McMullen as auditors through to the 2020 Annual General Meeting.

Duly Moved and Seconded

**Motion Approved**

### 7.0 Election of Directors

Candidates in attendance were given an opportunity to address the attendees. Ballots were distributed at arrival and were now collected.



## **8.0 Awards and Recognition**

Recognition to Ajax Wanderers 70<sup>th</sup> Anniversary, Oshawa Vikings 60<sup>th</sup> Anniversary, Eastern Ontario Rugby Union 40<sup>th</sup> Anniversary and David Butler as outgoing chair of Rugby Ontario.

## **9.0 Results of Election Announced**

**Kathleen McGinn, Scott Dunham, Graham Brown, David Best were elected to the Board of Directors.**

Thanks expressed to all others running: Beth Barz, Kelly McGuinness and David Donald

**Motion**– To destroy the ballots

Duly Moved and Seconded

**Motion Approved**

**Meeting adjourned 11:05 am.**

# CHAIR'S REPORT





**REPORT NAME: CHAIR'S REPORT**

**SUBMITTED BY: KATHLEEN MCGINN**

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### **This is Not a Normal Chair's Report**

I must admit, it is difficult to write proactively about 2019 without first acknowledging the current state of rugby in 2020 as a result of Covid-19. I know everyone longs for the day where we can all return to the game we love.

Like many other provincial and national sporting organizations, we are facing dark times and difficult decisions. We know that some of our clubs are also facing similar complexities. Solidarity is now more important than ever.

Having play suspended for an extended period of time will most likely be necessary given we still face profound uncertainty. We will all have to fight against our will to return to play and compete - our game's survival depends on it.

Despite all this, I think we can be proud as a collective. When pushed, our community has prioritized the health of its members and our game as first and foremost - and then have looked to deal with the economic consequences in the best way possible. This speaks strongly to what we value – and I consider this to be an integral benefit of membership in Rugby. Prioritizing the vitality of the game and its members will ensure we can endure what may be a lengthy hibernation and return with our infrastructure intact. Rugby must win this one.

I am also reminded that Rugby is valued because no single person's will or idea is above that of the game itself. Solidarity is woven into our culture and brings us back year after year. We are a membership that bands together to makes decision on behalf of the whole - self-interested actors need not apply. This is more important now than ever as we are all responsible for rugby and for keeping it alive.

These times are not for the faint of heart, but rugby is up to the task. We must be strategic and future-oriented. You will be heartened to know, that I firmly believe that Rugby Ontario is still alive today (while other provinces shutter their operations) because of the experience, acumen, and tenacity of our current leadership, front-line staff and our board. Please trust me when I say that they have dug deeply this year to deliver on the promise of game growth and irreproachable fiscal responsibility.



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**Individual Words of thanks and Appreciation: 2019**

2019 was indeed a year of transition. This could not have been made possible without the strong leadership and integrity of Nicole Kovacs and David Patterson. Following Mike Brown's resignation, we undertook a robust CEO search process led by a Committee of the Board and generously facilitated by David Kinley, CEO, BlueNose & Co. on a pro-bono basis. We are grateful to David for his time, dedication and professionalism and feel the outcome of his process certainly speaks for itself. Myles Spencer has certainly settled into his leadership role and is already having a profound impact on the organization.

I wish to thank Executive Committee of the Board Members: Jim Logan - who sleeps with one eye open and fixed on our financial performance – I have never met a person with more diligence and rigour; David Fortier – who's calm voice of reason is full of sharp insight and sensibility; and Nathan Baker – who is (sadly) coming up against his term limit – and has been a solid, foundational and logical influence all these years. Thank you for your service Nathan, you will be sorely missed by everyone in the organization. I also wish to thank Dean Hopkins for leading the CEO transition initiative and getting us off on the right foot strategically. Dean will also be transitioning off the board this year – thank you Dean for your ability to see the end model and knowing how to get us there...quickly. My thanks also go out to David Best as the Head of Governance, Scott Dunham and the Head of our newly formed Risk Committee and Graham Brown – all returning for the second year of their elected term.

I also must thank David Butler, our former Chairman, for his tenacity and forward-looking philosophy. We would not have the Rugby Ontario of today without him. I would also like to thank Steve Hall, Al Donaldson and Pat Hodgins who are single-handedly keeping Fletcher's Field alive and functional so that we may all return there someday to play again.

Finally. To our Rugby Ontario Staff. I know that what has been of 2019 and 2020 has not been easy. Our members often don't see you staying late to finish a schedule or getting up early to run a specialized clinic. They don't always know how many hoops you jump through or how many extra hours you put into making the financials accurately balance. They maybe aren't aware of how you find creative ways to do more with less or how much you really care about the sport that you call home. On behalf of the Board, for all of this and more, we thank you for your service, your professionalism and for your stewardship of our game. We have tougher times ahead but will continue to fight to restore the organization to rugby – readiness.

Yours in Rugby.



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**I sometimes hear this question: “What does Rugby Ontario actually DO?”**

This year, I thought it best to allow our staff to speak for themselves and highlight what they consider to be their greatest achievement. To help frame the answer to the question above, here are the categories within which Rugby Ontario is actively engaged:

- Community Rugby
- High Performance Rugby
- Commercial Engagement to support game visibility and growth
- Administration of the Game
- Governance of the Game

**This only a highlight-reel of all the things Rugby Ontario does.  
But provides insight into 2019 and beyond.**

**Community Rugby**

***Coach Development***

**2019** Increased the registered coaches’ numbers by 44% (387 in 2018 to 557 in 2019)

**2020** Working with Rugby Canada to improve the full Training & Education process for coaches

***Match Official Development***

**2019** Successful pilot of the Blue Card at our highest levels of rugby. Sets foundation for full implementation of the protocol throughout Club rugby, we are leading the Rowan's Law implementation.

**2020** Reducing barriers to entry for junior age group.

***Youth Rugby***

**2019** A full analysis of the playing population within Rugby Ontario complete to identify the registration and retention trends within our sport to help us to provide evidence-based support to clubs on an individual basis and the development of a Club Development Plan Self-Assessment Tool.

**2020** Working with clubs to develop individualized evidence-based club development plans with a focus on recruiting and retaining members within the club environment and supporting those initiatives with boots on the ground support.



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**Club Rugby**

**2019** Addition of U13 Wrap Up Day in conjunction with OWL Cup Day

- a. 30 U13 Teams involved (8 girls' teams)
  - i. (Only 9 teams involved in 2018 U13 Wrap – Up Day, no all-girls teams)
- b. 27 different clubs represented at the U13 age group
- c. Brantford and Guelph U13 girl's teams walked out with their respective OWL teams for the anthem of the OWL Cup Final.
- d. Participation medals to all kids
- e. Gilbert tackle bags raffle (2 sets of two bags given to 2 different clubs)
  - i. Donated from Rugby Canada
- f. Increase the number of participating clubs / teams at OWL Cup Day.
- g. 2 referee courses run on the day (Level 1 & Level 2)
  - i. In conjunction with Match Official Development

**2019** Marshall League Structure

- a. Collaborative League Planning Process
  - ii. Jan – 2019 – League Planning meeting for 2019 Season
  - iii. 2020 Season Planning consisted of two phone calls and an in-person meeting
  - iv. Clubs developed proposals and presented them at the final meeting. Each Marshall club voted during the in-person meeting and continued to work collaboratively to develop a playing structure that worked for the group

**2021** Club Competitions

- a. Continue to build the capacity and scope of all provincial events, specifically U14 Wrap Up Day and OWL Cup Day. U14 Wrap Up Day and OWL Cup Day will continue to be held together, by doing so we can maximize the impact of both events using the OWL Final as an aspirational piece for the U14 female competitions specifically.
- b. Leagues: Duplicate the Marshall League planning process for the Ontario Women's League. Engage clubs in analysis of the current league structure and the development and selection of playing structures.



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**High Performance Rugby**

- 2019** Developed of a Clear, Well Structured Pathway for all Ontario based athletes: Club to Province to Country
- Over 400 male and female athletes representing RO 15-a-side teams in competition
  - Initiation of Senior Women’s Developmental and Elite Teams selected from Ontario East and West Regional Programs
  - Over 75 male and female athletes representing RO 7-a-side teams in competition
  - Representing Ontario at Vancouver and Florida Tournaments
  - Branch Representative Sides in direct development alignment
- Partnership with Rugby Canada and the Canadian Sports Institute for our elite female athletes (U15-U18)
- Over 220 male and female athletes engaged in Winter HP Development Program
  - Tighter selection criteria resulting in improved levels of development
- Overall increase in percentage representation of Ontario athletes with Canadian National Team programing in both 7s and 15s
- Hosted 2019 Eastern Canadian Rugby Championship for all Jr. Age Grades - Queen’s University
- Selected to host U19 CRC in 2020 – Guelph University
- 
- 2019** Partnership with Toronto Arrows on THREE new initiatives:
- a. Toronto Arrows Academy- Identification of our best U19 to U23 players
  - b. Rugby Ontario Elite Development Academy- Identification of our best (30) U15-U18 players to train in an Arrows sponsored development initiative
  - c. Toronto Arrows Grass Roots Development Plan for Club and Province
- 2020** Launch of Rugby Ontario Development Philosophy Document Web Support
- a. Coach’s Corner Technical, Tactical and Development Resource Support for all Provincial Club Players and Coaches.

**Commercial**

***Communications/Marketing***

- 2019** Continued growth of our YouTube page/content through this medium
- o Increased subscriptions – 2,000+
  - o Live Streamed four (4) major events – Cross-Border Series, OWL Cup Day, Eastern Canadian Championships and McCormick Cup Day
  - o Increased content developed for our HP athletes and coaches through the Coaching Corner Videos
  - o Continued partnership with Durham College Video Production department. Students create promotional video content for Rugby Ontario



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**Finance and Admin**

***Finances***

- 2019** Developed and fortified a thorough cash flow strategy and reporting system to closely monitor our cash status on a daily basis and ensure payables are processed in a timely manner.
- 2020** Developed an AR strategy to ensure invoices are being distributed and payment is collected in a timely manner

***Registration***

- 2019** Ongoing work with Rugby Canada and SportLoMo to upgrade the user-experience of the SportLoMo platform

Again, we thank you for your membership and look forward to playing again.

KM



Funded by the Ministry of Tourism Culture and Sport and Canadian Government

# CHIEF EXECUTIVE OFFICER'S REPORT

2020 RUGBY ONTARIO  
ANNUAL GENERAL MEETING  
REPORT



**REPORT NAME: CHIEF EXECUTIVE OFFICER REPORT**

**SUBMITTED BY: MYLES SPENCER**

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It is a privilege to continue to serve our great sport of rugby as the new CEO of Rugby Ontario. Having spent over a decade working for the national governing body, Rugby Canada, I am motivated by the opportunity to apply my longstanding experience in the sport and work with our community stakeholders to raise the profile of rugby in Ontario.

Following my start in mid-October 2019, I was encouraged by the commitment and professionalism of the team that makes up Rugby Ontario. Welcoming and supportive from day one, our staff have provided me with a quality introduction to the administration of the Provincial Sport Organization. 2019 represented a year of change for our team, and I wish to acknowledge the incredible leadership demonstrated by Nicole Kovacs (Chief Operating Officer) and David Patterson (former Director of Administration and Member Services), who together answered the call to provide the necessary stability and care to see the organization forward during the period of transition. I would like to acknowledge the guidance and support they offered to me personally as I joined the organization. And a special thank you to David Patterson for his tireless efforts during his six years with Rugby Ontario.

I am also very appreciative of the support and engagement shown by our dedicated group of Board of Directors. My first interaction was through the hiring process, which quickly demonstrated to me the level of diligence and commitment this group of volunteers puts forth in the interest of taking our sport to new heights. The Board has offered tremendous guidance as I have settled into this leadership position.

As I initially prepared to write this report, the Rugby Ontario office team and the rugby community across Ontario was actively preparing for another great year ahead in 2020. By unfortunate circumstance, my message has regrettably changed tune and I would be remiss not to acknowledge the realities we are facing as an organization and community in the wake of the COVID-19 pandemic. Who could have ever thought that in a matter of days and weeks our lives would be forever changed and a 'new normal' would need to be contemplated for the weeks and months ahead? We're still navigating these unprecedented times – and it is in times like these we must continue to work together for the best outcome for our sport. I would like to personally thank the membership for the patience and understanding that has been required during this time. We are doing everything we can to ensure a brighter future.

As I arrived towards the end of 2019, I immediately stepped into the tail end of our annual operating cycle, and the culmination of the club rugby season. At the conclusion of my first week in the role I attended McCormick Cup Day at Fletcher's Fields, which provided an excellent welcoming for me. It was an immediate opportunity to see parts of our community come together to cap another successful rugby season, meet numerous stakeholders and reconnect with the sport at the community level. The following weekend had us travel to Barrie for the Provincial Junior 7's Championship, which again provided an excellent sampling of the incredible talent and comradery among our junior athletes and teams. And to conclude the year, the Hall of Fame and Annual Awards Gala took place in late November, which brought to light the spirit of our sport in an evening that highlighted incredible achievements and contributions to rugby across Ontario.

I am pleased to report the organization made many positive strides in 2019 across all strategic pillars. On the community rugby side, despite a modest reduction in total registered participants, we witnessed growth in specific areas. Overall, we ended the year with over 11,000 registered participants, with an increase in junior registrations by 13% and a decrease in senior and junior categories by 5% and 6% respectively. These represent important figures and focus has shifted to recruitment and





# 2020 RUGBY ONTARIO ANNUAL GENERAL MEETING REPORT



retention as a key priority for Rugby Ontario as we look forward. Our community of coaches and match officials both increased in 2019, as did the delivery of training and education courses with over 30 specific courses and professional development opportunities facilitated across the province. Our commitment to Rookie Rugby and providing young students with opportunities to support the growth of rugby through the Canada Summer Jobs and Summer Experience Programs offered necessary resources and meaningful experiences. Additionally, a new Mixed Abilities rugby program was delivered with our partners at the Abilities Centre, providing opportunities for non-traditional communities. We are especially proud of this work, which continued into early 2020 and has provided a sound platform to continue developing mixed abilities rugby throughout the club community. Keeping rugby safe and ensuring the well-being of those that participate remains the utmost priority and I am encouraged by the progress of the Rugby Ontario Blue Card pilot system that was introduced in 2019, as well as the implementation of Rowan's Law and a commitment to concussion and traumatic head injury education and awareness. Thank you to our entire community for supporting these important initiatives.

