



Annual Report 2023/2024



Agenda

1. Call to Order
2. Welcome and Introductions
3. Adoption of Agenda
4. Approval of the Minutes of the 2023 October Annual General Meeting
5. Financial Report
6. Department Reports
7. Facility Report
8. Capital Campaign
9. Election of Directors
10. Questions

FLICKA GYMNASTICS CLUB BOARD OF DIRECTORS & STAFF 2024

2023-2024 BOARD OF DIRECTORS:

Tyson Carvell	President
Kendra Pidwyssocki	Secretary
Ivy Cao	Treasurer
Jody Aldcorn	Director
Tamara Hung	Director
Connie Buechler	Director
Livia Lau	Director
Linh Liu	Director
Charles MacGregor	Director
Hooman Mashayekh	Director
Carly Lyder	Director

ADMINISTRATION STAFF:

Marti Farkas	Office Manager
Mercy Addo	Office Coordinator
Bianca Paludetto	Rec Programming
Steven Pollak	Accountant

COMPETITIVE STAFF:

WAG:

Dorina Stan	Head Coach
Christianne Steiner	Level 3
Jared Goad	Level 3
Irina Orlova	Level 3
Jennifer Chew	Level 3
Sarah Saeni Whittred	Level 1
Jayne Carvell	Level 1

WAG Pre-Competitive:

Emma Szalontai	Foundation
Olivia Koenig	Foundation
Taylor Dyck	Foundation

MAG:

Xuan (James) Luo	Head Coach
Brandon Thomson	Foundation
Charlie Ben Halevi	Foundation

XCEL STAFF:

Holly Morgan	Head Coach
Christina Sgourakis	
Bianca Anabalon-Paludetto	
Ashley Obsieger	

RECREATION & INTERCLUB STAFF:

Tanya Morrow	Floor Supervisor
Julia Turitsa	Floor Supervisor
Maria Karpova	Floor Supervisor
Christina Sgourakis	
Hamid Saghafi	
Myla Villanueva	
Ashley Obsieger	
Sarah Saeni Whittred	
Julianne Glowacki	
Katelyn Ou	
Jayne Carvell	
Simone Soucie Degrazio	
Kirsten Kampert	
Brandon Thompson	
Adi Ilan	
Maryam Khosrodoust	
Soheil Ashrafologhalai	
Charlie Ben Halevi	
Lucas Fleet	
Christina Hall	
Marek Ipatowicz	
Pia Lo	
Taylor Dyck	
Meghan Duff	
Amelia Thompson	
Kira Lorezca-Finney	
Sydney Rattray	
Rowan Bullock	

2023 OCTOBER ANNUAL GENERAL MEETING MINUTES

AGM Meeting Minutes for Oct 26, 2023

7:00 pm – Virtual Zoom meeting

In Attendance- see attached

1. Call to Order at 7:05pm.
2. Welcome and Introductions- President Tyson Carvell introduced himself. Current board members introduced. Tyson thanked the office staff, administration, leadership, service providers, board members and coaches. Land acknowledgement.
3. Adoption of Agenda- adopted and approved by Kendra Pidwyssocki (secretary).
4. Approval of the Minutes of the 2022 October Annual General Meeting- unanimous approval of minutes.
5. Financial Report-see attached Ivy spoke to the financials that were provided. Flicka has approximately \$2.2M in GIC's earning interest. Plooto software is a helpful and efficient program being used to make transactions more transparent. Living wage adjustments were made in April for coaches. Approved.
6. Department Reports - see attached
 - OFFICE - Marti spoke to the office report and the opportunity all parents to volunteer at the BC championships and that all lead positions had now been filled. Uplifter will be the new software used by Flicka to collect fees and an introduction email will be sent to membership regarding it in the future months.
 - REC - Tyson spoke to the restructuring of the team and saying goodbye to Diane.
 - WAG - Dorina spoke to the increased number of athletes in the program, the success of the athletes this year and the coaches working well as a team. Dorina will be opening the gym for parents in the coming weeks to watch the athletes and talk with coaches.
 - MAG - Tyson spoke to James's report provided, highlighting the growth of the program.
 - XCEL - Tyson spoke to the success and growth of Holly's program and report.
7. Facility Report- see attached. Tyson spoke to Carscadden's design and phases of development and the timing of the project.
8. Capital Campaign see attached- Tamara/ Tyson spoke to the project and the need for all members to provide their knowledge and experience if they have any in that area.
9. Election of Directors
 - Tyson Carvel
 - Livia Lau
 - Charles MacGregor
 - Kendra Pidwyssocki
 - Jody Aldcorn
 - Karly Stevenson
 - Tamara Hung
 - Ivy Cao
 - Connie Buechler - by acclamation
 - Linh Liu - by acclamation
 - Hooman Mashayekh - by acclamation

