



**MINUTES OF THE PICKLEBALL ASSOCIATION OF ONTARIO ANNUAL GENERAL MEETING**

**Held on Thursday September 17th, 2020 at 7:00 P.M.  
Location: Google Meet**

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Present:	Jim Parrott	President
	Fiona MacGregor	Vice-President
	Peter Sennett	Treasurer
	Peter Milovanovic	Secretary
	Junior Bent	Director-at-Large
	Cathy Lone-Dawson	Director-at-Large
	Karen Hill	Director-at-Large
	Gail Prior	Director-at-Large
	Kim Porter	Director-at-Large

Apologies:

Jeff Rooney	Director-at-Large
Pam Joslin	Director-at-Large

**1. CALL MEETING TO ORDER**

The President welcomed all Pickleball Ontario Members and called the Meeting to order at 7:11 p.m. In addition to the Board, 15 Voting Members were present.

**2. INTRODUCTION OF THE BOARD**

The president introduced the Board Members in attendance. Members and guests introduced themselves to the meeting.

**3. ACKNOWLEDGEMENT OF THE TRILLIUM GRANT**

Jim welcomed Bill Pang MPP for Markham-Unionville and Parliamentary Assistant to the Minister of Heritage, Tourism and Cultural Industries and Simon Wang an Ontario Trillium Foundation volunteer.

MPP Pang thanked the Pickleball Association of Ontario for the invitation to speak at the AGM. MPP Pang outlined the ways in which the Ontario Trillium

Foundation (OTF) has built vibrant communities across the province by strengthening the voluntary sector and investing in community based initiatives. He acknowledged the contributions of Pickleball Ontario to the Markham-Unionville and surrounding communities.

MPP Pang recognized the accomplishments of PAO and its expansion of the coaching programme that has been supported by the 2018 Ontario Trillium Foundation Grant. He noted that for the past two years PAO has delivered a high quality programming and infrastructure to support physical activity for all ages. MPP Pang thanked PAO for making the Ontario Trillium Foundation Grant work well in Markham-Unionville as well as other communities in the province. He noted that the coaching programme has been adapted to meet the National Coaching Certification model and that it has impacted communities in Markham, Kitchener-Waterloo, Windsor and Durham Region.

Jim thanked MPP Pang for his remarks.

Simon Wang had difficulties connecting with Google Meet and spoke later in the meeting at

Mr. Wang expressed gratitude and appreciation to the nations whose territory we are living and meeting on. As an OTF volunteer, we value the chance to hear from Grantees about the progress they have made. Mr. Wang provided an overview of the work of the OTF as agents of the Government of Ontario and one of Canada's leading granting foundations. Thanks to funding from the Provincial Government, OTF was able to award nearly 700 grants each year to non-profit groups in Ontario. The focus is on helping grant recipients build healthier and more vibrant communities. Mr. Wang noted that the last few months have been challenging for us all and expressed thanks to the Association for continuing to build sport in a safe and fun way.

Mr. Wang was very pleased that the two year \$198,000 grant received in 2018 from the Ontario Trillium Foundation is helping to move the sport forward by investing in PAO's goal to add coaching programs for pickleball to the National Coaching Certification Programme. OTF was pleased that they could give a grant from the Provincial Impact stream so that we could adapt the coaching programmes in four communities - Kitchener, Durham, Windsor and Markham.

Jim thanked Simon Wang for his remarks.

Jim spoke about the development of the coaching programme and the ways the grant has been used.

Over the past two years, members of the Pickleball Association of Ontario have expanded its player and coaching programs thanks to a \$198,000 grant it received from the Ontario Trillium Foundation (OTF) in 2018. The focus of the two-year grant was to add a pickleball coaching program into the National

Coaching Certification Program (NCCP), impacting communities around Markham, Kitchener-Waterloo, Windsor and Durham Region, which were the target catchment areas per the grant application.

As a result of the grant, we have developed a Long Term Player Development model that has been approved by the Canadian Sport For Life Society, and is the first of its kind worldwide. Subsequently, we then developed Coach Development curricula for Community Initiation (targeted for coaches introducing new players to the game) and Introduction to Competition (for coaches of players wishing to take the competitive route). Also developed was the Learning Facilitator and Coach Evaluator roles (needed to conduct training and evaluate coaches once trained).

In all, about 50 people will have been trained throughout the project, creating a nucleus of personnel who will positively impact the lives of pickleball players and grow the numbers of Active People throughout Ontario, and eventually across Canada.