Our events and competitions team did a tremendous job in delivering a full slate of rugby and fundraising events throughout the year, including the successful Rugby in the Square (RITS) and Summer BBQ fundraisers. Our organization continues to rely on the proceeds from events such as RITS and appreciates the support of our partners, sponsors, donors and community stakeholders who make them possible. On the leagues and competition side, our staff led a series of consultation and review sessions with our various provincial league clubs, convenors and stakeholders, focusing on travel equity, meaningful competition and length of season. Regrettably, this positive work will not be fully implemented in 2020; however, I wish to acknowledge the efficient work of those who contributed to this effort. 2019 also marked the commencement of the junior league coordination by the Rugby Ontario administration, which we were pleased to support, ensuring this vital segment of our game is adequately resourced and managed through meaningful competition opportunities.

Our High Performance Provincial and academy programs provided incredible elite development and training opportunities for over 300 boys and girls across Ontario. The Winter Academy continued to grow and legitimize itself as a best in class elite development program across all Provincial Unions in Canada, and the fifteens and sevens provincial programs created opportunities for national team talent identification for numerous athletes hailing from clubs right across the province. The success of our Provincial teams has garnered interest from international competitions and touring sides from all over the world. The Jr. Blues program has become an important part of the pathway to Rugby Canada's national team programs, and we are delighted that Ontario athletes continue to make the transition from Blue to Red every year. Our partnership with the Toronto Arrows and the Arrows Academy continued to evolve in 2019 – providing further experiences for Ontario athletes to pursue professional rugby right here in Ontario. I'd like to thank the Arrows leadership for their ongoing interest in developing rugby in Ontario and providing numerous opportunities for our community to benefit from the Arrows' growth.

The financial management, administration and governance of Rugby Ontario continued to be key priorities in 2019. While a change in leadership can result in additional pressure to an organization, I was impressed to see the diligence and strength in financial management by the staff and Board of Directors. 2019 finished strong with a net surplus of \$76K, providing a solid platform and cash position to enter into 2020. The administration of the governing body is very strong as well, with positive working relationships with our funding partners and government, with Rugby Canada and the Provincial Unions. The Ontario Government's investment in rugby continues, with support directed through the Ontario Amateur Sport Fund, Quest for Gold, Ontario High Performance Sport Initiative (in partnership with the Canadian Sport Institute Ontario) and the Summer Experience Program. Equally important to the strength of our financial management and administration is the work of various committees that support our ongoing operations, including the Governance, Finance & Audit, Risk Management and the Discipline, Appeals & Investigations committees. The work of the volunteers that make up these committees is greatly appreciated and is playing a crucial part in the continued development of our sport.

To look ahead, the immediate future is somewhat unclear, but I remain very confident that we will see a return to rugby activities in the near term. Through this uncertain time, we are able to reflect on what has been our sport to this point. Despite the unprecedented challenges facing all of us, whether as individuals, among families or within our clubs and communities – we have an opportunity to look at how our sport is delivered and how we approach growing the game in non-traditional ways.



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At Rugby Ontario, our focus for 2020 is to first tackle COVID-19 and ensure we can continue to serve our community within a safe environment. We will shift our attention to the next 3-4 years as we revisit the organization's strategic plan, which will revolve around engagement with all stakeholder groups. We are diving into the trends in recruitment and retention to better understand what drives people to our sport, what keeps them engaged and what is influencing their decision to move on. We are also keen to continue expanding our reach and connection with more and more communities across Ontario.

Finally, I would like to take this opportunity to thank the Members for the welcome you have provided me. I look forward to working with you all and I encourage you to continue reaching out at any time. Your commitment and dedication to rugby and leadership in your respective communities is greatly appreciated. Thank you for supporting us throughout 2019 and continuing to remain strong as we await a return to rugby.

Sincerely,

**Myles Spencer**  
Chief Executive Officer  
Rugby Ontario



# TREASURER'S REPORT

2020 RUGBY ONTARIO  
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REPORT



**REPORT NAME: TREASURER'S REPORT**

**SUBMITTED BY: JAMES LOGAN**

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2019 was a strong year at Rugby Ontario, and one of change. Foremost among the transitions was the resignation of Chief Executive Michael Brown in July 2019. Between Mike's departure and the hiring of Myles Spencer in October, the organization was co-led by David Patterson and Nicole Kovacs. In view of the seasonality of our business, much of the rugby delivered in 2019 occurred under their leadership. On behalf of the Board of Directors, I would like to acknowledge their many contributions to the financial success of the 2019 year.

During 2019, Rugby Ontario delivered Net Income of \$76k while pursuing the expansion and improvement of the game across the province. Key achievements during 2019 included:

- Ongoing strength in membership, with close to 11,000 registrants;
- Sustained emphasis on distinguishing our High Performance program for both youth and senior players as Blues or as members of the professional Rugby Union team, the Toronto Arrows; and,
- Ongoing outreach into the rugby community and beyond through grassroots initiatives like Rookie Rugby and through other moments like the Rugby in the Square event held in downtown Toronto in July 2019

Of note, our auditor-prepared financial statements contain a prior period restatement related to a commercial sponsorship transaction recorded in late 2018. While the specific sponsorship could not be concluded, stronger profitability demonstrated in the year reflects in part discrete fundraising efforts undertaken by the Union to achieve the sponsorship's anticipated financial benefit.

At fiscal year-end, Rugby Ontario's balance sheet remains appropriately capitalized. The dissolution of the Legacy Fund during the fiscal year released ~\$80k into general working capital and our cash balance of \$360.5k is comparable to prior year (ie, adjusted for the Legacy Fund to aid comparison, fiscal year 2018 saw \$368.8k in cash). Our Capital Assets increased \$17.6k primarily due to the proportional acquisition of the turf asset used at Rugby in the Square – an ownership held jointly with our partners at Toronto Inner-City Rugby Federation. Ownership of the asset will help the Union deliver additional showcase events in more jurisdictions in future. Liabilities are lower year-over year by \$116k and our Net Asset position improved by \$76k.



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I am grateful for the help and support of my fellow Finance Committee members, Damion Ketchum and Alden Greenhouse. I would also like to thank Rugby Ontario Chief Operating Officer Nicole Kovacs for her acumen, her diligence and for her tireless efforts on behalf of the organization. Finally, I would like to extend my thanks to Rugby Ontario Chair Kathleen McGinn who is always available to help no matter the issue.

The Board continues to prioritize fiscal responsibility. As I write, the Union is being profoundly affected by the COVID-19 pandemic, which strikes us at our seasonal low and threatens us at a time during which we are most vulnerable. The Board is working hard to adjust to emerging realities, and to ensure the progress of our game through this uncertain time. As the implications of the pandemic remain unclear, we are depending on scenario analysis to help us pivot between different fact sets and to ensure the stability of the Union for 2020 and beyond. To this end, we have adjusted operations and availed ourselves of the financial support offered to COVID affected entities by the provincial and federal governments. A further update will be provided at the AGM on June 20.

Yours in Rugby,



2019  
AUDITED FINANCIAL  
STATEMENTS

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**RUGBY ONTARIO**  
**FINANCIAL STATEMENTS**  
**DECEMBER 31, 2019**

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## INDEPENDENT AUDITOR'S REPORT

To the Members  
Rugby Ontario  
TORONTO  
Ontario

### *Opinion*

We have audited the accompanying financial statements of Rugby Ontario which comprise the statement of financial position as at December 31, 2019 and the statement of operations, statement of changes in net assets and statement of cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the entity as at December 31, 2019 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### *Basis for Opinion*

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### *Emphasis of Matter*

Without qualifying our opinion, we draw attention to Note 8 of the financial statements which describes that the Organization has restated prior period figures.

### *Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the entity's financial reporting process.



### *Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



NORTON McMULLEN LLP

Chartered Professional Accountants, Licensed Public Accountants

MARKHAM, Canada

March 29, 2020

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# RUGBY ONTARIO

## STATEMENT OF FINANCIAL POSITION

As at December 31, 2019	2019	2018
		as restated (Note 8)
<b>ASSETS</b>		
<b>Current</b>		
Cash	\$ 360,509	\$ 206,601
Temporary investments	-	81,556
Accounts receivable (Note 8)	104,669	143,713
Prepaid expenses	30,892	41,874
	<u>\$ 496,070</u>	<u>\$ 473,744</u>
<b>Restricted Cash</b>	-	80,567
<b>Investment in Fletcher's Fields Limited (Note 2)</b>	1	1
<b>Due from Fletcher's Fields Limited (Note 2)</b>	10,000	10,000
<b>Capital Assets (Note 3)</b>	<u>33,507</u>	<u>15,880</u>
	<u>\$ 539,578</u>	<u>\$ 580,192</u>

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## LIABILITIES

<b>Current</b>		
Accounts payable and accrued liabilities	\$ 63,268	\$ 171,750
Deferred revenue (Note 4)	139,358	147,040
	<u>\$ 202,626</u>	<u>\$ 318,790</u>

## NET ASSETS

Unrestricted	\$ 336,952	\$ 180,835
Legacy Fund - internally restricted	-	80,567
	<u>\$ 336,952</u>	<u>\$ 261,402</u>
	<u>\$ 539,578</u>	<u>\$ 580,192</u>

## Commitments (Note 5)

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Approved by the Board:

\_\_\_\_\_ Director

\_\_\_\_\_ Director

See accompanying notes

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## RUGBY ONTARIO

### STATEMENT OF CHANGES IN NET ASSETS

For the year ended December 31, 2019

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	Unrestricted	Legacy Fund Internally Restricted	2019 Total	2018 Total as restated (Note 8)
<b>BALANCE - Beginning</b>	\$ 180,835	\$ 80,567	\$ 261,402	\$ 333,954
Excess (deficiency) of revenues over expenses	75,550	-	75,550	(72,552)
Transfer (Note 1b))	<u>80,567</u>	<u>(80,567)</u>	<u>-</u>	<u>-</u>
<b>BALANCE - Ending</b>	<u>\$ 336,952</u>	<u>\$ -</u>	<u>\$ 336,952</u>	<u>\$ 261,402</u>

See accompanying notes

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# RUGBY ONTARIO

## STATEMENT OF OPERATIONS

For the year ended December 31, 2019

2019

2018

as restated  
(Note 8)

### REVENUES (Note 6)

High performance	\$ 1,166,451	\$ 1,367,268
Member registration	604,955	590,841
Commercial (Note 8)	297,390	365,610
Youth rugby	149,016	107,286
Club rugby	98,222	77,810
Match official development	69,067	78,379
Coach development	36,581	52,036
Operations	11,948	11,634
Recreational non-contact	-	21,078
	<u>\$ 2,433,630</u>	<u>\$ 2,671,942</u>

### EXPENSES

High performance	\$ 1,128,000	\$ 1,352,715
Finance and administration	852,663	907,023
Youth rugby	153,328	140,053
Match official development	77,325	82,885
Commercial	59,607	130,788
Club rugby	53,590	73,083
Coach development	21,017	31,662
Governance	12,550	7,973
Recreational non-contact	-	18,312
	<u>\$ 2,358,080</u>	<u>\$ 2,744,494</u>

### EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES

<u>\$ 75,550</u>	<u>\$ (72,552)</u>
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See accompanying notes

- 5 -

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# RUGBY ONTARIO

## STATEMENT OF CASH FLOWS

For the year ended December 31,	2019	2018
		as restated (Note 8)
<b>CASH AND CASH EQUIVALENTS WERE PROVIDED BY (USED IN):</b>		
<b>OPERATING ACTIVITIES</b>		
Excess (deficiency) of revenues over expenses	\$ 75,550	\$ (72,551)
Items not affecting cash:		
Amortization	<u>12,615</u>	<u>9,999</u>
	\$ 88,165	\$ (62,552)
Net change in non-cash working capital balances:		
Accounts receivable	39,044	(56,321)
Prepaid expenses	10,982	5,722
Accounts payable and accrued liabilities	(108,482)	90,965
Deferred revenue	<u>(7,682)</u>	<u>20,960</u>
	\$ 22,027	\$ (1,226)
<b>INVESTING ACTIVITIES</b>		
Sale (purchase) of temporary investments	\$ 81,556	\$ (81,556)
Purchase of capital assets	<u>(30,242)</u>	<u>(4,476)</u>
	\$ 51,314	\$ (86,032)
<b>INCREASE (DECREASE) IN CASH</b>	\$ 73,341	\$ (87,258)
<b>CASH - Beginning</b>	<u>287,168</u>	<u>374,426</u>
<b>CASH - Ending</b>	<u>\$ 360,509</u>	<u>\$ 287,168</u>
<b>SUPPLEMENTARY INFORMATION</b>		
Cash consists of the following:		
Unrestricted cash	\$ 360,509	\$ 206,601
Internally restricted cash	<u>-</u>	<u>80,567</u>
	<u>\$ 360,509</u>	<u>\$ 287,168</u>

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# RUGBY ONTARIO

## NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2019

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### NATURE OF OPERATIONS

Rugby Ontario (the "Organization") was established to promote, develop and administer the playing of rugby football throughout Ontario. It was incorporated under the laws of Ontario and is a not-for-profit organization.

### 1. SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO") and include the following significant accounting policies:

#### a) Use of Estimates

The preparation of financial statements requires management to make estimates and assumptions based on currently available information. Such estimates and assumptions affect the reported amounts of assets and liabilities as at the date of the financial statements and the reported amounts of revenues and expenses during the year. Actual results could differ from the estimates used. Significant estimates include the estimated useful life of capital assets.