10. Questions - A parent of an Xcel athlete would like some clarification around volunteer hours and how she can help as she doesn't want to be charged the extra fees. Marti answered the question saying that more emails around volunteerism and the BC championship will be going out to members and that opportunities to help will be abundant this year and that all parents must do double their athletes weekly training hours in order not to be charged the extra months training fees. Rebecca spoke to all volunteer hours from last year will be carried forward to this year. No further questions.

11. Meeting Adjourned 8:01pm

FINANCIAL REPORT

FLICKA GYMNASTICS CLUB

Profit and Loss

Comparatives

	2024	2023
Revenue		
Recreation Program Fees	1,111,935.03	1,021,587.17
Competitive Program Fees	508,325.70	415,670.47
Interclub Program Fees	241,878.55	217,372.38
Event Fees	252,689.91	0.00
Specialty Program Fees	312,077.45	286,450.37
Fundraising/Sponsorship	4,042.00	5,372.12
	\$ 2,430,948.64	1,946,452.51
Expenses		
Program Costs	14,145.60	15,457.42
Labour	1,218,934.09	983,165.42
Event Costs	86,601.74	0.00
Rent	105,697.89	101,371.42
Administration & Depreciation	581,237.99	397,863.20
Total Expenses	\$ 2,006,617.31	1,497,857.46
Private Grants	0.00	0.00
Government Grants	26,410.00	25,559.00
Interest Revenue	60,186.64	45,773.25
Gaming Grant	57,400.00	0.00
NET INCOME/LOSS	\$ 568,327.97	519,927.30

FINANCIAL REPORT

FLICKA GYMNASTICS CLUB

Balance Sheet As of June 30, 2024

	Total
Assets	
Current Assets	
Cash and Cash Equivalent	2,939,525.61
Accounts Receivable (A/R)	62,176.97
12300 Other current assets	293.00
Advanced Payroll clearing	-42,473.08
Total Current Assets	\$ 2,959,522.50
Non-current Assets	
Property, plant and equipment	
12210 Computers & Electronics	4,316.07
12215 Foam Blocks	0.00
12220 Stationary Gym Equipment	106,460.00
12230 Non-Stationary Gym Equipment	39,723.30
12240 Tenant Improvement	63,131.25
12260 Furniture and Equipment	1,611.05
Total Property, plant and equipment	\$ 215,241.67
Total Non-Current Assets	\$ 215,241.67
Total Assets	\$ 3,174,764.17
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable (A/P)	56,563.60
Credit Card	205.08
21100 Vacation Payable	27,588.78
22000 Unearned Revenue	192,980.64
Total Current Liabilities	\$ 277,338.10
Total Liabilities	\$ 277,338.10
Equity	
Retained Earnings	2,329,098.10
Profit for the year	568,327.97
Total Equity	\$ 2,897,426.07
Total Liabilities and Equity	\$ 3,174,764.17

OFFICE REPORT

Staffing: Mercy Addo and Marti Farkas continue to manage all administrative tasks for the club.

Volunteer Opportunity: We are planning to have a gym deep cleaning day during the winter break, including the under the stage area. All families are encouraged to participate during this event.