Our organization is very thankful for the generous grant from the Ontario Trillium Foundation. Without their support and \$12,000 of pickleball organization funds, we would not be able to develop curricula, train coaches and encourage more people across Ontario to become physically active in a safe manner through our sport. I would like to extend a special thanks to Joanne Richmond who trained and guided us through the application process and suffered through my many questions. Also, I would like to thank Kevin Humphrey, who was our main advisor throughout most of the past two years. Kevin, you were very professional, provided great guidance and kept us true to the process.

Jim concluded our Recognition Event for our Ontario Trillium Foundation grant and thanked MPP Pang and volunteer Simon Wang for their time and participation.

#### **4. CALL FOR NOMINATIONS**

The Vice-President asked if there were any nominations from the floor of the meeting.

Karen Hill nominated Peter Milovanovic for the role of President. Fiona MacGregor seconded the nomination. Peter Milovanovic accepted the nomination.

Peter Sennett nominated Gail Prior for the role of Treasurer. Deanna Hanes seconded the nomination. Gail Prior accepted the nomination.

Peter Sennett nominated Sara McInnes for the role of Director-at-Large. Karen Hill seconded the nomination. Sara McInnes accepted the nomination.

Peter Milovanovic nominated Dave Saad for the role of Director-at-Large. Gail Prior seconded the nomination. Dave Saad accepted the nomination.

Jim Parrott nominated Fiona MacGregor for the role of Vice-President. Peter Milovanovic seconded the nomination. Fiona MacGregor accepted the nomination.

Nominations were called for the role of Secretary. No nominations were received. The role will remain vacant and will be shared on a rotating basis by the Directors of the Pickleball Ontario Board.

There were no nominations from the floor.

On a Motion made by Gail Prior and seconded by Fiona MacGregor, it was resolved that:

**Nominations for the Pickleball Association of Ontario Board of Directors be closed. The Motion was unanimously carried.**

5. **APPROVAL OF AGENDA**

The Agenda was reviewed by the Members. No changes were recommended

On a Motion made by Peter. Milovanovic and seconded by Gail Prior, it was resolved that:

**The Agenda of the September 17th, 2020 Annual General Meeting be approved. The Motion was unanimously carried.**

6. **APPROVAL OF MINUTES OF THE ANNUAL GENERAL MEETING OF SEPTEMBER 19, 2019**

The President inquired if the Members had reviewed the Minutes of the Annual General Meeting of September 19th, 2019. There being no errors or omissions, the Chair sought approval of the Minutes of the September 19th, 2019 Annual General Meeting.

On a Motion made by Peter Sennett and seconded by F. MacGregor, it was resolved that:

**The Minutes of the September 19th, 2019 Annual General Meeting be approved. The Motion was unanimously carried.**

## 7. **Volunteer Awards**

Pickleball Ontario is an organization that depends entirely on the volunteer contributions of members. It would not exist without the work that they do.

The president announced the names of the recipient in each of the four categories and highlighted some of their accomplishments. The recipients are:

Wayne Roswell Builder Award	Peter Singleton
Official Award	Cindy Biederman
Community Award	Norene Clancy
	Nelson Granger
	Ryan Hanes
Merrie Lee Ambassador Award	No nominations met the criteria

The Awards are to be presented individually over the coming weeks.

## 8. **REPORT OF THE TREASURER**

The Treasurer presented the Unaudited Financial Statements for the fiscal year ending June 30, 2020 as circulated.

The Treasurer reviewed the 2019-2020 operating results. Pickleball Ontario ended the year with an average of 2443 members which generated \$24,400 in revenue. Year over year our membership numbers drop by 24 from the previous year. This is a good result given the effect of Covid19. Many initiatives and activities were postponed as a result. In terms of expenses we spent very little money \$12,300. These included \$2,200 for the membership database; \$1,600 for PayPal and bank fees; \$1,400 for office expenses; \$2,800 for the website, MailChimp and SurveyMonkey; \$1,300 for the Volunteer Awards; \$1,700 for Youth and EDI support; and \$1,300 for tournament support. We ended the year with a net profit of about \$12,000 even though our budget had projected a loss of \$10,000.

In terms of cash flow, we started the year with \$45,000 in the bank. We had a net income of \$12,000 after some changes in cash activities, we ended the year with a \$7,700 increase in cash which resulted in a closing balance of \$52,600.

Our 202-2021 budget supports the initiatives identified in our strategic plan. He noted that if we fulfill all of the initiatives we will have a sizable deficit.

