



RINGETTE
BRITISH COLUMBIA



REVIEW COMMITTEE REPORT



APRIL 15, 2021

REPORT SUMMARY

The Review Committee was appointed by Ringette BC's Board of Directors to provide an objective review of Ringette BC's Response to COVID-19 and to provide recommendations on whether Ringette BC's Strategic Plan is still relevant in a post-COVID-19 world.

The Committee considered all available information related to the current state of ringette in BC, what steps Ringette BC took throughout the COVID-19 pandemic and where Ringette BC is currently in working through their Strategic Plan.

The Committee considered multiple factors and perspectives and came to a consensus on what priorities Ringette BC needs to undertake to ensure the sport continues to grow and to deliver a quality sport experience for all participants and Member Associations.

The COVID-19 pandemic was detrimental to the sport of ringette as it was to all sport but it also provided a unique opportunity allowing each organization at the National, Provincial, and local level to consider what are the most important parts of sport, asking the question, "What keeps children, youth and adults coming back to sport even when all they are permitted to do is skills and drills three meters apart?"

Over the course of their review process the Committee identified three key themes that consistently surfaced within the ringette community particularly amongst younger participants:

WHY DO I PLAY?

To learn, develop,
and improve and to
see my friends.

WHAT KEEPS ME COMING BACK TO RINGETTE?

The sport culture that
the ringette community
upholds.

WHO IS RESPONSIBLE FOR DELIVERING A QUALITY RINGETTE EXPERIENCE?

Everyone is responsible but
coaches are on the frontline.

RESEARCH CONDUCTED

The Review Committee considered a number of relevant sources over the course of their process, including consultation with multiple levels of ringette participants to gauge the broader picture of what information was required to provide an informative set of recommendations to Ringette BC.

Resources Consulted:

- Reviewed the Ringette BC Strategic Plan
- Received an overview of the Ringette BC Strategic Plan Report Card
- Interviewed several ringette administrators at the Provincial and National level including Natasha Johnston, Executive Director of Ringette Canada and David Myers, Executive Director of Ringette Alberta.
- Interviewed parents with children under the age of 12 from various Associations to get an understanding of the “new” parent perspective
- Reviewed the SWOT analysis from the Officiating Development Committee, Coaching Development Committee, Adult Ringette Task Force
- Reviewed the Ringette BC Response to COVID-19
- Reviewed registration data from 2018/19, 2019/20, 2020/21
- Considered resources including the Competition Review, Athlete Experience Report, COVID-19 Resource Hub



COVID-19 RESPONSE REVIEW

Ringette BC's Successes

- Timely information and direct communication
- Starting of virtual options for U14, U16 and U19
 - Provided a significant engagement and meaningful interaction for athletes and coaches
 - Provided national exposure
 - Ringette Canada followed the platform
- Provincial skill competitions throughout the season

To build on the success of virtual programming, Ringette BC should consider releasing relevant content to all participants but targeted towards coaches and athletes.

- i.e. YouTube secure, YouTube channel



Area for Consideration

In the U12 division, multiple groups noted the loss of the U12 Competition Introduction as significant. It was felt this will have a negative impact on development and retention of athletes and coaches if this program does not run for two back to back seasons. Ringette BC should consider providing an option for the U12 Competition Introduction whether virtual, in person or a hybrid for either athletes or coaches or both.

RECOMMENDATIONS



#1 COVID-19 RESPONSE

Strategic Plan Pillar: Continuous Improvement

That Ringette BC provide the Leagues and Associations with a list of considerations to assist with season start up for the 2021/2022 season. The options provided would be tasks or items that Associations and Leagues should consider when getting their season started that are outside of the scope of regular Ringette BC delivery. These items will help both experienced and new and incoming Boards at the League and Association levels.

Potential considerations for Leagues and Associations:

- League play start up and calendar
 - Provide options for U10 and U12 league game play start up (outside of their local Associations)
 - Provide clear timelines for Zone and Club U14 to U19 that, when permitted, allows this group to get back to playing games as soon as possible
 - Provide recommendations to help Adult Ringette get started without being delayed by Association start up
 - Cohort model templates in the event that Phase 3 is in place in September
- Succession planning for Coaches at all levels and calibers and ideas on how best to support them.
- Recruitment and identification of referees and ideas on how best to support them.

Reasons to Support the Recommendation:

September 2020 was very difficult for the majority of Association volunteers due to dynamic timelines and the constant changing landscape of COVID-19. The staggered opening of facilities coupled with the new Zone team implementation in U16 and U19 which happened in tandem with Club team formation created confusion.

The recommendations are to give volunteers some task lists and planning items in late spring and again in late summer to consider before September start up. In September, it is likely there will be some restrictions and some of the long term effects of COVID-19 on our sport will potentially come to light such as identifying there are less volunteers, coaches and referees than predicted.



The considerations list will:

1. Lessen the confusion as it is likely there will be restrictions in September due to COVID-19.
2. Support the progressive return to play for sports in all divisions and calibers.
3. Provide direction to new and returning board members at all levels.
4. Provide all participants with insight into the coming season schedule.



#2 INCLUSION

Strategic Plan Pillar: Inclusion

That Ringette BC update the Strategic Plan to split the “Inclusion” pillar to be two separate pillars, which could be renamed to Safe Sport and Inclusion.

The current pillar of Inclusion has taken on new meaning in 2020/2021 and the recommended change will provide clarity to the membership and to the organization on its priorities. The separation will allow Ringette BC to better communicate what content will make up the Safe Sport and Inclusion pillars.