Grants 2023-2024:

GRANT	AMOUNTS RECEIVED IN 2024	AMOUNTS RECEIVED IN 2023	AMOUNTS RECEIVED IN 2022	AMOUNT RECEIVED IN 2021
Community Gaming Grant	\$57,400	\$57,400	\$52,400	\$52,400
Canada Summer Jobs Grant	\$20,193	\$26,766	\$26,388	\$33,696
Jumpstart Canadian Tire Sport Relief Fund – Operational Support	N/A	N/A	N/A	\$15,000
Jumpstart Canadian Tire Sport Relief Fund – Programming Support	N/A	N/A	N/A	\$5,000
viaSport Sport Relief Fund	N/A	N/A	N/A	\$5,000
ParticipAction	N/A	N/A	N/A	\$250
Capital Project Grant (Foam Pit in New Facility)	N/A	N/A	\$250,000	N/A
TOTAL RECEIVED	\$77,593	\$84,165	\$328,788	\$111,346

Membership Management Software Transition

This past year, we decided to transition from Studio Director to Uplifter for our Membership Management Software. Key reasons for this switch included preventing many registration issues, improving our waitlist management and reporting as well as reducing security concerns.

BC Compulsory Championships and Xcel Challenge

The event was a resounding success which brought together more than 3,000 athletes, gymnastics enthusiasts, families, and communities from across the province. It served as an excellent launching pad for Flicka's Capital Campaign, raising over \$100,000 for facility upgrades, equipment purchases, and operating expenses. A huge thank you goes to the volunteer parents—your countless hours and hard work are deeply appreciated! Special recognition also goes to Coach Holly and Coach Jared, who went above and beyond their regular duties to ensure the events' success.

RECREATION PROGRAM REPORT

Staffing:

Floor Supervision: After the Recreation Program Director's departure, the Board has appointed 3 Recreation Program Supervisors (Coach Tanya, Coach Maria and Coach Julia) to ensure the floor running smoothly during peak hours.

Newly employed coaches on staff: Christina Hall, Lucas Fleet, Charlie Ben Halevi, Marek Ipatowicz, Taylor Dyck, Meghan Duff.

Coach in training: Amelia Thompson, Kira Lorezca-Finney, Rowan Bullock, Sydney Rattray. More athletes from the Xcel and MAG programs have expressed their interest in becoming volunteers and later coaches, as soon as they become age eligible to take the NCCP Coach Certification Program.

Program Summary:

Summer Camps and Classes Summary: Our Summer Camps and Classes enjoyed tremendous success this year, offering families the choice of full-day or half-day options. The program generated a total revenue of \$132,715. Children not only enhanced their gymnastics skills but also engaged in a variety of activities, including science experiments, cheerleading, circus fun, crafting, and field trips.

Thanks to the Canada Summer Jobs grant, we were able to support four full-time positions during the summer of 2023. Our camp leaders gained valuable leadership experience throughout their roles.

Summer Classes: Registration was exceptionally strong, with many families eager to enroll. Unfortunately, we had to turn away several families due to full capacity and lengthy waiting lists.

Pro D Days: Staffing shortages limited our ability to run these days regularly.

Special Needs and Inclusivity: We are committed to supporting all individuals in our programs, including those with special needs. Currently, we welcome participants with ADHD, Autism, Blindness, Hypotonia, balance difficulties, Down Syndrome, and artificial limbs. We strive to integrate everyone, offering additional coaching or smaller class sizes as needed.

Fall, Winter, and Spring Programming: Our recreational programs are thriving, with registration proving highly competitive - classes often fill within moments of opening. We are maximizing our offerings based on available space and coaching staff, accommodating up to eight children per class in our school-aged programs.

Adult Classes: These are gaining popularity, with two full classes running throughout the year and increasing interest from prospective participants.

High School Programming and Gym Rentals: High school rentals have returned to full capacity and continue to be a success.

Open Gym: Our weekend Open Gym sessions were particularly popular during the season.

Numbers at a glance:

Summer 2021 (Covid Restrictions)		Summer 2022		Summer 2023	
Students enrolled in camps	240	Students enrolled in camps	294	Students enrolled in camps	257
Number of camps	15	Number of camps	19	Number of camps	18
Registration capacity at	99%	Registration capacity at	96%	Registration capacity at	97%
Students enrolled classes	121	Students enrolled classes	191	Students enrolled classes	137
Number of classes	14	Number of classes	33	Number of classes	16
Registration capacity at	98%	Registration capacity at	91%	Registration capacity at	100%
Fall 2021		Fall 2022		Fall 2023	
Students enrolled in classes	615	Students enrolled in classes	671	Students enrolled in classes	850
Number of classes	103	Number of classes	110	Number of classes	141
Registration capacity at	96%	Registration capacity at	91%	Registration capacity at	94%
Winter 2022		Winter 2023		Winter 2024	
Students enrolled in classes	549	Students enrolled in classes	738	Students enrolled in classes	816
Number of classes	91	Number of classes	124	Number of classes	136
Registration capacity at	98%	Registration capacity at	93%	Registration capacity at	92%
Spring 2022		Spring 2023		Spring 2024	
Students enrolled in classes	626	Students enrolled in classes	861	Students enrolled in classes	924
Number of classes	94	Number of classes	139	Number of classes	152
Registration capacity at	98%	Registration capacity at	94%	Registration capacity at	94%