#### b) Fund Accounting

The Organization follows fund accounting, thus giving recognition to restrictions on the use of resources as determined by the Board. The fund classifications are as follows:

##### **Unrestricted**

Unrestricted net assets represents the accumulated excess of unrestricted contributions over related expenses.

##### **Legacy Fund**

The Legacy Fund was established for the purpose of supporting the Organization's future activities. As the fund is internally restricted, it may not be accessed without Board approval. During the year, the Board of Directors approved the transfer of funds from and dissolution of the Legacy Fund.

#### c) Cash and Cash Equivalents

Cash and cash equivalents consists of balances held in the Organization's bank accounts only.

#### d) Investments in Non-Publicly Traded Shares

Investments in non-publicly traded shares are recorded at cost. A provision for write-down is made when the decline in value of a particular investment is considered other than temporary.

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# RUGBY ONTARIO

## NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2019

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### 1. SIGNIFICANT ACCOUNTING POLICIES - Continued

#### e) Capital Assets

Capital assets are recorded at cost. Amortization is being provided over the estimated useful life of the assets using the following annual rates and methods:

	<u>Rate</u>	<u>Method</u>
Turf	5 years	Straight-line
Computer equipment	3 years	Straight-line
Office equipment	5 years	Straight-line
Leasehold improvements	5 years	Straight-line

#### f) Impairment of Capital Assets

When a capital asset no longer has any long-term service potential to the Organization, the excess of its net carrying amount over any residual value is recognized as an expense in the unrestricted fund.

#### g) Revenue Recognition

The Organization follows the deferral method of accounting for contributions which includes various government, agency, and corporate funding and member contributions. Unspent contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Funding received and restricted for specific projects, programs and events is recognized when the project, program or event takes place or when the corresponding expenditures are incurred.

#### h) Financial Instruments

##### Measurement of Financial Instruments

The Organization initially measures its financial assets and liabilities at fair value and subsequently measures all its financial assets and liabilities at amortized cost, except for balances with related parties, which are measured at carrying value.

Financial assets measured at amortized cost include cash and accounts receivable. Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

The Organization has no financial assets measured at fair value and has not elected to carry any financial asset or liability at fair value.

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# RUGBY ONTARIO

## NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2019

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### 1. SIGNIFICANT ACCOUNTING POLICIES - Continued

#### h) Financial Instruments - Continued

##### Impairment

Financial assets measured at amortized cost are tested for impairment when events or circumstances indicate possible impairment. Write-downs, if any, are recognized in the excess (deficiency) of revenues over expenses and may be subsequently reversed to the extent that the net effect after reversal is the same as if there had been no write-down. There are no impairment indicators in the current year.

### 2. RELATED PARTY BALANCES AND TRANSACTIONS

The following related party has engaged in transactions with the Organization:

Fletcher's Fields Limited	A corporation of which the Organization holds a 1/6th share interest.
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The Organization's investment in Fletcher's Fields Limited consists of one common share and is recorded at cost being \$1 (2018 - \$1).

The amount due from Fletcher's Fields Limited of \$10,000 (2018 - \$10,000) is non-interest bearing and due under the understanding that Fletcher's Fields Limited will repay the advance from eventual surpluses.

The Organization paid a \$5,000 (2018 - \$5,000) assessment to Fletcher's Fields Limited. This transaction has been measured at the exchange amount, which is the amount of consideration agreed upon by the related parties.

### 3. CAPITAL ASSETS

Capital assets consist of the following:

	2019			2018
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Turf	\$ 30,242	\$ 3,024	\$ 27,218	\$ -
Computer equipment	59,086	54,325	4,761	11,296
Office equipment	26,407	25,606	801	2,404
Leasehold improvements	7,265	6,538	727	2,180
	<u>\$ 123,000</u>	<u>\$ 89,493</u>	<u>\$ 33,507</u>	<u>\$ 15,880</u>



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# RUGBY ONTARIO

## NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2019

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### 4. DEFERRED REVENUE

Deferred revenue consists of government and other grants from various sources received for items and projects where the corresponding expenditure will take place in the subsequent year. Deferred revenue consists of:

	2019	2018
Elite Academy (a)	\$ 77,680	\$ 92,088
Jr. 7s Provincial Program (a)	47,975	44,350
Sponsorship (b)	7,500	-
ORRS (c)	5,303	10,303
Coach Certification Fees (a)	900	299
	<u>\$ 139,358</u>	<u>\$ 147,040</u>

a) Each of these programs relate to participant fees received in prior to December 31, 2019 for programs and activities that will be run in 2020.

b) These funds relate to designated sponsorship for activities that will take place in 2020.

c) In 2015, the Organization received funds from Ontario Rugby Referees Society (ORRS) for referee development support. In the current year, \$5,000 was spent and recognized as revenue. Under the funding terms, the Organization can spend no more than \$5,000 per year.

### 5. COMMITMENTS

The Organization's premises rental agreement expires December 31, 2020. Future minimum annual payments for the next year are as follows:

2020	<u>\$ 43,859</u>
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The Organization has entered into an arrangement with a travel agency whereby the Organization will use them for bookings. The Organization is committed to spend \$10,000 in 2020 for travel.

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# RUGBY ONTARIO

## NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2019

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### 6. REVENUES

The Organization received various grants, sponsorships and fundraising revenues which have been allocated to various revenue categories in the statement of operations as follows:

	2019			
	Grants	Sponsorship	Fundraising	Total
Commercial	\$ 200,000	\$ 30,495	\$ -	\$ 230,495
Youth rugby	118,568	30,448	-	149,016
High performance	-	13,500	(464)	13,036
Club rugby	4,000	3,108	1,954	9,062
Coach development	-	1,500	-	1,500
Match official development	5,000	-	-	5,000
Recreational non-contact	-	-	-	-
	<u>\$ 327,568</u>	<u>\$ 79,051</u>	<u>\$ 1,490</u>	<u>\$ 408,109</u>

	2018			
	Grants	Sponsorship	Fundraising	Total
Commercial	\$ 200,000	\$ 75,000	\$ 578	\$ 275,578
Youth rugby	97,286	10,000	-	107,286
High performance	2,500	63,771	20,035	86,306
Club rugby	-	1,587	-	1,587
Match official development	5,000	-	-	5,000
Recreational non-contact	22,009	-	-	22,009
	<u>\$ 326,795</u>	<u>\$ 150,358</u>	<u>\$ 20,613</u>	<u>\$ 497,766</u>

### 7. FINANCIAL INSTRUMENTS

#### Risks and Concentrations

The Organization is exposed to various risks through its financial instruments. The following analysis provides a summary of the Organization's exposure to and concentrations of risk at December 31, 2019:

#### a) Credit Risk

Credit risk is the risk that one party to a financial instrument will cause financial loss for the other party by failing to discharge an obligation. The Organization's main credit risks relate to its accounts receivable. The Organization provides credit to its members in the normal course of operations. At December 31, 2019, one organization owed approximately 35% of the accounts receivable (2018 - 26%). There has been no change in the assessment of credit risk from the previous year.

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**RUGBY ONTARIO**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2019**

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**7. FINANCIAL INSTRUMENTS - continued**

**b) Liquidity Risk**

Liquidity risk is the risk that the Organization will encounter difficulty in meeting obligations associated with financial liabilities. The Organization is exposed to this risk mainly with respect to its accounts payable and accrued liabilities. The Organization manages this risk by managing its working capital and by generating sufficient cash flow from operations. There has been no change in the assessment of liquidity risk from the previous year.

**c) Market Risk**

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk, and price risk. The Organization is not exposed to significant market risk.

**8. PRIOR PERIOD ADJUSTMENT**

During the year, the Organization identified a commercial sponsorship transaction recorded in 2018 that had not met the revenue recognition criteria under ASNPO and therefore should not have been recorded. The December 31, 2018 accounts receivable, revenue and unrestricted net assets have been adjusted as follows:

	<b>Accounts Receivable</b>	<b>Commercial Revenue</b>	<b>Unrestricted Net Assets</b>
<b>Balance</b> as previously reported	\$ 193,713	\$ 415,610	\$ 230,835
Adjustment	<u>(50,000)</u>	<u>(50,000)</u>	<u>(50,000)</u>
<b>Balance</b> as restated	<u>\$ 143,713</u>	<u>\$ 365,610</u>	<u>\$ 180,835</u>

# 2019 GOVERNANCE REPORT

2020 RUGBY ONTARIO  
ANNUAL GENERAL MEETING  
REPORT



**REPORT NAME: GOVERNANCE REPORT**

**SUBMITTED BY: DAVE BEST**

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The Governance Committee would like to thank erstwhile and hardworking member John Platts for diligently transitioning, and ok, doing, the work of the Committee from one chair to another during 2019. The Committee also recognizes, and will miss, the astute governance work of David Patterson from the RO office.

From 2019 into early 2020, the Committee spent time reviewing the RO Governance Manual, RO Operations Manual, the 2020 RO Operational Plan and the RO Bylaws. While providing feedback on each, it is apparent that the Committee has the full confidence staff has governance process under control.

With a CEO change and the recent focus on the COVID '19 concerns, the Committee accepted that an absence of a 2020 Priorities Plan, which is usually done in advance of an Operations Plan, was inevitable. Given the year's activities, and the 2020 Operations Plan was basically settled prior to the new CEO starting, for next year we need to determine if having an Annual Priorities Plan set by the Board is the desired route to take, or not, and let the community know.

The RO Bylaw renewal to the Ministry was due in early 2020 – with any recommended changes going to the AGM in the spring. All seems fine at this time.

The RO Governance Manual was reviewed briefly, though was last reviewed in March 2018 more completely. It will be reviewed again in conjunction with the pending strategic review process for the 2021-25 period.

The Committee was asked to review a few specific, and minor, issues during the year, all to satisfaction.

2020 NOTE: Developing a 'new normal' for the rugby community post COVID'19 will be a focus for us all. The Governance Committee will work to ensure compliance to RO standards as well as conducting research for future rugby organizational proficiencies.

*Respectfully submitted by Dave Best*



# REPORTS

2020 RUGBY ONTARIO  
ANNUAL GENERAL MEETING  
REPORT



**REPORT NAME: COMMUNITY RUGBY REPORT**

**SUBMITTED BY: JOE SCHISSLER, RYAN JONES, & MARK KELLINGTON**

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## MINOR RUGBY

The 2019 minor rugby season saw the second year of the National Age Grade Law Variations and the second year of odd age bands. As seen below in the Recruitment and Retention data below, Minor Rugby saw a decline in registrations in 2019.

### Player Registration Trends:

	2016	2017	2018	2019
<b>Female</b>	491	561	620	516
<b>Male</b>	1,471	1,603	1,673	1,380
<b>Total</b>	<b>1,962</b>	<b>2,164</b>	<b>2,293</b>	<b>1,896</b>

### Player Retention Trends:

The table below shows the number of players who returned to rugby each year and the retention percentage for each year.

	2016 - 2017	2017 - 2018	2018 - 2019
<b>Female</b>	295 (60.1%)	301 (53.6%)	620 (47.5%)
<b>Male</b>	870 (59.1%)	899 (56.1%)	809 (48.4%)
<b>Total</b>	<b>1,165 (59.4%)</b>	<b>1,200 (55.5%)</b>	<b>1,104 (48.1%)</b>

These numbers were pulled from a study titled 'Rugby Ontario Registration Report' by Trent University. This study helps to tell the story of recruitment and retention across Ontario over the past four years. In response to the study, Rugby Ontario has put together a Club Development Planning resource. The resource involves a self-evaluation of current practices and a rating scale designed to highlight some of the key areas to focus on in the season ahead. The plan focusses on the People, Environment and Business of a rugby club and is designed to help support and build on the excellent work clubs are doing.

Rugby clubs across the province once again supported the running of minor festivals. There were 24 club driven minor festivals held across the province culminating in the Rugby Ontario Minor Festival held at Iroquois Sports Park in Whitby. 63 teams across three age groups (U7, U9, U11) participated in the



2020 RUGBY ONTARIO  
ANNUAL GENERAL MEETING  
REPORT



Rugby Ontario Festival, a few highlights of the day were the inclusion of RugbyVille, Honda Canada's Jr. Red Riders program, Rugby Canada and the Toronto Arrows creating a festival like format on the day as well as three girls only games.

### **ROOKIE RUGBY**

Rookie Rugby entered its fifth year in 2019 and we saw success in the use of the program. In 2019 we had 28 Canada Summer Jobs students that represented 25 rugby clubs across the province. The students were employed for between 8 to 10 weeks through the Canada Summer Jobs program. This enabled greater outreach into local communities (e.g. schools, youth groups) with X events conducted reaching nearly X youngsters. We also expanded the reach of Rookie Rugby by training X coaches, teachers and community members to deliver Rookie Rugby programming moving forward. Youth rugby outreach will continue to be a focus of Rugby Ontario moving forward.

A big thank you to all the clubs who have embraced Rookie Rugby and shown a great willingness to take the game to their community.

### **GROWING THE GAME WORKSHOPS**

The Growing the Game Workshops are designed to bring clubs together to facilitate conversation and share ideas on best practices. Seven workshops (Toronto, London, Ottawa, Waterloo, Hamilton, Peterborough and Owen Sound) were conducted in March and April 2019. The main topics of discussion were 2019 Rugby Canada Age Grade Law Variations, 2019 Age Grade Workshops (introduction to tackle workshops), Best Practice Platforms (RO Development Group on Facebook) and Junior Leagues.

Our thanks to all the clubs and club representatives who hosted and participated in these workshops.

