



ANNUAL GENERAL MEETING JUNE 17, 2021



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LETTER FROM THE BOARD

Dear Flicka Members,

We hope all our Flicka families have remained healthy and safe throughout this last year. Our 2021 gymnastics season came with several challenges. The ongoing covid pandemic, staffing issues and an end to our lease have kept us very busy.

After being closed for three and half months we re-opened the last week of June 2020. To keep our staff and athletes safe, Flicka implemented our Covid Safety Plan, which includes a 49-person limit, social distancing measures, sanitizing equipment between groups, daily full gym fogging using a hospital grade disinfectant, and daily health checks. We would like to thank the staff for all their work in getting the gym open and operating in a safe manner throughout this past year.

Staffing challenges are not new to Flicka and this year was no different. In September we required a level 3 WAG coach and shortly thereafter we were on the search for a Recreation Program Director. We welcomed Criss Steiner and Jared Goad, both level three certified coaches to our coaching staff and Diane Steiner, also a WAG level three coach, as our Recreation Program Director.

To top off an already challenging year, on January 20, 2021, we received the unexpected notice that our lease which expires on December 31, 2021, will not be extended. The City announced that the current Harry Jerome Recreation Centre will be permanently closed December 31, 2021. We are currently working with the City of North Vancouver to obtain a lease for the use of Mickey McDougall.

We would like to recognize the dedication and hard work of all our staff over this last year. We are so grateful that they have kept our children safe and programs running smoothly. They have ensured daily health checks were completed, constantly sanitized equipment, reminded athletes to social distance, and worked all year to keep our athletes engaged.

Going forward we expect the 2021-22 year to be a busy and challenging year. We will have the ongoing pandemic challenges to work through, along with a move to a new home. We hope our gymnastics community will come together and volunteer their time and talent to make the transition as smooth as possible. We are determined to continue the legacy of providing quality gymnastics programming for years to come.

We hope everyone a safe and healthy summer and look forward to an easing of pandemic restrictions.

Sincerely,
Sue Whittred & Kerri Postill
Co-Presidents



FLICKA GYMNASTICS BOARD OF DIRECTORS & STAFF

2020-2021 BOARD OF DIRECTORS:

Kerri Postill	Co-President, Co-Treasurer
Sue Whittred	Co-President, Co-Treasurer
Kendra Pydwisocki	Secretary
Tyson Carvell	Director, Re-location Committee Chair
Laura Proulx	Director
Carolyn Marshall	Director
Rebecca Rowley	Director
Karly Stevenson	Director
Janet Adelaar	Director

ADMINISTRATION STAFF:

Marti Farkas	Office Manager
Diane Steiner	Recreation Program Director
Steven Pollak	Accountant

COMPETITIVE STAFF:

WAG:

Dorina Stan	Head Coach
Christianne Steiner	Level 3
Jared Goad	Level 3
Irina Orlova	Level 2
Jennifer Chew	Level 2

DEVELOPMENTAL:

Talya Pollak	Level 1
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MAG:

Hamid Saghafi	Level 2
Michael Mitruk	Level 1
Atrin Saghafi	Level 1

XCEL / INTERCLUB STAFF:

Holly Morgan	Head Coach
Christina Sgourakis	
Cassia Kobayashi	

RECREATION STAFF:

Diane Steiner (2021–Present)	Program Director
Bianca Anabalón-Paludetto	
Christina Sgourakis	
Iiona Rawson	
Hamid Saghafi	
Atrin Saghafi	
Aaron Kruger	
Marissa Waldrum	
Aaron Kruger	
Michael Mitruk	
Anna Marshall	
Myla Villanueva	
Imogen Paterson	
Jennifer Vandespyker	
Talya Pollak	
Sarah Isabelle Radziszewsky	
Maria Karpova	



RECREATION PROGRAM DIRECTOR & OFFICE MANAGER REPORT

Staffing

Bianca Anabalon-Paludetto left her Recreation Coordinator position on December 31st, 2020 to spend more time with her family. She continues to support Flicka on a part-time basis with managing social media, as well as club monthly newsletters. She is also available as a sub for our Xcel, Interclub and Recreational coaches.

We have a great new addition to our management team in Diane Steiner. Diane started as Recreation Program Director on January 4, 2021. She brings 35 years of experience in club management and coaching.

Our staff's profile is now available on the website.