WOMEN'S ARTISTIC GYMNASTICS PROGRAM REPORT

Our competitive program is dedicated to excellence, and we are committed to providing exceptional support to our athletes as they strive to achieve their goals.

Staffing: Flicka employs 5 full-time competitive program coaches and 6 part-time junior coaches, many of whom have been integral to our Women's Artistic Gymnastics (WAG) program. With the support of the Board of Directors, our coaches are continually enhancing their skills through educational, professional, and judging courses.

Current Competitive Coaching Staff:

- **Dorina:** ChPc Level 4 Certified
- **Criss, Irina, Jared, Jenny:** Level 3 Certified

Our coaching staff is up to date with all of Gymnastics Canada's requirements for coaches.

Number of Athletes in Program: We have increased our number of competitive athletes from 69 last year to 91 this year.

Achievements: This year has been incredibly successful, with outstanding results at both provincial and national levels, as well as international competitions. Our athletes have medaled in numerous events, including the Provincial Championship, Western Championship, Elite Canada, National Championship, and five prestigious international competitions in Canada, Romania, the Czech Republic, Germany, and Italy. For the fourth consecutive Olympics, Flicka was represented on the Canadian team at the Paris Olympics this summer.

Flicka was also honored at the BC Awards Night with recognition for hosting the Provincial Championship. Additionally, Shallon and Dorina received awards for their contributions to the Olympics, and Dorina was recognized with the BC Member of Distinction Award.

These remarkable achievements would not be possible without the dedication and hard work of our coaches, office staff, athletes, and the unwavering support of our parents and Board of Directors.

Thank you to the entire Flicka family!

Go Flicka!

MEN'S ARTISTIC GYMNASTICS PROGRAM REPORT

Last year's competitive season was a success, with an increase in the number of boys participating in the program and improvements in their competition results.

Group 1:

Ilya reached the finals of the Winter Games, while Lucas consistently excelled, winning every competition from the start to the end of the season. He is the provincial champion on rings, parallel bars, high bar, and all-around, taking home four gold medals. He also qualified for the western competition at his level. The rest of the boys in this group are expected to shine in the upcoming season.

Group 2:

Eric and John are the top Level 1 boys in BC, achieving the highest scores among their peers in their age group. The other boys in this group also performed admirably.

Group 3:

This group is new to competition and will be competing in 2025. They have a lot of potential.

Pre-Competition Group:

Group 4: Expecting some members of this group to move to Group 3 next season.

Group 5: Ages 5-7; nothing to report (Coach Brandon).

Group 6: Ages 4-6; new group, nothing to report (Coach Charlie).

Group 7: Ages 5-6; nothing to report (Coaches Brandon and Charlie).

Competitors from Last Season:

The boys who competed last season included Ilya, Kian, Lucas, Bruno, Nico, John, Andrey, Eric, and Conner—totaling 9 boys. They had a very successful competition season with numerous medals and one athlete qualifying for the BC Winter Games.

Upcoming Season Competitors:

For the upcoming season, the boys set to compete are Ilya, Kian, Lucas, Brandon, Martin, John, Eric, Andrey, Nico, Oliver B., Oliver Z., Evan, Andreas, Lucas, and Conner—totaling 15 boys.