### **PLAYER WELFARE**

In 2019 Rugby Ontario launched the pilot of the Blue Card, a concussion management process designed to ensure a player with a suspected concussion goes through the necessary process to safely return to sport. The Blue Card pilot was conducted in all Marshall, OWL, McCormick Cup and OWL Cup 1<sup>st</sup> team matches during the 2019 season. There were seven players issued a Blue Card in the 2019 season. Those seven individuals were removed from the game and were unable to participate in another game until they were medically assessed and cleared by a medical professional.

Due to the successful implementation of the Blue Card Pilot and the requirements of Rowan's Law, the Blue Card will be introduced throughout all junior and senior competitions conducted under the jurisdiction of Rugby Ontario in the 2020 season.





# 2020 RUGBY ONTARIO ANNUAL GENERAL MEETING REPORT



## JUNIOR RUGBY

The 2019 summer season was the first year of all Junior rugby being coordinated through the Rugby Ontario office by a full-time staff member. This is the first time in Rugby Ontario's history that such a commitment has been made to facilitating competition for Junior Age Grades. Rugby Ontario facilitated the following competitions in 2019; U13 Boys (33 Teams), U13 Girls (33 Teams), U15 Boys (25 Teams), U15 Girls (25 Teams), U17 Boys (30 Teams), U17 Girls (30 Teams), U19 Boys (11 Teams), U19 Girls (7 Teams). While structures from each competition varied slightly depending on the strategic goals for each competition, the main theme of reducing the travel requirement was present in each structure.

The summer season culminated with wrap up or championship events for each competition. Both boys and girls U13 Leagues joined our Ontario Women's League Final event at Fletchers Fields. We hosted 30 total U13 teams on the day before the OWL Cup Final kicked off. The U19 Championships were held of two separate events to avoid conflicts with our Junior Blues Programs. Over the two U19 events Rugby Ontario hosted 4 Boys and 4 Girls U19 teams. Junior Cup Day was the final event for the 2019 Summer Season. The event, held at Fletchers Fields, hosted a total of 32 teams representing 21 clubs across Ontario.

After the summer 15s season, the focus shifted to the Fall 7s Series with five Series stops hosted over September and October. The Series kicked off with TIRF 7s, followed by Belleville 7s, Whitby 7s and the Q-Meta Cup rounded out the four club run tournaments. Rugby Ontario then hosted 36 teams representing 18 clubs at a two-day Provincial Championship event in Barrie Ontario at the Barrie Community Sport Complex.

## SENIOR RUGBY

### Marshall League

The 2019 Marshall League structure was developed and voted on by Marshall club representatives. The key themes of the adopted structure were around the competitiveness of fixtures, increased importance of 2XV as well as the time and travel commitment from players and coaches.

The 2019 Marshall Season consisted of 16 teams across 2 regional conferences (East & West). Clubs participated in a 14-game regular season with both first and seconds team competition points counting towards a two Marshall Club Championships awarded within each regional conference. First team regular season standings seeded teams into the McCormick Cup and a new competition called the Fall Cup.

A change from the previous structure, the McCormick Cup saw the 8 top Marshall Clubs participate in two pools of four over a three-week round robin period, which culminated in a crossover championship event at McCormick Cup Day. The Fall Cup saw a similar format to the McCormick Cup but catered to the bottom 8 Marshall teams.

Rugby Ontario would like to congratulate all Marshall clubs on their 2019 seasons. The Vaughan Yeomen and the Guelph Redcoats will join a 16 team Marshall competition in 2020 as both clubs earned promotion from their respective branch leagues.



2020 RUGBY ONTARIO  
ANNUAL GENERAL MEETING  
REPORT



**Ontario Women's League**

The 2019 Ontario Women's League (OWL) followed a similar structure to previous years with two geographic regions of 4 clubs in each. The OWL teams participated in a 10-round regular season complete with 6 pool play games and 4 regional crossover fixtures.

The top 3 teams from each conference competed in a single elimination OWL Cup bracket, with the top team from each conference receiving a bye into the semi-finals. OWL Cup Day hosted at Fletcher's Fields, highlighted women's rugby and included the OWL Cup Final, OWL Cup Bronze and OWL 2nds Cup.

Rugby Ontario would like to congratulate all OWL clubs on their 2019 seasons. The London St. George's and the Oshawa Vikings will join an 8 team OWL competition in 2020 as both clubs earned promotion from their respective branch leagues.

Rugby Ontario would like to thank and congratulate all the coaches and club administrators who devoted their time to facilitate a fantastic 2019 season. We are looking forward to further the advancement of club rugby through the 2020 season!





**REPORT NAME: HIGH PERFORMANCE REPORT**

**SUBMITTED BY: Paul Connelly and Sean Medeiros**

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**Major Highlights/Accomplishments 2019**

**Rugby Ontario Junior Winter Academy Program**

The Rugby Ontario High Performance Academy, provides potential Rugby Ontario High Performance athletes the opportunity to complete a comprehensive six-month program focusing on Strength/Conditioning and Technical skills specific to rugby. Graduating athletes exit the program with improved position specific and core skill development, as well as further knowledge contributing to improved athletics and S/C preparation. Graduating athletes receive the greatest opportunity to be identified within the RO talent pool, increasing eligibility for team selection amongst 7's and 15's. Our Strength and Conditioning partner ETS (Elite Training Systems) design and implement rugby specific training programs that athletes can access on a phone APP. 200 athletes participated in The Program.

**The "Program"**

- Participation in 2 (Full-day) Combines including Data Collection/Retention with ETS and Rugby Canada (S&C Coach- Kris Robinson)
- 6 month periodized S&C Program with online access to template/descriptive video.
- Nutrition and Habitual preparation for Athletes.
- Hands on S/C Instruction and Program Execution during the Combine.
- Summer Athlete Body Analysis (July) at the Guelph Competition.
- 4-hour position specific skill training session.
- 6 x 3-hour core skill development sessions.

\*The 2019/20 Program identified the top players in the province. Players that were not presently in the provincial program were asked to submit an application (with coach references) as part of the selection process. 200 athletes (120 male and 80 female) were selected from an applicant pool of 260.

\*In an effort to maximize development, all players of the same age group from across Ontario (in consultation with parents) trained at the same site (Whitby or Guelph). With "the best players training with the best players", the coaching staff observed improved development in comparison to last year. This model will be maintained moving forward.

2020 RUGBY ONTARIO  
ANNUAL GENERAL MEETING  
REPORT



**Rugby Ontario Provincial Fifteens Programs**

**Junior Provincial**

Rugby Ontario's Junior Provincial teams were all involved in High Performance training and competition in the 2019 spring/summer season.

- Player Centred
- Development Driven
- Competition Supported

**Programs:** Divided into REGIONAL SQUADS (West and Central).  
\*Eastern Ontario athletes trained with and represented the EORU at the Eastern Canadian Championships.

**Goal:** Decrease travel time and cost of program. / Players would compete in standardized tournament(s) for evaluation by Rugby Canada selectors.

(Eastern Canadian Championships- Kingston/ Hosted by Rugby Ontario)

- U15 Boys' x2
- U16 Boys' x2
- U17 Boys' x2
- U18 Boys' (One combined team)
- U16 Girls' x2
- U18 Girls' x2

**Calendar:** The Rugby Ontario HP Program Calendar was designed to support the Club Rugby schedule in an effort to avoid conflicts for our athletes.

**Hi-Lights include:**

- A 3-weekend evaluation phase was used for selection of the squads. (June)
- Weekly 4-hour training blocks (Sundays) were supported by over 40 U.K. touring side games over the months of June and July at all age groups.  
Top Teams included
  - ✓ Stuart Melville and Glasgow Academy (Scotland)
  - ✓ Merchant Taylor and Exeter School (England)
- Guelph University Cross-Border Series with Eagle Impact Rugby Academy-USA and 6 UK touring teams. This 4-Day Camp focused on team development (classroom and field sessions) as well as elite competition. Over 500 athletes competed over the 4 days.
- Eastern Canadian Rugby Championships hosted by Rugby Ontario at Queen's University (August 17<sup>th</sup> to 24<sup>th</sup>). Over 700 athletes participated in the week-long event.



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**Results**

The June and July development phase for our provincial teams proved to be very successful as we observed exceptional growth at all age grades across the province.

**Eastern Canadian Championships Results**

**U16 Boys**

**Gold- Central Ontario U16**

**Silver- Western Ontario U16**

**Bronze- Central Ontario U15**

**U16 Girls**

**Gold- Central Ontario**

**Silver-Quebec**

**Bronze-EORU (defeating Western Ontario in Overtime)**

**U18 Boys**

**Gold-Ontario**

**Silver-EORU**

**Bronze-Newfoundland (defeating Central Ontario U17)**

**U18 Girls**

**Gold-Quebec**

**Silver-Western Ontario**

**Bronze-Central Ontario**

**Coach Development**

The Rugby Ontario High Performance Program would like to thank the 44 Coaches and Managers who help make this a very successful year.

**Senior Men's Blues**

With the introduction of the Toronto Arrows into Major League Rugby (over 20 Ontario Senior Blues in the inaugural team), the Rugby Ontario High Performance Program initiated a U-25 Development Program in an effort to support the pathway for our home-grown athletes.

Players were evaluated over five training sessions. A squad of 50 athletes was selected to represent Ontario in a series of exhibition games:

Eastern Ontario, Quebec and a road trip to Washington D.C to battle "Old Glory Academy" MLR.

From this squad, 26 athletes were selected to compete in the Eastern Canadian Championships in Halifax Nova Scotia.



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**Results**

After defeating Prince Edward Island in round one, the Blues then defeated a very tough Atlantic Rock team in the Semi-Finals. Unfortunately, playing their third game in 3 days, the Sr. Blues came up short losing the championship final to Quebec.

The season concluded in fine fashion as the squad hosted a two-game test series against University Dublin College (UDC)...one of the top University sides in the world. The final test played at Queen's University to kick-off the Eastern Canadian Age Grade Championships.

Rugby Ontario would like to thank the players and management team for a great season.

Head Coach-Phil Murphy  
Assistant Coach-Les Gilson  
Assistant Coach-Ian McLeod  
Manager-Johnny Watkins  
S&C-Ryan Anderson

**Senior Women's Blues**

The Rugby Ontario High Performance Program was excited to announce a new structure for the Ontario Senior Women's Team beginning in 2019. Ontario will now be divided into **ONTARIO EAST** and **ONTARIO WEST**.

The rationale behind this change is to support our developing provincial athletes as they transition for "Blue" to "Red".

- Regional Hubs support increased training touch points (Technical/Tactical/S&C).
- Expanded player pool across the province.
- Senior Women and U20's Training together.
- Decrease in travel time and cost to the athlete.
- Opportunities for professional development for local club and school coaches.

Identification sessions through February and March were followed by regional training and inter-regional scrimmages. The teams then played 2 exhibition games against Quebec in preparation for the Eastern Canadian Championships in Quebec City.

**Results:**

Ontario developmental won both games defeating Quebec and Nova Scotia

Ontario Senior Blues defeated Nova Scotia but lost to Quebec in the championship final.

Rugby Ontario would like to thank the players and management team on an outstanding season. We are very excited for the potential of this new program structure.

East Head Coach—Jackie Tittley  
West Head Coach—Darrel Devine  
Assistant Coach—Chris Jones  
Assistant Coach—Beth Barz  
Assistant Coach—Jenn Russell  
Manager—Megan Lowry



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## **U19 Blues Men**

The U19 Blues coaching staff this season was comprised of Mike Curran (HC), Jim Delany (AC), Sean McDonough (AC), James Wood (AC) Khalil Ajram (Man). The squad had a very demanding summer training and exhibition schedule.

In August, the U19 Blues competed in the U19 CRC in Newfoundland, going up against the Atlantic Rock, Lower Canada Voyageurs, Prairie Blizzard and Quebec (B.C. and Alberta did not send a squad).

## **Results**

The Blues finished first during the round robin phase of the event, playing some brilliant rugby. This set up a championship clash with the hosts, the Atlantic Rock in the championship final. In a rain filled affair (a massive understatement as the “heavens opened”), the home side came out on top, giving the Blues the silver medal.

## **Rugby Ontario Junior Provincial Sevens Programs**

### **Evaluation**

The team selections began as soon as the 2018/19 season finished last year. Players were ID at the following tournaments.

- Great North 7s
- TIRF 7s
- Belleville 7s
- Q-Meta Cup 7s
- HS/ Club 7s tournaments
- Ontario 7s Championship

### **Training and Selection**

- November: 2 3-hour sessions
- December: 1 3-hour session
- January: Final Selection Tournament
- February and March: 4-3 hour sessions

### **Team Selections / Tournaments / Results**

#### **Boy: 48 players were selected to field 3 teams**

1<sup>st</sup> Team to BC- VSI 7s Championships-Vancouver (Tournament Championships- 5 and 0)

2<sup>nd</sup> Team to AB- Western Canadian Championships-Edmonton (Runners ups- 4 and 1)

3<sup>rd</sup> Team to FL- Tropical 7s -Florida (Cancelled)

#### **Girls: 106 players were selected to field 5 teams**

U18 Girls 1<sup>st</sup> Team to Vancouver (3<sup>rd</sup> place with a 3 and 2)

U18 Girls 2<sup>nd</sup> Team to Edmonton 4<sup>th</sup> place with a 2 and 3

U16 Girls 1<sup>st</sup> Team to Vancouver (1<sup>st</sup> place with a 5 and 0)

U16 Girls 2<sup>nd</sup>/3<sup>rd</sup> Team to Florida (Cancelled)



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Rugby Ontario would like to thank all of the coaches and management team for their outstanding work this season. Special thanks to Khalil Arjam for his continued leadership with the Ontario 7's program. A tireless worker with great enthusiasm...Khalil is a big reason for the success of our athletes moving from "Blue" to "Red".

**National representation by Junior Age Grade Players**

**U18 Men**

- 26 of the 50 squad players selected to the California Tour (December 2019)

**U18 Women**

- 10 of 23 for California Tour

**U18 Men's 7s**

- 11 of 24

**U18 Women's 7s**

- No formal competitions during the 2019 season.

