

President's Report 2019-20

We had a tumultuous season in 2019-20. We saw a decrease in membership, an increase in league activity and tournaments, an extraordinary expense to close our GST account with the CRA and the loss of the end of the season due to the COVID Pandemic.

All Provincial and Territorial Squash Associations are now on Club Locker. We continue to experience some growing pains, but as CL rolls out new features and takes out USQ rules and practices from the platform code things are improving. The support offered by the Club Locker staff continues to be excellent. Canadian National Rankings are now in the CL Platform and we all now know how we rank nationally. The WSF has signed on as well so the ratings pool includes Canadian, American and Mexican matches and all WSF sanctioned matches that a player might play in.

SC has now approved the Policy for managing officials at national events which includes how they are nominated, chosen, remunerated and compensated for carrying their role as officials at events and for conducting clinics across the country. They have also completed their policy approval process for their safe sport environment which we now have to implement in the coming year.

Also significantly we discovered that we had a GST account and that it was in arrears by over nine years and owed over \$12,000. The account was created around 2007 and its existence was lost in the transition between boards over the years. Upon investigation, it was determined that we never should have had a GST account as we did not meet the reporting threshold. It took close to a year to reconstruct financial records, split revenue between grants, contributions and donations (exempt GST), money collected on behalf of third parties (taxable in their hands and not ours) and operating income, which could be subject to GST in our hands. After determining that our operating revenue never exceeded \$30K per year, we refilled our GST returns for FYs ended 2008 to 2019 and applied to have our account closed. The end result is that the account is closed, and the debt was reduced to accrued penalties and interest of \$4,183.56.

We also embarked on the second year of implementing our strategic plan developed in the 2017-18 season and approved at our last AGM. The following describes our objectives and the results achieved during the period 1 Apr 2019 to 31 Mar 2020.

Program	Objectives	Results
Governance & Policy	<ol style="list-style-type: none">1. Recruit and orient three board members by Sept 2019.2. Expand range of published policies and practices to support SNS programs and initiatives.	<ol style="list-style-type: none">1. 3 new Board members recruited. Orientation package developed and shared.2. Approved updated code of conduct, Discipline and Complaints policy and Appeals Process.
Finance & Planning	Monitor progress and execution of existing Strategic Plan.	Annual priorities were set at AGM and progress reviewed in Dec and March. Plans, Outcomes and Programs are directly related to Strategic Plan goals.
Competitive Program	<ol style="list-style-type: none">1. Support high performance Junior, and Senior male and female athletes attending	<ol style="list-style-type: none">1. Provided financial support to high performance Junior, and Senior male and female athletes

Program	Objectives	Results
	<p>National and International competition.</p> <p>2. Sanction at least six tournaments and two leagues. Host the Atlantics in April 2020.</p> <p>3. Establish a one-day Junior Tournament Series to introduce juniors to competitive play with up to six events.</p> <p style="text-align: right;">a)</p>	<p>attending National and International competition.</p> <p>2. Sanctioned nine tournaments and two leagues. NS Open and Atlantics deferred due to COVID.</p> <p>3. Ran one, one day tournament aimed at Bronze and below players.</p>
Developmental Program	<p>Identify successor for Dir NSPPI</p> <p>Coaching Program Implementation goals</p> <p>a. Jointly hosted an intro to squash coaching certification course 24-26 May 2019 with Squash NB. Host another in the fall '19 depending on interest.</p> <p>b. Implement responsible coaching practices by 31 Mar '20. Rule of 2 starting Sep '19, Screening by 31 Dec '19 and Making Ethical Decisions training by 31 Mar '20.</p> <p>c. Publicize professional development certification activities.</p> <p>Officiating Program Implementation goals</p> <p>a. Develop sanctioning policies, including officiating requirements for leagues and tournaments by Sep 19.</p> <p>b. Adopt National Officiating guidelines once approved by SC AGM in Jun 20</p> <p>c. Budget for officiating in SNS run tournaments.</p> <p>d. Budget for opportunities to support officiating progression and education including the</p>	<p>NSPPI folded into Dir Developmental Program responsibilities. Marwan Aboulela is successor</p> <p>Coaching</p> <p>a. Completed Jan 2020 after being rescheduled for lack of interest. 12 Coaches trained.</p> <p>b. On 11 Feb the board approved the implementation of responsible coaching by 31 Aug 2020. Coaches need to hold a valid SC certification, be registered with the CAC Locker, be Competitive members of Squash NS, coaches working with Juniors must agree to abide by the tennetsResp Coaching movement and undertake screening (PRC and CAR) paid for by Squash NS on a bi-annual basis.</p> <p>c. 3. Ongoing</p> <p>Officiating:</p> <p>a. Deferred.</p> <p>b. Waiting on Squash Canada.</p> <p>c. Done</p> <p>d. Done</p> <p>e. League players offered a discount if they are certified officials.</p> <p>f. Done</p>