The Treasurer reviewed the planned initiatives:

Coaching	OTF Grant
Grassroots Program Support	\$3,000
Referee Clinics	\$4,000
Youth Skills Development	\$3,000
Open Houses	\$4,000
Tournament Support	\$1,500
EDI	\$3,000
Club Winback	\$1,000
Retention Program	\$2,000
Member Services Support	\$7,200

For the 2020-2021 operating budget, our assumption is that we will have an average of 2,750 members with revenue of \$27,500. There will be no change in fees. We will have expenses close to \$42,000 with a \$14,000 deficit. We have over \$50,000 in the bank which will more than cover the deficit. Being a non-profit we have a mandate to not continue to grow the cash balance and to put the money to use to grow the sport. It is important that we give back to our community. The budget plan is based on an assumption that we will return to normal in the coming year.

The Treasurer reported on Trillium Fund as it stands at the end of June, 2020. the funding from the province of Ontario relative to the Trillium grant. At the start of the year, we had \$80,000 in the bank. We spent \$85,000 for Project Consultants, Project Management, Videography, Workshops and Evaluation.

Trillium provided \$72,000 in additional funding. We ended the year with \$67,500 as a closing balance. The programme was delayed because of Covid and we have an extension to the latter part of 2020 or possibly early 2021.

On a Motion made by Karen Hill seconded by Gail Prior it was resolved that:

**The Pickleball Ontario 2021 Budget and Unaudited Financial Statements of June 30<sup>th</sup>, 2020 be approved as presented.**

**The Motion was unanimously carried.**

## 9. **AMENDMENTS TO BYLAWS**

Gail Prior presented the proposed changes to the Pickleball Association of Ontario's Bylaws. On page one the short for the organization was declared to be PAO without punctuation and without regard to the shortening of the organization's full name to Pickleball Ontario. On page two, "non-voting members" was removed as well as in Article 4. We have one class of voting members who must reside in the Province of Ontario. Under Article 8 number 3

Voting, we added that the President or Chair should only vote in the case of a tie at the Annual General Meeting, Regular or Special Board Meetings.

On a Motion made by Fiona MacGregor and seconded by Peter Sennett, it was resolved that:

**The changes in the Pickleball Association of Ontario Bylaws be approved. The Motion was unanimously carried.**

## 10. **PRESIDENT'S REPORT**

The President reported that it has been a very busy year for the association.

### **Growth**

Pickleball has been lauded as one of the fastest growing sports in North America. An IPSOS poll was conducted in December 2019, and it showed 350,000 pickleball players across Canada, with 164,000 in Ontario. These numbers contrast to the paid memberships data, with 22,000 plus across Canada and around 2,500 in Ontario. Most of the rest of Canada operates on a club basis whereas in Ontario there are numerous non-club venues to play pickleball, or the clubs do not require PCO and PO memberships. PO has implicitly adopted the passive approach to growing membership: either join for sanctioned tournaments, insurance or support for the sport. We appreciate the memberships we receive, as the monies go towards growing the sport in Ontario.

Hopefully we can continue with the IPSOS poll on an annual basis to put data behind the "fastest growing sport" claim. The poll data will also help in supporting business cases for additional facilities, which are severely lacking, compared to tennis for example.

### **COVID**

The virus has certainly put the world on its end. Firstly I'd like to express my condolences to any and all of you who have lost loved ones to this pandemic. Much time was spent by PO in researching and compiling recommendations to protect players and allow some level of "reduced risk" play throughout the Ontario Reopen stages, something I never would have dreamed that I would be doing when I volunteered for this assignment.

My emails to the Ministry of Tourism and Sport went unanswered. When I got through via telephone, the first question they asked was if we were a registered sports organization. Not being one, we didn't get any consideration for suggested wordings on the reopen strategies to clarify vague and generic regulations. Thus another benefit to being a PSO, other than funding and opportunities in provincial and national games.

## Board accomplishments

The Board and numerous volunteers have been busy throughout the year, completing and or developing various initiatives:

- Coaching: Our Trillium funded coach development project is now past two years. The end date has been moved to November 30, 2020 (from April 30, 2020), due to the pandemic. The Ontario Trillium Foundation has been very accommodating in this regard. Last year we worked with the Canadian Sport for Life Society and created the first ever Long Term Player Development model for pickleball worldwide. Using the Long Term Player Development model as a guide, we developed 2 coaching modules: Introduction to Competition (focused on players wanting to enter the competition realm), and Community Initiation (geared to beginners and recreational players). The Community Initiation module still needs to be tested via 2 pilot workshops (these were scheduled for March, but delayed due to COVID). We have been in discussion with the Coaching Association of Canada on the submission and review of the content. They are the body that grants NCCP status for the coaching modules. Since PO and PCO are not yet registered sports organizations, CAC cannot deal directly with us, even though NCCP coaching is one of the criteria needed for NSO and PSO status. PO and PCO are in discussions with another NSO to “partner” with us and work through the process with CAC. Hopefully by this time next year or sooner we can report that we have NCCP coaching programs available for our coach candidates around Ontario and across Canada. Anne Evans and I have been working at this initiative for about 4 years, from filling out applications to managing the project. Many thanks to Anne.
- Officiating. Karen Hill contributed to the development of a Canadian officiating program, now available online, along with some on court observations and game experiences.
- Benefits brochure, to help clubs and PO recruit new players. It includes many benefits, not just insurance.
- Facilities Sales Pitch, resource package to assist groups in selling the need for additional courts, to municipalities and or grant holders.
- Funding for developmental clinics, for players and officials, although many opportunities disappeared because of COVID. Fiona Mac Gregor, Pam Joslin and Gail Prior have been working on setting up sessions focused on youth.
- Club affiliation process has been defined more clearly. Pam Joslin has been very proactive in liaising with the clubs.
- System requirements for a new membership system via PCO. Cathy Lone-Dawson, Maggie Chau, Graeme Leney and Liz MacDonald-Peters worked with PCO on the functionality that PO would want in a membership system. Our Membee system is not performing as we would like it.
- Ambassador network continues to evolve with information sharing sessions led by Peter Milovanovic.



- Numerous policy upgrades, under the guidance of Gail Prior. Gail also maintains the website with fresh information about pickleball activities in Ontario and beyond.
- Increased presence on social media. Gail Prior posts updates on facebook, and Jennie Davis entertains us with funny pickleball related stuff on InstaGram.
- Work has started on the development of a process to identify the members of the Provincial teams. Members of our Provincial teams will feed into the process to identify the National teams. Deanna Hanes is leading a workgroup assigned to develop this process.
- Equity Diversity and Inclusion is an important initiative that affects everyone in one form or another, and is very important to the Board in making sure our sport is safe for all to play, and that no one feels or is underprivileged in the environments we have control over. To that end, PO established a workgroup chaired by Kim Porter and me, and it has created an EDI policy, and is now working on developing action plans needed to follow and maintain the policy. PCO is very interested in our work, and has asked PO to take the lead for them on this important initiative. Board members Junior Bent, Fiona MacGregor, Deanna Hanes, and Peter Milovanovic are part of the workgroup, along with member volunteers Stephanie Kawamoto, Sara McInnes and Rayce Manger.

### **Importance of PSO recognition**

PO has been pursuing Provincial Sport Organization recognition, since its inception. There are approximately 26 criteria to be followed, and the recognition/registration is made via the Ontario Ministry of Tourism and Sport. Why bother with PSO status? Basically you're not a sport in the government's eyes until you are a NSO and or a PSO. When you are an NSO and or PSO, the Ministry will offer support, in terms of funding opportunities, questions, assistance with issues (eg. COVID), invitations to Ontario Games and Canada Games (other than Seniors Games), strength of lobbying and influencing, to name a few.

PO and PCO are starting to be acknowledged in the Sport Management and Governance circles. We have been invited to seminars and webinars held by Canadian Sport for Life Society and the Coaching Association of Canada. Sport Canada has not yet acknowledged pickleball as I believe they are waiting for us to meet all the NSO and PSO criteria first. Sport Canada is a major source for funding the various sports organizations across Canada.

If you're wondering why the NSO recognition is important to us, NSO support is one of the criteria for PSO registration, thus we need PCO to be recognized as an NSO by Sport Canada.

## **Thanks to those completing their terms**

Jeff Rooney, our director and Marketing and Communications, has taken his portfolio to a new level, developing partner perks, creating brand image refreshes and pushing for an increased presence in social media.

Cathy Lone-Dawson has enthusiastically managed Places to Play and the Membership system. She has worked diligently to keep those systems up to date in this ever changing environment.

Peter Sennett has been our treasurer for the past 4 years and has done a great job in maintaining the ledger, balance sheet and income statement, along with filing tax returns and HST reclaims. Peter also led the Strategic Planning discussions and was an integral part of the Executive Committee discussions.

Kim Porter has elected to step down as director at large. She has been effectively co-chairing the EDI workgroup, and will continue to do so going forward.

Thanks Jeff, Cathy, Kim and Peter for your contributions throughout your terms.

## **Personal reflections**

I have been serving on the PO Board for 4 years, first year as VP under Steve Phinney, and then the next 3 years as President, both roles I take a lot of pride in. As with any assignment I take on, I try to do the best I can. I certainly made some mistakes (or things I could have handled differently) , and learned from them. None of us are perfect, and I'm a perfect example of that.