**National Representation by Senior Players**

**U20 Men**

- 9 of 26 Listed for World Trophy

**U20 Women**

- 5 of 25 Listed for Tri-Nations Series

**Senior Men XV**

- 15 of 42 Long Listed for World Cup

**Senior Women XV**

- 13 of 42 Long Listed Season

**Senior Women's 7s**

- 13 of 22 Long Listed for Season

**Senior Men's 7s**

- 6 of 22 Long Listed for Season





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**Rugby Ontario Provincial Awards**

The following individuals were recognized at the Rugby Ontario Awards night:

**Senior Provincial Player of the Year (Female)** –Lori Josephson (Guelph Redcoats)

**Senior Provincial Player of the Year (Male)** –Mitch Voralek (Waterloo County)

**Junior Provincial Player of the Year (Female)** –Elizabeth Gibson (Crusaders)

**Junior Provincial Player of the Year (Male)** –Liam Bowman (Crusaders)

**Quest for Gold Nominations 2019**

Again, this year Quest for Gold targeted sevens-specific athletes.

A Rugby Ontario organized focus group was established to aid in the development of the Quest for Gold criteria and aid in the identification of these athletes. National staff members from both genders were part of this selection process.

26 athletes were identified and approved for carding which they received in March.



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**REPORT NAME: MATCH OFFICIAL REPORT**

**SUBMITTED BY: KAREN LOZADA**

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On behalf of the Rugby Ontario Referee Committee I would like to thank all of the Match Officials, Educators, Coach of Match Officials, Performance Reviewers and Regional Branch appointers for their efforts and commitment in 2019. David Bushell, who coordinates the administrative side of the referee portfolio for Rugby Ontario also deserves a tremendous note of gratitude.

The RORC (Rugby Ontario Referee Committee) was responsible for appointments to all the regular season and playoff games for the Marshall 1st & 2nd Leagues, OWL 1, OUA, OCAA plus the Representative games in our province.

We covered appointments to these tournaments as well:

- University Indoor 7's tournaments hosted at RMC
- Monty Heald Tournament
- Chris Krause Tournament
- Jr. Blues Cross Boarder Series
- TIRF 7's
- WHITU 7's
- Rugby Ontario Jr. Club 7's Championship

The regional leagues (EORU, NRU, SWRO, TR) are covered by the Eastern, Niagara and Toronto Referee Appointment officers for those branches. High School leagues fall outside of the RORC jurisdiction, although we do work closely with the local appointer for the Toronto District, Toronto Catholic and Durham Region School boards to help ensure only accredited referees are covering their games. We welcome other school boards and OFSAA to seek out our assistance and build a partnership to ensure the same level of safety and proficiency for their competitions.

As you can see from the above list of tournaments and the number of leagues covered (**representing 2123 matches officiated**), there is an ever-growing need for many referees. However, the demand to cover more games and more tournaments isn't met by an equal supply of referees. We end up having to rely on too few people to fill the need which puts undo physical strain and psychological pressure on them to be available as much as possible. For several referees that means officiating many games per week. Sadly, not everyone is available with that level of frequency and typically, we barely have enough referees to cover all the matches on any given Saturday.



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Availability is not the only problem. We expect referees to be able to travel from as far as London to Peterborough on any given Saturday, which means a long day away from family, or other obligations. There is a large upfront cost and recurring cost to being a fully certified and registered referee in order to be covered by insurance and be in good standing. Level 1 and Level 2 courses cost \$150 and \$250 respectively and the annual registration fee is \$240. Kit costs are \$175 for a pair of shorts, socks and 2 jerseys, plus flags, & boots on top of that. If you expect the referee to have their own set of Microphones to work with their AR's those can cost around \$1100 a set. Referees also don't get enough constructive feedback due to small number of active CMO's in the province and scarce resources to get video footage for them to do an appropriate self review in a consistent manner.

**What are some ways we can fix this problem?** We need each club to realize that they are the ones who need to provide referees. Look around your own group of players and recent retirees and see if you can imagine what the game would be like if one of them were holding a whistle. Encourage them, help pay for them to become certified and registered. Show respect to other referees so potential recruits will see it in a positive light. We can help train them, but they come out of clubs. I'm sure you all want referees who understand the game and its values.

In the preseason of 2019, I encouraged all the OWL and Marshall clubs to film their games and share video link with the referee and myself or with a CMO if present or with Rugby Ontario (who could then forward it onto us). In exchange for the video link was an offer that if they had any questions or concerns about the officiating they could submit those along with the video and give a timestamp along with a description of the incident or issue. Myself or another CMO would review it with the referee and go through any learning points, and the team would get a response as to what the expected outcome should have been or a clarification in law or application. Our expectation was that after a few questions were submitted, we could have a group call to over some of the points with the club leaders. But only a few clubs provided any video links and none of them were submitted with any specified incidents or timestamps.

**For 2020 I suggest we take this past initiative and expand it to be more structured and implement a province wide video posting and sharing resource for all clubs.** It would be beneficial for clubs to review their own film and for referee development. I have asked the Admin Staff at RO to research which online tool would be suitable for collaboration between the teams, their members, and the referees. Clubs could buy Mic sets and connect to camera for full ref audio review. I am willing to run Club Question & Answer sessions based on video posted.



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**In 2019 we ran several development sessions:**

Feb 24<sup>th</sup> (Tackle, Lineouts, Scrums, Positioning, Foul Play - Bill Crothers HS). April 28<sup>th</sup> (Pre-Season Launch and fitness test - York University). July 2<sup>nd</sup> – July 7<sup>th</sup> (High Tackle Protocol Workshops – Peterborough, Oakville, London, Markham, Toronto and Kingston). August 23<sup>rd</sup> (Scrum and Breakdown – Burlington). There were 2 other smaller regional meetings, 1 in London area and 1 in Toronto. These were in addition to the promoted Rugby Canada webinar series for referees.

For 2020 we would like to continue with a blend of in-person and online learning opportunities and have some specific sessions designed for beginners and more advanced referees.

In 2019 we implemented a Blue Card trial in the OWL and Marshall Leagues as laid out by RO. For 2020 this protocol will be expanded to all Ontario leagues as per the direction of RO and in conjunction with Rowan's law. The RORC fully supports this initiative.

For 2020 we have implemented an Early Bird rate for the Match Official courses to reduce the cost certification. There is also a slight increase to the referee game fee for junior and sub-provincial games.

**Here are some other suggestions to help bring up the numbers of referees:**

- Introduce a reduced registration fee for junior aged referees, similar to how junior players are charged.
- Run referee clinics at times and places when and where teams are practicing. It would take several sessions but we could cover modules such as lineouts and tackle in coordination to when teams are actually practicing their lineouts and tackles.
- We would also ask that RO actively seek out a sponsor for the referees to help reduce their cost.
- We recommend running "TRY Refereeing" sessions that could include allowing players to shadow a referee in preseason game or at practice, or having a player run along the touchline and be "Mic'd Up" to a referee to hear language used at throughout the game and with captains.

	2019	2018	2017
Registered Referees	207	208	184
Refs Who Officiated >10 games (u13 or higher)	72		
Level 1 Clinic Participants	89	96	95
Level 2 Participants	8	5	7
Rugby Canada Panel Refs	5	5	3



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**REPORT NAME: COACHING REPORT**

**SUBMITTED BY: JAMIE HOLMES**

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The Coach and Match Official roles were split into two portfolios in 2019, which allowed for more engagement with the coaching community on courses, registration, professional development and certification. Due to this change, there was a 44% increase in coach registrations from 2018, a total of 558 coaches from across the province registered in 2019. Female coach registrations increased 61% from 2018, while male coach registrations increased 40%.

Registration is key to allow Rugby Ontario to track and monitor teams, while also ensuring all coaches are covered by Rugby Canada's liability insurance policy. Coach registration remains a priority as there are a number of active coaches who are not fully registered. Rugby Ontario will continue to emphasize the importance of registration to the community to ensure that members are protected from the liability risks of being unregistered and uninsured.

REGISTERED COACHES		
	2019	2018
MALE	445	317
FEMALE	113	70
<b>TOTAL</b>	<b>558</b>	<b>387</b>

Rugby Ontario continued to train and educate coaches across the province in 2019, there was a slight decrease in the total number of scheduled courses from 2018 due to low registration numbers, all courses have a minimum number of participants required to proceed as scheduled. Rugby Ontario will continue to provide opportunities for coaches to receive their trained or certified status, and to earn professional development.



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**COACHING CLINICS**

	Clinics	In-Training	Trained	Certified
NCCP COMMUNITY INITIATION/WORLD RUGBY LEVEL 1	17	0	160	-
NCCP COMPETITION INTRODUCTION/WORLD RUGBY LEVEL 2	3	21	10	2
WORLD RUGBY COACHING SEVENS LEVEL 1	0	0	0	-
<b>TOTAL</b>	<b>20</b>	<b>21</b>	<b>170</b>	<b>2</b>

**Objectives for 2020**

1. Provide more detailed communication to the coaching community regarding both the registration process and information regarding training and education.
2. Review and improve the process of transitioning coaches who take, or have completed, the NCCP Competition Introduction/World Rugby Level 2 from in-training, to trained, to certified status.
3. Communicate with clubs about their needs surrounding coaching courses and professional development.
4. Monitor coach registrations and communicate with clubs and coaches to continue to reduce the number of unregistered coaches.
5. Increase the amount of professional development offered to ensure the continued education of coaches in the rugby community.

Thank you to our team of outstanding learning facilitators across the province for training coaches, of all ages and backgrounds, how to successfully and safely coach their teams in 2019 and beyond. Finally, thank you to Paul Hunter and Rugby Canada for your continued assistance, support and consultation regarding the training and education of coaches.





**REPORT NAME: HALL OF FAME & AWARDS COMMITTEE REPORT**

**SUBMITTED BY: DOMENIC SCUGLIA**

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I was pleased once again to serve our rugby community as chair of the Hall of Fame and Awards Committee along with my committed colleagues. The committee consisted of the following individuals including myself; Graham Brown (Board Member), Rose LeBrèche (EORU Member) Barry Goldberg (NRU Member), Bob Illman (SWR Member), Haydn Gage (TRU Member), Chris McKee (Male Player Rep), Beth Barz (Female Player Rep), Trevor Jones (Veterans Sub Committee), Glenn Tarver (Veterans Sub Committee) & David Patterson (Ex-Officio Staff).

The committee met several times during the year by conference call to determine eligible candidates for the Hall of Fame and annual awards in the many categories.

The 2019 Hall of Fame inductees were:

- Bob Boos and Mick Ferras – Brantford Harlequins – Players/Coaches/Officials/Teams Category
- Paul Myers – Oakville Crusaders/TIRF - Players/Coaches/Officials/Teams Category
- William O’Mahony – Sarnia Saints - Builders Category
- Ron Pither – Oshawa Vikings – Builders Category
- Sherri Sparling – Ottawa Irish - Players/Coaches/Officials/Teams Category
- Glenn Steed – Brantford Harlequins – Veteran Subcommittee submission
- Toronto Scottish Women 1995-2005 - Players/Coaches/Officials/Teams Category

The Rugby Ontario 2019 Annual Award Winners were;

- Mitch Voralek (Waterloo County) - Senior Provincial Player of The Year (male)
- Lori Josephson (Guelph Redcoats) - Senior Provincial Player of The Year (female)
- Liam Bowman (Crusaders) - Junior Provincial Player of The Year (male)
- Elizabeth Gibson (Crusaders) - Junior Provincial Player of The Year (female)
- Johnny Sheridan (Markham-Irish) - Senior Club Player of The Year (male)
- Kellee Smith (Bellville Bulldogs) - Senior Club Player of The Year (female)
- Aaron McDonald (Barrhaven Scottish) - Club Coach of The Year (male)
- Kailyn Jones (Brantford Harlequins) - Club Coach of The Year (female)
- Jason Howard (London St. Georges) - Volunteer of The Year
- Talal ‘Moe’ Chaudhry – Match Official of The Year
- James Neale – Junior Match Official of the Year

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- Toronto City RFC - Junior Club of The Year (female)
- Burlington Centaurs RFC - Junior Club of The Year (male)
- Owen Sound RFC – Minor Club of the Year

All of the above winners were honoured at the successful dinner held on 23 November 2019.

Rugby Ontario also actively engaged Rugby Canada for the Annual National Awards. The following members of the Ontario rugby community were nominated for 2019 Rugby Canada Awards:

- Elizabeth Gibson - Rugby Canada Female Young Player of the Year
- Liam Bowman - Rugby Canada Male Young Player of the Year
- Kailyn Jones - Rugby Canada Female Coach of the Year
- Aaron McDonald - Rugby Canada Male Coach of the Year
- Talal Chaudhry – Rugby Canada Match Official of the Year

With the continued support of my colleagues and the rugby community in Ontario, I am looking forward to continuing in this role as chair of the committee and would like to thank David Patterson for his leadership and service over the last several years. David has left Rugby Ontario to pursue an opportunity with Toronto Cricket Skating and Curling Club. David left Rugby Ontario and the committee in January and we are looking forward who the new staff member will be that will work with our team. At the time of writing this report, I am unable to confirm the full composition of the committee for 2020. On behalf of Rugby Ontario, I would like to thank the committee members and especially David Patterson for their commitment and contributions to our meetings. A sub-committee made some further recommendations to the guidelines that were approved by the committee that will help make our process more equitable and efficient.

The committee continues to look for ways to raise awareness in our rugby community for the opportunity to recognize individuals or groups of individuals who we feel have made significant contributions to rugby in Ontario. We continue to strive for equity in our selections. We are inviting ideas from our stakeholders as to how we can expand communication as far and as wide as possible to ensure we are as inclusive as possible. Please send your ideas to Rugby Ontario.

In conclusion, it was great to see that so many names of individuals and groups that were brought forward for recognition and that the rugby community supported honouring the winners with a successful dinner event.