Program	Objectives	Results
	<p>certification of one or more Provincial Referees in 19-20 budget</p> <p>e. Conduct officiating clinics for leagues Sep 19</p> <p>f. Publicise National squash official support resource https://www.squashcanadaofficial.com/</p>	
Communications & Advocacy	<ol style="list-style-type: none"> 1. Develop Brochure/Posters for facilities promoting benefits of SNS membership by Oct '19 2. Hold information sessions at clubs in fall '19 to promote club organizational development 3. Maintain website, and media feeds with current content and activities (ongoing). 4. Develop Newsletter (monthly)? 5. Feature programming for women and juniors on web/newsletter/social media 6. Advertise and conduct at least one intro to squash event at every club ideally in conjunction with World Squash Day/Squash Day in Canada Fall '19. 	<ol style="list-style-type: none"> 1. Not done 2. Not done 3. Website updates continue. 4. Blog on website provides news. shared on twitter, instagram and facebook. 5. Content for juniors and women featured. 6. Not done
Membership & Volunteer Development	<ol style="list-style-type: none"> 1. Develop a MGRC Strategy by Sep '19 2. Develop Brochure/Posters for facilities promoting benefits of SNS membership by Oct '19 3. Hold information sessions at clubs in fall '19 to promote club organizational development 4. Schedule discussions with facility management to support club management ongoing. 	<p>1 and 2 not started.</p> <p>3. Had discussions with Dal, SMU, CHP, CBS, and KCSC.</p> <p>4. Held meetings with SMU and CHP to look at how to support reaching into club members and support cooperation with facility.</p>
Technical & Other Supports for Squash	Implementation of membership management, find a partner and court bookings using Club Locker at one club.	CHP has agreed to implement, KCSC is considering it. Delayed by COVID 19

In addition to this work we responded to the COVID-19 Pandemic by:

- Sharing updates via the Squash NS Website and social media
- Working with SC on national reopening guidelines for players and facilities
- Identifying lost revenue and supports needed from the Provincial Government to weather the storm
- Developing, seeking approval for and issuing provincial reopening guidelines for players and facilities
- Extending all paid memberships to Squash NS by 180 days
- Postponing the NS Open and Atlantics
- Advising clubs on reopening where requested.

Looking forward to next year we are continuing to implement our strategic plan and build on last year's momentum. We look forward to continuing to build board capacity and continuing to develop programs for coaches and referees.

At the same time we are facing reductions in grant revenue that we will need to offset. As a result we are seeking additional ways of financing our operations including donations, sponsorships and sanctioning fees, so that we can keep membership fees more stable and provide resources to grow the sport.