The Inclusion pillar would provide direction related to Diversity, Equity and Inclusion with emphasis on providing options to participants from all different backgrounds, genders and gender identifies, abilities, etc. of participation.

The Safe Sport pillar as a stand alone, will allow Ringette BC to demonstrate its continued commitment to providing a safe sport environment, to ensure better education around “what is safe sport”, and will link to the Continuous Improvement pillar of ensuring proactive policy and guideline development.

Reasons to Support the Recommendation:

Safe Sport remains an important area in the sport sector and Inclusion over the course of 2020 has taken on new meaning. To ensure that Safe Sport is top of mind for ringette it should be separated from Inclusion. Inclusion should be its own pillar to provide new avenues for Ringette BC to ensure that it is providing, as an organization, an environment where everyone is safe and welcome.



#3 MORE RECRUITMENT FOR FUNDAMENTALS

Strategic Plan Pillar: Sport Awareness and Continuous Improvement

That Ringette BC provide targeted promotions and marketing at the U10 and FUNdamentals levels. The emphasis of recruitment must be on the youngest divisions as registration data indicates these age groups saw significant losses, in particularly at U10 which had a 23% decrease in registration from 2019-2020 to 2020-2021.

Ringette BC should focus on the recruitment and re-entry of new and past players lost in the 2020-2021 season. U10 is part of the FUNdamentals stage of LTAD and will require direct communication to bring these players back to our sport versus the Adult Ringette participants who are more likely to return on their own as they are sport for life participants.

In addition to the targeted recruitment and re-entry, Ringette BC should focus resources and support to help the Associations who saw the greatest decrease in registrations in 2020/2021 to support their recruitment, retention and development efforts.

Reasons to Support the Recommendation:

An analysis of youth attrition within all ringette associations in BC shows that some of the largest Associations have seen their registration hit the hardest causing a domino effect to all other areas of the association including loss of coaches, officials and most importantly volunteers. In addition some associations that are just reestablishing themselves have also been greatly affected. To ensure these organizations do not fall further behind, Ringette BC will work proactively with these Associations and their communities to help mitigate further negative impacts and hopefully reverse recent losses in membership.

Registration Decrease by Age Division

U10	-23%
U12	+2%
U14	-10%
U16	-18%
U19	-19%

Association Registration Decrease

1	Comox Valley	-33%
2	Burnaby –New West	-26%
3	Surrey White Rock	-22%
4	Kelowna	-20%
5	North West Van	-18%
6	Prince George	-17%
7	Vancouver	-16%
8	Fraser Valley	-15%



#4 RECRUITMENT AND RETENTION

Strategic Plan Pillar: Athlete Experience

That Ringette BC maintain status quo of mixed gender Zone teams at U16 and U19 for the 2021-2022 season to lessen the burden on Associations to implement male and female only Zone teams. This would allow for a competition season of mixed Zone to take place and minimize the loss of players in Associations and Zones.

That Ringette BC continue to develop and create the male only competition structure for implementation in future seasons.

Reasons to Support the Recommendation:

With the possibility of on-going COVID-19 restrictions, it is in the best interests of the greater ringette community to remove any potential for more athletes currently participating to leave the sport.

The Committee recommends continuing to create and implement a competitive male only participation stream. It is recommended that Ringette BC continue to build male only participation contexts and implement these changes in the 2021/2022 and 2022/2023 seasons to follow the current U12 and under group of male participants as they move up through the divisions.



#5 VOLUNTEER BURNOUT

Strategic Plan Pillar: Continuous Improvement

That Ringette BC create an operations manual for the Zone Ringette context to support Zone Ringette operational requirements.

That Ringette BC should create an operational manual for Associations over the 2022/2023 and 2023/2024 seasons that would assist with delivering quality programming for both Club and Zone Ringette. Supporting the Club and Zone delivery experience will help to improve the quality ringette programs for all participants.

A portion of the Manual should be targeted for use by Zone Coordinators at League and Association level and Presidents and other relevant Association Board members. The Manual must include:

- Season timelines
- Organizational plans
- Template documents: Memorandum of Understanding between Associations, application forms, team roster, etc
- Should align with the Evaluator Manual released in 2019
- Succession planning information

Reasons to Support the Recommendation:

Registration data from 2020-2021 indicates that the Zone program is attractive to parents and players; however, the lack of understanding and philosophical disagreements between Associations has led to friction and mismanagement of the program set up. The confusion on operational management of the Zone Ringette teams at each division puts undue stress on Presidents of Associations who feel the brunt of the management of Zone ringette. To help alleviate the burden and lessen volunteer burnout Ringette BC needs to provide a manual that will help each Association operate effectively to deliver the quality sport experience with Zone Ringette.



CONCLUSION

The Review Committee has determined that the original key performance indicators for the 2019-2023 strategic plan are still relevant and that they are still a realistic vision for ringette in British Columbia.

The Review Committee is hopeful that this process provides value and insight to the Ringette BC Board of Directors for the 2021-2022 ringette season and beyond. The Review Committee appreciates the opportunity to participate at the provincial level and looks forward to embracing and supporting Ringette BC on future outcomes.

Thank you for the invitation to participate and engage with you in this process.

Sincerely,

The Review Committee

Chair, Michelle MacRae

Rod Needham, Past President, LMRL

Sean Russell, Past President, TORL

Georgina Scully, Past President, NL