Respectfully submitted,

Domenic Scuglia  
Chair Hall of Fame/Awards Committee





Date of Incident	Offending Club	Opponent Club	Jurisdiction	Law	Offence	Sanction	Return Date	Appeal Date	Notes
25-May-19	Fergus Highland	Hamilton Hornets	NRU	11.26	Dangerous Play and Misconduct, Dangerous Tackling	10 days	June 4th 2019		
25-May-19	Peterborough Paagans	Toronto Scottish	TRU	9.20a	Dangerous Play in a Ruck or Maul	30 days or 4 matches	June 23rd 2019	June 6th, 2019	Decided to uphold the sanction
25-May-19	Markham Irish	Peterborough Pagans	TRU	9.12	Unfair Play (no risk of personal injury)	9 days or 1 match	Immediate		Hearing was held on May 28th, 2019. and decided on no further penalties
29-May-19	Crusaders	Fergus Highland	NRU	11.26	Violent play with a great risk of personal injury	30 days or 4 matches	June 29th		
01-Jun-19	Noth Halton	Belleville Bulldogs	TRU	9.28	Unfair Play (no risk of personal injury)	9 days or 1 match	June 18th 2019		
01-Jun-19	Stoney Creek	Waterloo	NRU		Repeated Infringements	7 days	June 9th		
01-Jun-19	Hamilton Hornets	Guelph Redcoats	NRU	11.26	Dangerous Play	10 days	June 12th 2019		
01-Jun-19	Balmy Beach	London St. Georges	NRU	11.26	Dangerous Play	No sanction			Send off was sufficient, spirit of the games was not breached
06-Jun-19	Aurora Barbarians	Markham Irish	TRU	9.28	Unfair Play (no risk of personal injury)	9 days or 1 match	June 16th 2019		
08-Jun-19	Bay Street	Brampton Beavers	TRU	9.13	Dangerous Play (low risk of personal injury)	16 days or 2 matches	June 25th 2019		
17-Jun-19	Brantford	Guelph	NRU	8.1	Repeated Infringements	6 days	July 3rd		
22-Jun-19	Noth Halton	Cobourg Saxons	TRU	9.28	Unfair Play (no risk of personal injury)	9 days or 1 match	July 8th 2019		
22-Jun-19	London St. Georges	Oakville	NRU	11.26	Violent play with a great risk of personal injury	10 days	July 2nd		
06-Jul-19	Ajax Wanderers	Aurora	TRU	9.12	Dangerous Play (low risk of personal injury)	16 days or 2 matches	July 23rd 2019		
06-Jul-19	Aurora Barbarians	Ajax Wanderers	TRU	9.27	Unfair Play (no risk of personal injury)	9 days or 1 match	July 16th 2019		
06-Jul-19	Lindsay	Toronto Nomads	TRU	9.17	Dangerous Play (High Risk of Personal Injury)	30 days or 4 matches	August 11th 2019		
06-Jul-19	Markham Irish	Toronto Scottish	TRU	9.13	Dangerous Play (low risk of personal injury)	16 days or 2 matches	July 23rd 2019		
06-Jul-19	Brantford	Waterloo	NRU	8.1	Repeated Infringements	No sanction			
13-Jul-19	Peterborough Paagans	Toronto Nomads	TRU	9.20a	Dangerous Play (low risk of personal injury)	17 days or 2 matches	July 30th 2019		
13-Jul-19	Vaughan Yeomen	Toronto Dragons	TRU	9.12	Dangerous Play (High Risk of Personal Injury)	30 days or 4 matches	August 19th 2019		
20-Jul-19	Burlington	Waterloo	NRU	11.26	Dangerous Play	30 days or 4 matches	August 19th 2019		
25-Jul-19	Crusaders	Georgian Bay RFC	TRU	9.12	Dangerous Play (High Risk of Personal Injury)	30 days or 4 matches	August 12th 2019		
27-Jul-19	Balmy Beach	London St. Georges	TRU	9.28	Unfair Play (no risk of personal injury)	9 days or 1 match	August 12th 2019		
27-Jul-19	Kent Havoc	Windsor	NRU	11.26	Dangerous Play	30 days or 4 matches	August 26th 2019		
27-Jul-19	Windsor	Kent Havoc	NRU	11.26	Dangerous Play	30 days or 4 matches	August 26th 2019		
31-Jul-19	Barrie RFC	Balmy Beach RFC	TRU	9.28	Unfair Play (no risk of personal injury)	9 days or 1 match	August 11th 2019		
1-Aug-19	Waterloo	Brantford	NRU	11.26	Dangerous Play	45 days	Sept. 15th 2019		
10-Aug-19	Ajax Wanderers	Oshawa Vikings	TRU	9.12	Dangerous Play (High Risk of Personal Injury)	30 days or 4 matches	Sept. 10th 2019		
16-Aug-19	Toronto Dragons	Missasauga Blues	TRU	9.9	Dangerous Play (low risk of personal injury)	16 days or 2 matches	Sept. 8th 2019		
07-Sep-19	Markham Irish	Toronto Nomads	TRU	9.1	Dangerous Play (low risk of personal injury)	16 days or 2 matches	Sept. 24th 2019		
21-Sep-19	Burlington Centaurs	Markham Irish	TRU	9.1	Unfair Play (no risk of personal injury)	9 days or 1 match	October 6th 2019		
26-Oct-19	Crusaders	Lindsay	n/a		Verbal Abuse	2 matches			

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**REPORT NAME: DISCIPLINE REPORT**

**SUBMITTED BY: ALLEN PIGGOTT**

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Red cards, not involving Referee abuse, are handled by the respective Branches. EORU has a separate agreement with Quebec Rugby Union for their interleague games.

In addition to the sanctions administered by the Branch Unions, the Discipline, Appeals & Investigations Committee dealt with;

**Incident 1**

Club submitted an incident report which cited a player to injure or intimidate an opponent player.

- No action taken as match official sanctioned player at time of incident.

**Incident 2**

Referee abuse. Match official filed incident report on behavior of two coaches during and after an U13 game.

- One coach received 30 days suspension and \$100 fine (First offence)
- Second coach received 100 days suspension and \$200 fine. (Coach was not registered in any category)

**Incident 3**

Referee abuse. Match official filed incident report on behavior of coach during U13 girl's game.

- Coach received 30 days suspension and \$100 fine. (First offence)

**Incident 4**

Complaint submitted by club that actions of two registrants contravened the code of conduct as indicated in the registration policy, 2.3.4 of the Rugby Ontario operations manual.

- Both registrants received 180 days suspension. (Under appeal)

Special mentions and thanks to the Branch Discipline Directors, Ben Gale, Michael Kahn, Scott Best, and Glenn Tarver who assisted in Referee abuse cases and especially to staff support Elisa DiGiulio.



2019  
BRANCH UNION  
REPORTS



**REPORT NAME: EASTERN ONTARIO RUGBY UNION REPORT**

**SUBMITTED BY: DAVE BEST**

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Rugby in Eastern Ontario continues to develop nicely, with strong club support and many enthusiastic volunteers. There is room for improvement, of course, and the future plan is to do just that.

OFF THE RUGBY PITCH - The EORU was successful in increasing its Board participation and recruiting more support and volunteer activity from the rugby community in 2019.

ON THE RUGBY PITCHES: For the ninth straight season, six of the EORU clubs played matches within the *LPR* tiered-league (against Rugby Quebec clubs). There are always some challenges when competing clubs from different unions/provinces play in a league (mostly re: registration and discipline), but for the most part the play on the field was lively, competitive, and created the environment for enhanced rugby development – the chief reason to play with the geographically-closer RQ clubs.

Alas, this will change in the future. For a variety of reasons, and primarily for rugby-development rationale on both parts, most EORU men's clubs will revert back to an EORU-specific league. The Bytown Blues will remain in the *LPR* since it qualified for Super League play, a level the EORU will not have for next year (or whenever 'next' year arrives). The Ottawa Beavers-Banshees also requested to stay in the *LPR* for the next year. All other men's teams will play in a newly enlarged EORU league. All women's clubs will remain in the *LPR*.

Clubs in the EORU would love to play more with the RO clubs. Distance is the obvious barrier and in the past we strongly encouraged a better *McCormick Cup* system. After requesting that the two teams in the *LPR Super League* should qualify for Cup play, the RO said yes ... only to find the EORU had a scheduling conflict with the *LPR* playoffs and could not attend.

The EORU Junior program was a little down this past year. With a shortened spring season due to poor weather and with the on-going challenge from high school competitions, active development was of junior rugby was less than it needed to be. Junior plans include:

- increasing number of athletes in each club
- participating in an "interbranch" type of tournament after provincial selections completed for both boys and girls
- working on closer relationships with high schools with the goal to get more kids playing rugby in general, and then playing club rugby in summer.

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The EORU continued its successful 7s rugby program in 2019, hosting two 7s tourneys and creating a 7s-specific development experience including a fall club season and an ambitious junior rep schedule. Both U18 Men's and Women's programs had multi-tourney success, including in the RO circuit, New York and in Las Vegas.

U13 and rookie rugby programs in the EORU are becoming better structured and more popular each year. A group of dedicated volunteers helps this area of rugby grow.

**'Next' Playing Season Focus for the EORU**

- (i) Increase the number of participants playing rugby,
- (ii) Enhance the environment for rugby development at all areas,
- (iii) Identify, measure and sustain its Key Areas of Responsibility, and
- (iv) Work with RO to enhance more formal communications and consistent program delivery.

The EORU will concurrently work closely with RO and the other Branches to advance the quality of rugby across the province. It should be a fun, productive time ahead.

And ... once again many EORU volunteers welcomed the oft-requested input and direction of the RO staff throughout the year. *Thank you, RO staff!*

Yours in rugby,

**Dave Best**  
**Past & Acting President, Eastern Ontario Rugby Union**



2020 RUGBY ONTARIO  
ANNUAL GENERAL MEETING  
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**REPORT NAME: NIAGARA RUGBY UNION**

**SUBMITTED BY: GARY MACDONALD, PRESIDENT**

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The 2019 season saw a change as Mark Chesser was forced to take a step back for personal issues and I was required to step in. Thank you to Mark for all his support in the transition and the job he did as Vice President, supporting the NRU in attaining its goals.

I'd like to thank all the members of the NRU executive for the great job they do to support rugby in the Branch. They work tirelessly behind the scenes organizing fixtures, supporting our representative teams, issuing little discipline and ensuring the bills get paid.

A special congratulations to the Brantford Harlequins who had one of the most successful seasons a club can have, with the men winning the Marshall West League title and the McCormick Cup, while the women won the OWL League title. The U17 Boys won the West Division and the U17 Girls also won the West Division.

Another special congratulations to the NRU Lightning women who competed in France and won a major international tournament which included beating Ireland's national U18 girls team.

Congratulations also to the Guelph Men and the London Women who will both be competing in the Ontario Leagues in 2020.

**Club Cup and League Championships:**

McCormick Cup Champions: Brantford

OWL Cup Champions: Guelph

Marshall West League Champions: Brantford

OWL Champions: Brantford

Intermediate Cup: Guelph Men

Intermediate Cup: London Women

NRU Men's A Cup Champions: Sarnia

NRU Men's B Cup Champions: Stratford

NRU Men's A1 Division Champions: Guelph

NRU Men's B Division Champions: Stratford

NRU Men's A2 Division Champions: Niagara

NRU Men's C Division Champions: Waterloo

NRU Women's Champions: London



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U19 Boys West Champions: Oakville  
U17 Boys West Champions: Brantford  
U15 Boys West Champions: Burlington  
U19 Girls West Champions: Barrie  
U17 Girls West Champions: Brantford  
U15 Girls West Champions: Waterloo

Beyond celebrating the successes of our clubs and representative teams, let's review some of the other things we accomplished this year.

We changed the format of the NRU Cup into a single weekend tournament. It was viewed as a success but the clubs that attended. We also managed to hold a competition meeting at the tournament with representatives of the NRU executive and the clubs that attended and explored a new format set up for the 2020 season. Eric presented a model that is similar to the Ontario Leagues and will make the leagues more inclusive. It will mean that the August playoffs will decide who qualifies for the Intermediate Cup in 2020. We are also planning on rugby the NRU Women's Cup again next year.

We continued to support the Niagara Thunder Junior Boys and Girls 7's programs. The teams provided tryout opportunities across the NRU as they seek out the best possible talent and prepare for the 2020 Ontario Summer Games.

We had a successful 2019 but I am concerned about the decline I'm seeing in rugby. Clubs are struggling to maintain players at every level. We are short referees every weekend and that is affecting our ability to safely run rugby in the NRU. Rugby Ontario, under its new model, is taking on many roles that used to fall on the NRU. We are quickly approaching a point where everything will be centralized and there won't be a need for Branch Rugby. The two problems of this are the cost factor. Rugby Ontario is a paid staff and costs will continue to increase for players. I fear that in time the clubs outside of Toronto are going to feel disenfranchised as they deal with a Toronto based staff.

I'm particularly worried about the clubs in the South West. We've seen their women's team devastated in the past two years. Numbers and travel have made it difficult to include them in the NRU leagues. We need a plan to support these clubs as they strive to rebuild their programs.

Senior and age group 15's rep rugby is a thing of the past for the Branches. This was a competition model that saw the Niagara Thunder and Lightning experience a great deal of success and it provided top flight rugby so players didn't have to leave their clubs or give up on the idea completely. This was true for senior women as well.

Rugby Ontario runs their own version of Branch Rugby with Ontario West & East teams but the cost to tryout and play for these teams is very high and is excluding talent and drawing the best talent in.



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I fear the future of rugby as other sports are drawing away talent and the concerns over injuries, concussions in particular, devastate high school and youth rugby numbers and the cost of playing are negatively impacting junior and senior levels of club rugby.

I certainly don't have the answers, but I think the only way a solution can be reached is to include and utilize Branch Rugby more, rather than centralizing all the decision making in Toronto.