A key element of this will be identifying and reaching out to squash players who are not currently members and converting associate members to one of the paid membership options. Ideally we will be able to work with clubs to offer bulk memberships to their members. Membership targets for the next several years are outlined below. The drop in total memberships between 2018-19 and 2019-20 is largely accounted for the scrubbing of membership numbers to stop counting inactive members. We also lost a number of renewal opportunities by having to postpone the Atlantics and NS Open, as a number of memberships were set to renew in that time frame, and get converted to Associate on term expiry. The only drop in year over year memberships was in the fall, and it accounts for the drop of 13 paid memberships year over year. We will be more actively chasing membership renewal this year. The sanctioning policy will also help.

Member Class	Competitive	Recreational	Associate (unpaid)	Totals
2018-19 Target	202	0	209	411
2018-19 Actuals	164	7	290	461
2019-20 Target	256	90	150	446
2019-20 Actuals	151	8	135	363
2020-21 Target	294	104	115	513
2021-22 Target	339	119	132	590

The following table outlines our objectives and targets for the period 1 Apr 2020 to 31 Mar 2021.

Program	Objectives	Results
Governance & Policy	<ol style="list-style-type: none"> 1. With Squash Canada continue the approval and implementation of policies necessary to regulate the sport and put in place a safe sport environment by Mar 31 2021. 2. Approve schedule of board meetings at Board meeting the close of the 2020 AGM (for meetings in June, Sep, Oct, 	

Program	Objectives	Results
	Dec, Feb, Mar, May) 3. Implement Board election process – seeking nominations via club locker and present results at 2020 AGM	Completed
Finance & Planning	1. Develop tools to support YoY and MtM reports for financial and membership reporting	
Competitive Program	1. Continue development of the U19 competitive circuit by hosting at least 4 grand prix circuit events in different clubs in the central and valley area in the 2020-21 season. Run the NS Jr Open for the 3rd consecutive year. 2. Develop a properly qualified successor for the CG Team Coach and Manager by the end of the 2021-22 season 3. Publicity of athlete supports and eligibility criteria and Codification of existing practices, sharing them by the 2020 AGM.	
Developmental Program	1. Coaches: a. Work with Sport NS to certify one LF to teach Intro to comp and Comp Dev by 31 Mar 21 b. Offer at least one subsidized coaching course at the intro to squash (12) and intro to comp (8) in the 2020-21 cycle. c. Support the qualification of at least one coach to the Comp Dev level in 2020-21 2. Officials: a. Develop sanctioning policies for Provincial events and present to the 2020 AGM. b. Support the certification of officials through the Club (bulk purchase 50 seats on the Online course to support attendance at national competitions and initial certification of officials), Local, and Provincial level, reporting on qualifications achieved on a quarterly basis. c. Work with leading officials to certify one official as a national referee and qualify a national assessor by the end of Mar 2022. d. Support provincial level officials in attending National Championships and advancing as officials and assessors during the 2020-21 season. 3. Juniors: a. Continue to support Junior development programming leading to the selection of a team for the 2023 Canada Games	
Communications & Advocacy	1. Develop publicity resources to support the membership, growth, retention and conversion, including as a minimum posters, brochures and tin magnets and distribute by Dec 31 2020	
Membership & Volunteer Development	1. Develop a Membership, Growth, Retention, & Conversion Strategy by the end of the 2020-21 season. At least one SNS member is from each active club in the province.	

Program	Objectives	Results
	2. Support coaches and clubs in applying for funding for and running camps and clinics for women and girls and other non-traditional communities with the view to supporting camps/clinics for two of the four target groups and in at least two of the six regions in the province in the 2020-21 season	
Technical & Other Supports for Squash	Continue the improvement of Club Locker Capabilities and the onboarding of clubs.	

I would like to thank everyone who worked with us to deliver programs, events and activities to the squash community, advance the sport of squash and to play this wonderful game. I would also like to thank our partners at squash clubs across the province.

I entreat you to get involved at your club, work with your fellow players to present a united front to your facility's management so that we can work together to grow the sport, secure funds to provide programming and have more fun playing squash in NS.

Happy squashing,

Phil Jourdeuil