Over my tenure on the Board, we have had the luxury of working with great groups of people, which for me made the last 4 years very enjoyable. We did a lot for pickleball in Ontario and Canada, for which you should all be proud. I leave with a good feeling, in that I know the next Board is strong, and will continue to develop and grow our great sport throughout Ontario. With that, I will endeavour to play pickleball more than I talk about it.....

## **11. REPORT OF THE NOMINATIONS COMMITTEE**

The President informed the Members that the next item of business was The Report of the Nominations Committee and turned the meeting over to F. MacGregor. She noted that the Pickleball Ontario Board has five open positions. These consist of four positions where a Director has completed his term and one position where a Director has resigned.

Accordingly, the Nominations Committee recommended

The appointment of the following nominees who have agreed to let their name stand for a three year Term of Office to fill two of the current Director vacancies. The nominees are:

Sara McInnes  
Dave Saad

The biography of each Nominee was circulated to the Members by email as per Bylaws. All nominees were members in good standing as per Bylaws.

No additional nominations were received from the floor.

The slate of Officers and all members of the 2020-2021 Board were identified by the Vice President. They are:

President	Peter Milovanovic
Vice-President	Fiona MacGregor
Treasurer	Gail Prior
Secretary	Not determined

In addition to the new nominees and the officers they are Junior Bent, Deanna Hanes, Karen Hill and Pam Joslin.

The Chair then called for a Motion to accept the Report of the Nominations Committee.

On a Motion made by Fiona MacGregor and seconded by Peter Sennett, it was resolved that:

**The nominated candidates be appointed to the Board for up to 3 years  
The Motion was unanimously carried.**

## 12. OTHER BUSINESS

The President then called for any other business items to be raised at the meeting. Peter Milovanovic presented an item of new business - a thank you to Jim for his leadership and outstanding service of Pickleball Ontario.

So, this is Jim Parrott's last Annual General Meeting as President and we would like to recognize and celebrate his many contributions to the sport of pickleball in Ontario and across Canada.

First a bit of history. Jim joined the Board of Directors in 2016 and was elected President in 2017. He also served on the Board of Directors of Pickleball Canada; he was the Interprovincial/Territorial Advisory Council - Ontario

representative from 2017 and co-chaired PCO's Youth Committee. Jim championed the development of the Long Term Player Development Framework and of our two coaching packages. He was integral to our successful application for a Trillium Grant to support each of these developments. Jim has positioned Pickleball Ontario to be ready for recognition as a Provincial Sports Organization. Most recently Jim has led a new initiative with a focus on Equity, Diversity and Inclusion.

I'd like to share some thoughts and observations from our Board Members both current and past.

Cathy Lone-Dawson thanked Jim for his "tireless stewardship, patience and good cheer." "It has been a pleasure serving on the board with you."

Allen Class noted that "Jim looked at the big picture and focussed our energies towards moving us in a direction that elevated Pickleball into a bonafide sport. He always found people with the talent and commitment to move the ball forward. "

Fiona MacGregor observed that "Jim has a great sense of humour and truly cares about the people he works with. His leadership style is inclusive and enabled us to collaborate on a broad set of initiatives." She ends, "Jim, it has been a pleasure and you will be missed!"

Peter Sennett extended a "Thank you to Jim for leading this organization over the past 3+ years. Jim's dedication, commitment and hard work will be missed. The sport of pickleball in Ontario and Canada has progressed tremendously over that period thanks to your unwavering efforts to grow the sport. Your success in getting us the Trillium grant will take us one huge step closer to becoming a Provincial and National sport body."

Pam Joslin thanked Jim for being "a real help guiding her through the workings of Pickleball Ontario over the past two years. Jim's knowledge and commitment to our provincial organization has been integral to the development of pickleball in Ontario."

Karen Hill thanked Jim for stepping up to do this often thankless and time consuming job." She said, "You did well to push through numerous initiatives, and are leaving the PAO in a better position than you found it." If it wasn't for your quiet approach, I never would have taken on a role as a Board member for

the PAO. You have been a courteous and amiable leader, setting a good example for our next President. I wish you well on your next adventure.

Jim we will miss you. We echo Karen's wish for your next adventures and would like to present you with this plaque acknowledging your outstanding leadership and service.

There being no further business, the President then moved to the final Agenda item.

13. **CALL FOR ADJOURNMENT OF THE MEETING**

Peter Milovanovic took the Chair. He welcomed the new Board and thanked everyone for attending.

At 8:31, on a Motion made by Karen Hill and seconded by Fiona MacGregor, it was resolved that:

**The business of the meeting was concluded and the meeting was adjourned.**

**The Motion was unanimously carried.**

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J Parrott, President  
Pickleball Ontario

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Date