Sincerely,

Gary MacDonald  
Niagara Rugby Union President



Funded by the Ministry of Tourism Culture and Sport and Canadian Government





**REPORT NAME: TORONTO RUGBY REPORT**

**SUBMITTED BY: MARK WALSH**

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2019 was a very busy year for The Toronto Rugby Union (TRU) that saw a number of changes. Once again, we started off the year one board member short as we exited the Annual General Meeting (AGM) without a Secretary. This caused some early hurdles in documentation and communication until Shelley Ince volunteered to fill this role. Shelley's role was ratified by the membership and she has done an incredible job since taking over. With that said, being a volunteer board member is a bit of a thankless job, so right now I want to take the time to thank each and every one of my fellow board members for their tireless efforts to better our sport.

2019 started with a big change for all of our Junior programs as the administration of these programs transitioned into Rugby Ontario's (RO) portfolio and out of our control. This change was noted by our membership and we received a number of complaints surrounding it. We circulated a questionnaire to our membership to better understand the issues and chose to share the feedback with RO at the end of the season in a consultation. We understand that in the first year of any big transition, there will be some bumps in the road, but our priority has always been to make this transition as easy as we can for our players and parents. The good news is, we expect this year to be a very different story from last year as RO has taken onboard feedback from their own experiences as well as the feedback from our survey. RO has also transitioned into new leadership and we are hopeful that there will be some real opportunities to improve cooperation.

2019 was also the first year of our initiative to improve our online services. We successfully launched e-transfer payment solutions and saw an adoption rate of almost 70%. We are pleased with the success of our first initiative and have ambitious plans for website development. The IT Administrator position ended at the end of 2018 when our budgeting for the position expired. We were able to find the assistance of a student affiliated with the Reds program to help us out but have now found someone we believe will be a more reliable and consistent medium-term solution as we hope to roll out more upgrades to our digital platform.

In order to fund the future TRU initiatives we want to run, efforts are being made to develop opportunities, not only for members of the TRU to support these initiatives, but corporate partners as well. Presently, we are engaged in partnership discussions with major corporate players in the hopes of finding a mutually beneficial relationship which we can parlay into much needed funding. For our Internal Sponsorship program, (for TRU members and their families and friends), we have developed an



2020 RUGBY ONTARIO  
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opportunity to market for them on our website as well as at our tournaments. We hope to reap the benefits of this program as soon as we are able to return to the pitch.

A representative program should make you proud but we are absolutely overflowing with talented young players so we couldn't be any prouder of our Elite Reds program. Our women's program has been a source of pride for many years, but 2019 saw the return of our men's program which was helmed by Donnie Mallet. Both programs found success and we look to be in a strong position if the 2020 Ontario Summer Games happen this summer. The 2019 program saw 45 U14-U17 women and 38 U15-U17 men compete as an Elite Red. 12 past or present Women's Reds made up the core of the 2019 Gold medal winning Ontario team. 10 Reds women wore the Canada U18 jersey in 2019 in California against the USA. The U15 women had an exceptional year and went on to capture Gold in all their tournaments. TIRF, Q-Meta and WHITU! We have lofty expectations for the future!

As always, we are striving for greater inter-branch communication and cooperation, with both our partner unions, and RO. We are hopeful that there will be some real opportunities to improve communication and cooperation this year as RO transitioned into new leadership. I sat down with newly appointed RO CEO Myles Spencer to discuss our initiatives and struggles. Our initial meetings have shown more opportunities to have open dialogue and greater consultation. We are optimistic about the future. I think it is vital to have open lines of communication and frank discussion about how we can work together to better serve our memberships and support the growth and development of our sport across the province.

Yours in Rugby, Mark Walsh TRU President





**REPORT NAME: SOUTH WEST RUGBY REPORT**

**SUBMITTED BY: CHRIS GROOMBRIDGE**

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Hello Rugby Friends,

In 2019 SW-Rugby had a year of positive growth. The branch had members selected by Canada, Ontario and Ireland Women 15s. The branch needs to continue growing and improving. The simple factor to achieve growth and quality will be to attract more and better people to member clubs. Geography is viewed as a hurdle by member clubs; 6 clubs in 10 counties. Geography provides excellent opportunities too.

In 2019 our branch invested in Youth Rep Sevens. A core group of about a half dozen people ensured that there were opportunities for young people to participate in regional rep rugby programs. There are several instances of past SW Rep players regularly playing for their home clubs' senior sides.

In 2019 the branch continued with its relationships with supporting organizations. If any of the three other Rugby Ontario branches want information about how SW-Rugby attracted its Youth program sponsors they'll only need to ask. SW-Rugby has excellent long-term sponsorship relationship formulas that it is willing to share with other branches.

Moving forward SW-Rugby has simple goals:

**\* To create capacity:** To push growth by encouraging member clubs to "get on board" any way they can.

**\* To create opportunity for players & clubs:** The branch intends to continue supporting its youth rep rugby coaches by affirming that it is not a coach's task to secure funding.

**\* To increase participation:** The branch believes that it is located within an ideal region for growth. Its member clubs need to commit to growth and need to support their branch's youth initiatives. All member clubs can ask rep coaches what they need for success.

**\* To leverage relationships:** The branch can build on its success with regard to sponsorships. The simplest approach to attracting a partner is to speak by using voice and to say NEED YOUR HELP. So as to provide safe opportunities for young people. All clubs can be reminded of this from time to time.

In 2020, our branch intends to participate successfully at the Ontario Summer Games. How our branch measures and defines success is up to the members of our branch. SouthWestern Ontario has no shortage of talented people. SW-Rugby intends to continue growing.

Try to Have Fun in Rugby – it's why we do it.



# SUBMITTED NOMINATIONS FOR BOARD OF DIRECTORS

**Nominees Information**

Name:	David Fortier	Gender:	Male
Address:			
Province:	ON	City:	Toronto
Postal Code:			
Email:		Phone	
Club Affiliation:	Toronto City FC	Occupation:	Co-Executive Chairman, Boat Rocker Media

**QUALIFICATIONS/REASON FOR STANDING:**

I was an avid player in my younger days and enjoyed many great experiences playing on different university, club and representative teams – (McGill University, PUC (Paris Université Club), Bytown Blues, Balmy Beach, Vancouver Rowing Club, Ontario Under 23).

I was a coach of various Toronto City RC teams (2013-2018).

I was a member of the Executive Committee at Toronto City Rugby Club from 2014 to 2017.

In 2014, I co-founded the Metro Rugby Association (MRA), a platform for cooperation and sharing of resources at all age grades amongst most of the Toronto based clubs.

I am a corporate lawyer by training.

In 2007, I co-founded Boat Rocker Media, where I hold the position of Co-Executive Chairman. I am also a co-founder and director of The Dineen Coffee Company.

Current Vice-Chairman of the board of Rugby Ontario.

I hope to use the years of experience I have in serving on the board of RO to help guide the organization through the COVID-19 crisis. Prior to the pandemic, Rugby Ontario was poised to make significant gains for the sport in terms of participation, outreach and high performance. I intend to do what I can to preserve the inroads that have been made and to assist in crafting a solid and speedy recovery plan for the sport. I also look forward to seeing through and building upon the organization's current strategic, administrative and governance objectives.



**Nomination Form for the  
2020 Rugby Ontario Board of Directors**

*By signing this nomination form, I confirm that I am willing to stand for election for the Rugby Ontario Board of Directors and meet the requirements as stated in the Rugby Ontario By-Laws*

<i>David Fortier</i>		<i>June 4, 2020</i>
<i>Printed Name of Nominee</i>	<i>Signature of Nominee</i>	<i>Date</i>

Please send all nominations to the attention of Myles Spencer at [mspencer@rugbyontario.com](mailto:mspencer@rugbyontario.com).

**Deadline to submit nomination is Sunday, June 14<sup>th</sup>, 2020.** Nominations received after this date will not be accepted.



## Nomination Form for the 2020 Rugby Ontario Board of Directors

### Nominees Information

Name: James Logan Gender: Male

Address: [REDACTED]

Province: ON City: Toronto Postal Code: [REDACTED]

Email: [REDACTED] Phone: [REDACTED]

Club Affiliation: Toronto Nomads Occupation: Commercial Banker

#### QUALIFICATIONS/REASON FOR STANDING:

##### Education:

1991 – Bachelor of Arts, History, University of King's College  
1995 – Master of Arts, History, Dalhousie University  
1997 – Master of Business Administration, Richard Ivey School of Business

##### Employment:

For more than twenty years I have been active in the Canadian banking industry, spending the last fifteen years working alongside Canadian mid-market businesses in either a junior or senior lending capacity. I joined CIBC in 2004 and was appointed Regional Vice President, CIBC Commercial Banking for the Province of Ontario in May 2013. In my present role, I work with clients and prospects to deliver full-service banking solutions and to serve as the focal point through which clients can access the full range of products and services at CIBC.

##### Reason for Standing:

As a former player and as a parent to two children playing the game today, I am committed to its growth and development. In my actions as a sitting Board Member, and as a member of the community at large before that, I have worked hard to promote the game. I believe that my background lends itself to the requirements needed to serve as a Director, and I feel I am well-positioned to continue to make a difference through ongoing service.

*By signing this nomination form, I confirm that I am willing to stand for election for the Rugby Ontario Board of Directors and meet the requirements as stated in the Rugby Ontario By-Laws*

James Logan [Signature] May 10, 2020

Printed Name of Nominee Signature of Nominee Date

Please send all nominations to the attention of Myles Spencer at [m Spencer@rugbyontario.com](mailto:m Spencer@rugbyontario.com).  
**Deadline to submit nomination is Sunday, May 10th, 2020.** Nominations received after this date will not be accepted.

Rugby Ontario  
Abilities Centre  
55 Gordon Street,  
Whitby ON L1N 0J2  
Tel: 647 560 4790



[www.rugbyontario.com](http://www.rugbyontario.com)

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**Nomination Form for the  
2020 Rugby Ontario Board of Directors**

**Nominees Information**

Name: Brian Crothers Gender: Male

Address: [REDACTED]

Province: ON City: Whitby Postal Code: [REDACTED]

Email: [REDACTED] Phone: [REDACTED]

Club Affiliation: Toronto Buccaneers RFC Occupation: Lawyer

**QUALIFICATIONS/REASON FOR STANDING:**

As a lawyer in Ontario for 17 years I've dealt with a wide range of administrative and legal issues, and have the ability to navigate such challenges Rugby Ontario might face. In my capacity as a lawyer I have been an employee, and now with my own firm, an employer. I am sensitive to human resource and equity issues.

As a lawyer I have worked with all levels of government on a regular basis. When dealing with a client's case, media relations and communication skills are essential to my practice.

As a law student, I also served on the Board of Directors for the University of New Brunswick as one of the only two student positions, which had a \$300 million annual budget and impressive ensemble for a board of directors.

My background in rugby includes being an active player for 25 years. I began volunteering as a club administrator with my university rugby team (UNB Ironmen), and, then with my club team, the Toronto Buccaneers RFC. I have served as director of fixtures, club president, and currently director of rugby. I am also a volunteer board member with the Toronto Rugby Union. I have served as TRU secretary, and, presently serve as the Director of Game. I have made a number of successful initiatives with the TRU and feel that I have contributed to significant improvement in the administration of the Toronto Rugby Union. Excellent communication with our club members, recognizing issues, consensus building and problem solving, I feel are my strengths as a board member.

The reason I am standing for this position is I am passionate about the sport of rugby. Rugby has provided me so much, and I thoroughly enjoy giving back to the sport.

There is a lot of opportunity to grow the sport across Canada, especially here in Ontario. With a successful recent Rugby World Cup, the success of the Toronto Arrows, and even the SBW signing with the Wolfpack, rugby is becoming more mainstream.



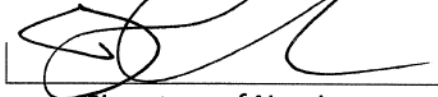
**Nomination Form for the  
2020 Rugby Ontario Board of Directors**

A potential RWC bid by North America for 2027 or 2031 is also a huge potential building block. I feel strongly that with the right people, pulling in the same direction, rugby in Ontario has the ability to be that 'second sport' that comes to mind after one asks, 'after hockey, what's the main sport in Ontario?' I suggest there's a lot of different answers to that question, but rugby can be that answer.

*By signing this nomination form, I confirm that I am willing to stand for election for the Rugby Ontario Board of Directors and meet the requirements as stated in the Rugby Ontario By-Laws*

**SEAN CROTHERS**

*Printed Name of Nominee*



*Signature of Nominee*

**FEB 14, 2020**

*Date*

Please send all nominations to the attention of Myles Spencer at [mspencer@rugbyontario.com](mailto:mspencer@rugbyontario.com).

**Deadline to submit nomination is Sunday, April 26<sup>th</sup>, 2020.** Nominations received after this date will not be accepted.



**Nomination Form for the  
2019 Rugby Ontario Board of Directors**

**Nominees Information**

Name: Kelly McGuinness Gender: Female  
Address: [REDACTED]  
Province: ON City: North York Postal Code: [REDACTED]  
Email: [REDACTED] Phone: [REDACTED]  
Club Affiliation: Toronto Saracens Occupation: Cyber Underwriter

**QUALIFICATIONS/REASON FOR STANDING:**

- 1- I comply with all conditions under 4.3 of the By-Laws
- 2- In relation to Part 3.5 of the Rugby Ontario Governance Manual "The Committee should verify that candidates possess one or more of the following", please see my qualifications below for all of these:
  - Legal Designation: Master's Degree in Criminology (University College Cork, Ireland)
  - Experience in Communications and Government relations and risk management: BA in English and Politics. I also work in insurance so communication and risk management is my day to day job.
  - Sport Administration at multiple levels: Played rugby now for over 12 years, captained sides and coached University level Irish rugby. As well as that I was club captain for the Toronto Saracens' Women's team for 4 years running and I am currently the VP of Administration and serve on the Board of Directors for this season.
- 3- I have a genuine passion for rugby at all levels. I currently play in the OWL and when I retire I hope to pursue a coaching career in Toronto. I have been involved in every aspect of rugby from playing, coaching, planning, team strategy, recruitment etc. and therefore I feel like I have a lot that I can bring to the table. As well as all of the above, I also played the majority of my rugby career in Ireland and therefore I can bring a unique and refreshing insight into the Canadian Rugby Program.