XCEL PROGRAM REPORT

Staffing:

Holly - Xcel, Head Coach, Tramp 2 Trained, Comp Level 3 Trained
Christina - Xcel, Senior Coach, Comp Level 2 Trained
Bianca - Xcel, Senior Coach, Comp Level 1 Certified
Ashley - Xcel, Coach, Comp Level 1 Certified

Athletes in Program:

66 Athletes in the Xcel Program, 5 in the PreXcel program

Events & Partnerships:

- Collaborated with Chimo & Phoenix Gymnastics to run an Xcel training camp. We had 70 gymnasts attend in levels Silver+ from all three clubs and traveled to Chimo Gymnastics for this event. Event was very successful. We are running two training camps between the three clubs this season.
- We had a Media Day for gymnasts to take part in action, individual, and team photos. It was a blast and we hope to do this every second year.
- Partnered with *Kids Physio* this season so that we can have seamless communication between physiotherapists and the coaching team. We recommend our athletes work with this team of physios, but it is not mandatory. Kids Physio put on a webinar for families presenting insight on injury prevention, rehabilitation techniques, and concussion physiotherapy. The highlights of the presentation will include the physical demands of gymnastics & the effects of these on growing bodies, common gymnastics injuries and how to manage these, as well as concussion awareness, testing, and management.
- We had two instructors come in and teach our Xcel athletes AcroYoga at our holiday party. It was a very fun event and has been requested by the athletes' multiple times throughout the season, so we have rebooked this year!
- We collaborated with a Nutritionist who offered a virtual webinar for families on fuelling the developing athlete. Some athletes ended up working with this nutritionist in their personal time. An information package was also given out to families as well as the recording.

Competitions Attended & Results:

We attended ten events last season, with two away meets and one international event. Our athletes were very successful with many podium placements and all-around winners. We also did very well in team divisions, taking home many trophies! Our athletes also shined in the spotlight with many speciality awards!

Plans for the 2024-2025 Season:

- Xcel Training Camps have been scheduled and planned for October and November. We are hosting one at Flicka in October and we will attend one in November at Chimo Gymnastics.
- We are attending 8 competitive events this season. Two international meets in Anaheim and Tacoma. Two away meets in Kelowna and Whistler (always popular ones!) and the rest are within the Lower Mainland.
- Working with KidsPhysio on planning a "Coaches Workshop" in either the winter or early spring for coaching professional development and hope that Flicka would cover the fee for this event (cover the cost of a physiotherapist \$150/hour). This would be a workshop offered to Flicka Coaches where a Physiotherapist comes in and works with our team to develop core stability strength and conditioning exercises, helps us understand and prevent common movements that cause injuries in gymnastics, and how to use strength and flexibility exercises to prehab our athletes in injury prevention. We can include all coaches from WAG, XCEL, and MAG.
- Booked Acroyoga again for our Xcel Holiday Event. This fee is covered by the fee families pay for the holiday party.

FACILITY REPORT

BUILDING PLANS

We plan to transition our operations to the Mickey McDougall Community Recreation Centre at the end of 2025, following the closure of the existing Harry Jerome Recreation Centre. To support the Flicka program and ensure the long-term viability of the Mickey McDougall building, renovations and upgrades are essential.

Working with Carscadden Stokes McDonald Architects and the City of North Vancouver, we've completed Design Development and Contract documents. In early October, we reached a key milestone when we issued the Mickey McDougall Invitation to Tender to four pre-qualified general contractors.

The upgrades to Mickey McDougall encompass two separate scopes of work:

1. A Base Building upgrade, funded by the City of North Vancouver (CNV) as the building owner, to improve energy efficiency and accessibility.
2. A Tenant Improvement scope, funded by Flicka as the future lessee, addressing program-specific gymnasium alterations and improvements to the reception area, viewing gallery, and staff offices.

We've designed these two scopes concurrently and coordinated them well. Our aim is to maximize efficiencies in project management, costs, and scheduling while mitigating overall risk. Carscadden Stokes McDonald Architects will continue to support Flicka with Contract Administration and Post-Construction services.

We're thrilled to have reached this phase of the project and are grateful for the support provided by the City of North Vancouver and Carscadden Stokes McDonald Architects.

CAPITAL CAMPAIGN

Flicka hired Compton Fundraising Consultants to conduct a feasibility study assessing support for raising \$2.5 million to renovate and expand the Mickey McDougall building. The study involved board e-surveys and one-on-one interviews with individuals representing a cross-section of supporters from gymnastics, sports, and recreation. Twenty confidential interviews took place between July 19 and October 18. Compton is now drafting a final report based on the study's findings, which they plan to present in November. Their conclusions and recommendations will inform Flicka's next steps.