*By signing this nomination form, I confirm that I am willing to stand for election for the Rugby Ontario Board of Directors and meet the requirements as stated in the Rugby Ontario By-Laws*

<u>KELLY MCGUINNESS</u>	<u>Kelly McGuinness</u>	<u>4/25/2019</u>
Printed Name of Nominee	Signature of Nominee	Date

Please note the date of this Document is **03/24/2020**

**Nominees Information**

Name: Jessica Sickinger Gender: Female  
Address: [REDACTED]  
Province: ON City: Toronto Postal Code: [REDACTED]  
Email: [REDACTED] Phone: [REDACTED]  
Club Affiliation: None Occupation: Lawyer

**QUALIFICATIONS/REASON FOR STANDING:**

I am a former University and Club player who was very involved with rugby in Ontario and Canada for approximately 12 years. I played for the University of Guelph from 1998 – 2001 and York University in the 2003 season. I play for the Toronto/Aurora Barbarians from 1993 to 2005, including being a member of the inaugural women's team. I also coached at the high school level while in law school. I quit playing in 2005 as a result of work commitments.

I am currently working as a criminal defence lawyer in the GTA.

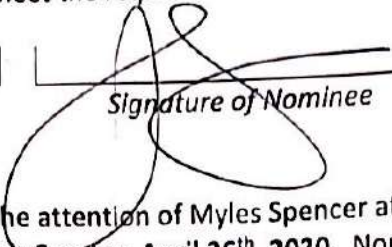
I want to get involved with Rugby Ontario as I really enjoyed my time as a player. It taught me a lot of valuable skills and discipline as a player. Seeing friends' kids starting to play and how much they enjoy the sport makes me want to get involved again.



## Nomination Form for the 2020 Rugby Ontario Board of Directors

By signing this nomination form, I confirm that I am willing to stand for election for the Rugby Ontario Board of Directors and meet the requirements as stated in the Rugby Ontario By-Laws

JESSICA STICKINGER  
Printed Name of Nominee

  
Signature of Nominee

MAY 13, 2020  
Date

Please send all nominations to the attention of Myles Spencer at [m Spencer@rugbyontario.com](mailto:m Spencer@rugbyontario.com).  
Deadline to submit nomination is Sunday, April 26<sup>th</sup>, 2020. Nominations received after this date will not be accepted.

Rugby Ontario  
Abilities Centre  
55 Gordon Street,  
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Tel: 647 560 4790

Ontario 

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## Nomination Form for the 2020 Rugby Ontario Board of Directors

### Nominees Information

Name:	John Tait	Gender:	M
Address:			
Province:	ON	City:	Toronto
Postal Code:			
Email:		Phone	
Club Affiliation:	Aurora Barbarians	Occupation:	Consultant

#### QUALIFICATIONS/REASON FOR STANDING:

My Rugby CV is short but long at the same time:

I started playing when I was 13 in high school and have played all forward positions. I started as prop, played lock for a short period, then #8 and continued as a flanker from about 15 or 16 years old till I quit around 25 or 26 years old. I played for Rosseau Lake College, North Toronto (went to OFSA) as my high school experience and played club rugby from 17 – 25 for the Toronto Barbarians.

My daughter Nicole Tait played last year for the U16's and was on the non-travelling reserves the year before. She's hoping to make the U18 team this year and is training with the guys in Whitby now.

My professional career is simple. I've been in the mining exploration business since university. I work as a consultant for Northfield Capital. I've been involved in finance, asset acquisition, asset sales, day to day corporate operations, management and have dealt closely with our legal counsel and auditors.

My list of RO and RC people I know isn't very long. But Bill Webb, Tyler Leggatt, Mark Smerdon, Ken Fitzgerald, Nick Daniels, Dave Fortier and James Logan are some of the top that come to mind right now. Oh, don't forget Al Charron and I haven't had the pleasure of meeting the other John Tait.

For me, it's all about advancing the game and getting great athletes in to make the difference and have those athletes have a great time in the process.

If you need a seat filled by someone who is passionate and has years into the game I would be honoured to help.

*By signing this nomination form, I confirm that I am willing to stand for election for the Rugby Ontario Board of Directors and meet the requirements as stated in the Rugby Ontario By-Laws*

John Tait		Feb 26, 2020
Printed Name of Nominee	Signature of Nominee	Date

Please send all nominations to the attention of Myles Spencer at [mspencer@rugbyontario.com](mailto:mspencer@rugbyontario.com).  
**Deadline to submit nomination is Sunday, April 26<sup>th</sup>, 2020.** Nominations received after this date will not be accepted.

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2019  
REGISTRATION  
REPORTS

## 2019 REGISTRATION DATA - BY CLUB AND CATEGORY

2019 Registration Data By Club and Category	Board	Coach	Junior	Masters	Match Official	Medical	Minor	Non-Contact	Senior	Temporary	University/College	TOTAL:
Rugby Ontario	15	8	25		1	4		4	1	11	156	225
Eastern Ontario Rugby Union	47	94	758	113	32	13	203	7	539	94	0	1,900
Barrhaven Scottish RFC	5	22	139	22	2	2	73		74	10		349
Brockville Privateers RFC		1	2	3					18	5		29
Bytown Blues RFC	5	16	141	4	6	6	15		56	6		255
Cornwall Crusaders RFC		1		6					2			9
Kingston Panthers RFC	4	20	183	22	6	3	53	3	119	17		430
Lanark Highlanders RFC	4	1	15	9					17			46
Ottawa Beavers and Banshees RFC	7	6	65		3				99	29		209
Ottawa Irish	3	12	96		11		20		79	10		231
Ottawa Ospreys RFC	8	12	93	18	1	1	42		26	12		213
Ottawa Senators RFC	8	1		29	1	1		4				44
Ottawa Wolves RFC	3	1	1		2				48	4		59
Pembroke & Petawawa Valley RFC		1	23						1	1		26
Niagara Rugby Union	39	107	934	22	41	16	424	16	644	145	0	2,388
Brantford Harlequins RFC	1	15	182	4	7	1	92		84	54		440
Burlington Centaurs RFC	4	12	126		6	3	86		97	14		348
Fergus Highland RFC	7	19	163	1	5	6	61		43	17		322
Grimsby Gentlemen	3	1	3		2				17	7		33
Guelph Redcoats RFC	3	15	135		4		28		77	7		269
Hamilton Hornets RFC	9	12	23	2	1		38		67	11		163
Niagara Wasps RFC	6	8	60		5	3		16	81	13		192
Norfolk County Harvesters RFC		2	38				54		28			122
Stoney Creek RFC	4	6	32		5		15		73	15		150
Waterloo County RFC	2	17	165	13	6	3	28		77	7		318
Wilmot Warthogs RFC			7	2			22					31
South West Rugby Union	34	52	332	13	21	4	248	32	263	96	0	1,095
Bruce County RFC	2	4	29	5	1		44		11	14		110
Kent Havoc RFC	10	9	50		3	2	24		45	4		147
London St. George's RFC		20	122	8	12		66	32	87	44		391
Owen Sound Rugby Club	6	10	42			1	81					140
Sarnia Saints RFC	9	6	67		3		33		59	10		187
Stratford Blackswans RFC	5	2	20		1				35	5		68
Windsor Rogues RFC	2	1	2		1	1			26	19		52



## 2019 REGISTRATION DATA - BY CLUB AND CATEGORY

2019 Registration Data By Club and Category	Board	Coach	Junior	Masters	Match Official	Medical	Minor	Non-Contact	Senior	Temporary	University/College	TOTAL:
Toronto Rugby Union	85	297	2,709	108	112	37	1,150	69	1,610	262	0	6,439
Action Rugby	2	1	2			3						8
Ajax Wanderers RFC	2	6	195	3	2	2	42		42	12		306
Aurora Barbarians RFC		20	193		10	5	58		94	12		392
Balmy Beach RFC	2	16	81		3	2	119		132	13		368
Barrie RFC	2	22	217	1	9		105	18	96	13		483
Bay Street Pigs RFC		3			2				79	8		92
Belleville Bulldogs RFC	7	9	134	12	7	1			57	6		233
Brampton Beavers RFC		2	14					1	69	17		103
Brock RFC	3	7	99		1		10		26	1		147
Canada Misfit Rugby		11	19		2	2			3	30		67
Canada Touch Rugby								11				11
Cobourg Saxons RFC	4	10	70	17	1		37		43	3		185
Crusaders RFC	6	43	346		11		143	1	88	19		657
Georgian Bay Titans RFC	1	9	109		3	1	65					188
Lindsay RFC	1	8	75				55		54	7		200
Markham Irish Canadian RC	5	13	59		6	4	37		82	20		226
Mississauga Blues RFC	2	14	120		5		20		52	10		223
North Halton Highlanders RFC	1	9	67		2		25		21	5		130
Oshawa Vikings RFC	4	16	227	35	7	2	64	24	71	18		468
Peterborough Pagans RFC	9	25	203	7	5		93		85	7		434
The GITS RFC	1			33	1			8				43
TIRF			174				113					287
Toronto Buccaneers RC	6	3	2		4	1	14	2	65	6		103
Toronto City Youth RC	4	16	105		3	3	73	3		3		210
Toronto Dragons RFC	2	6	36		2	3	31		48	10		138
Toronto Muddy York RFC	2	1							43			46
Toronto Nomads RFC	7	11	56		7		46		118	9		254
Toronto Saracens RFC	5	5	60		11	4			87	6		178
Toronto Scottish RFC	3	5	16		6	3			89	8		130
Upright Rugby Rogues			6							1		7
Vaughan Yeomen RC	4	5	23		1	1		1	49	4		88
Yeomen Lions RFC		1	1		1				17	14		34
<b>TOTAL:</b>	<b>220</b>	<b>558</b>	<b>4,758</b>	<b>256</b>	<b>207</b>	<b>74</b>	<b>2,025</b>	<b>128</b>	<b>3,057</b>	<b>608</b>	<b>156</b>	<b>12,047</b>



## 2019 RUGBY ONTARIO MEMBERSHIP - UNIQUE NUMBERS BY CLUB

Club	Total
Crusaders RFC	620
Barrie RFC	457
Oshawa Vikings RFC	438
Brantford Harlequins RFC	410
Peterborough Pagans RFC	403
Kingston Panthers RFC	401
London St. George's RFC	374
Aurora Barbarians RFC	370
Balmy Beach RFC	355
Barrhaven Scottish RFC	334
Burlington Centaurs RFC	328
Fergus Highland RFC	306
Waterloo County RFC	303
Ajax Wanderers RFC	300
TIRF	286
Guelph Redcoats RFC	257
Toronto Nomads RFC	239
Bytown Blues RFC	231
Ottawa Irish	220
Belleville Bulldogs RFC	213
Markham Irish Canadian RC	213
Mississauga Blues RFC	205
Ottawa Ospreys RFC	204
Lindsay RFC	198
Toronto City Youth RC	194
Ottawa Beavers and Banshees RFC	193
Georgian Bay Titans RFC	192
Sarnia Saints RFC	186
Cobourg Saxons RFC	179
Niagara Wasps RFC	174
Toronto Saracens RFC	173
Hamilton Hornets RFC	155
Brock RFC	146
Owen Sound Rugby Club	142
Kent Havoc RFC	135
Stoney Creek RFC	134
Toronto Dragons RFC	133
North Halton Highlanders RFC	126
Toronto Scottish RFC	126
Norfolk Harvesters	120
Bruce County RFC	119
Brampton Beavers RFC	107
Toronto Buccaneers RC	96

## 2019 RUGBY ONTARIO MEMBERSHIP - UNIQUE NUMBERS BY CLUB

Club	Total
Bay Street RFC	91
Vaughan Yeomen RC	87
Rugby Ontario	80
Stratford Blackswans RFC	60
Ottawa Wolves RFC	55
Canada Misfit Rugby	53
Toronto Muddy York RFC	46
The GITS RFC	43
Windsor Rogues RFC	42
Lanark Highlanders RFC	40
Ottawa Senators RFC	33
Wilmot Warthogs RFC	31
Grimsby Gentlemen	26
Pembroke & Petawawa Valley RFC	26
Brockville Privateers RFC	25
Yeomen Lions RFC	24
Canada Touch Rugby	11
Cornwall Crusaders RFC	8
Upright Rugby Rogues	7
Action Rugby	6
<b>Total</b>	<b>11,289</b>

## 2019 REGISTRATION DATA - BY GENDER

By Category - By Gender			
Category	Female	Male	Total
Board	65	155	<b>220</b>
Coach	113	445	<b>558</b>
Junior	2,156	2,602	<b>4,758</b>
Masters	4	252	<b>256</b>
Match Official	36	171	<b>207</b>
Medical	33	41	<b>74</b>
Minor	551	1,474	<b>2,025</b>
Non-Contact	69	59	<b>128</b>
Senior	820	2,237	<b>3,057</b>
Temporary	168	440	<b>608</b>
University/College	0	156	<b>156</b>
<b>Total</b>	<b>4,015</b>	<b>8,032</b>	<b>12,047</b>

# RECOGNITIONS

# **AWARDS AND RECOGNITIONS**

## **2020 CLUB ANNIVERSARIES**

<b>Club Name</b>	<b>Anniversary</b>
Brantford Harlequins RFC	70 <sup>th</sup> Anniversary
Toronto Nomads RFC	70 <sup>th</sup> Anniversary
Toronto Rugby Union (TRU)	70 <sup>th</sup> Anniversary
Toronto Scottish RFC	50 <sup>th</sup> Anniversary
Markham Irish Canadian RFC	10 <sup>th</sup> Anniversary