Recreation Program

Navigating through the Covid-19 pandemic during 2020/2021 changed the way Club operations ran in order to follow the guidelines from Provincial Health Authorities and our Sport Organization. Staff worked together diligently and patiently to make the best of the situation during the pandemic to continue to offer quality programming in a safe environment for all. Program capacity and expansion was limited to not exceed the capacity limits of 49 people in the gym at all times.

Programs continue to increase in popularity since assuming the role as Recreation Operations Director at Flicka Gymnastics Club. Changes were made to be as efficient as possible in scheduling to maximize registrations. Regular marketing of classes and programs helped to ensure our classes were filled. Coaches adapted through example to offering more intriguing circuits for their students to keep them engaged and learning. Flicka's Fall, Winter and Spring session strong registration is a reflection that families are pleased to have us as a Foundational sports activity for their children. The 2021-22 Summer's themed full day camps programs are at 100% capacity and the 21 Summer Classes are currently running at 83%. The full day camps for children ages 5-12 yrs have specialized captivating themes to keep the children busy all day. Our Pro D Day Camps had very strong positive reviews that we marketed on social media to help promote our ability to run successful, entertaining camps that promote children's learning physically, intellectually and socially.

Equipment purchases kept to a minimum in anticipation of our future relocation. Only equipment that was absolutely required to maintain safety standards was purchased. Materials/supplies have been added to the preschool programs to help with learning and participant interest.

Flicka is faced with the challenge of attracting and maintaining a healthy number of coaching staff. Many of our current coaches are at the age where they are pursuing higher education that removes them from being able to continue to coach with us. Due to the pandemic the Province as a whole has lost a significant amount of quality Certified coaches that have left the industry all together. The Federation has not resumed offering the full certification to individuals who desire to pursue coaching as an employment choice. This directly affects us as we have several young individuals that do not qualify to coach because they cannot take the course work required due to the Federation not offering the courses during the pandemic. Three athletes from the Interclub and Xcel program are due to start coach training with the Recreation Operations Director June 2021.

Charging for tryouts was implemented to cover the costs of our coaching staff and administration required to run a tryout and invite new athletes into the programs. The tryout was well received by both families and Head Coaches of the respective programs. Recommendation to continue the practice of charging for tryouts in the future.

Marketing event is planned for June 30th to attract new members to our facility, free try-it event called FlickActive Day.

As Recreation Operations Director I expect to increase and expand our reach into our local Community to include additional attractive programs in the future as restrictions ease and Coaches become Certified and employed by us.



Year-End Party

We will be hosting year end parties for Competitive, Xcel and Interclub athletes:

- June 29 – Competitive Parties
- June 30 – Xcel and Interclub Parties

Fundraising:

As all our efforts were put into running the gym safely, fundraising was put on the back burner this year. However, we are currently exploring multiple fundraising programs, which will be mandatory during the 2021-2022 season.

Grants 2021

Our staff has secured more funds, through multiple resources this year, than ever in Flicka's history.

GRANT	AMOUNT RECEIVED IN 2021	AMOUNT RECEIVED IN 2020	AMOUNT RECEIVED IN 2019	AMOUNT RECEIVED IN 2018
Community Gaming Grant	\$52,400	\$50,000	\$50,000	\$50,000
Canada Summer Jobs Grant	\$34,325	N/A	N/A	\$8,625
Jumpstart Canadian Tire Sport Relief Fund	\$15,000	N/A	N/A	N/A
viaSport Sport Relief Fund	TBC	N/A	N/A	N/A
ParticipAction	TBC	N/A	N/A	N/A
TOTAL	\$110,225	\$50,000	\$50,000	\$58,625



WOMAN'S ARTISTIC GYMNASTICS REPORT

This has been a very challenging year for us all.

The highlight of this year was the team effort off all: the Board of Directors, athletes, coaches, and office staff running the gym safely. Despite the hardships, we all learned to be more patient, to be braver. Our coaches learnt new drills to be able to teach skills differently.

After safely returning to the gym we started training and gradually increased weekly training time. We have been able to keep our kids engaged and made some progress considering the covid restrictions we had to follow.

Competitions 2021:

- We organized a few mock meets for our Development (Level 1-5) athletes.
- Gymnastics BC organized virtual Provincial Championship for Level 1-10 and High-Performance athletes. Our athletes did their best to achieve good results.
- Our High-Performance Athletes participated in virtual Elite Canada, as well as three technical Trials.
 - Shallon won Gold in Elite Canada
- Five Flicka athletes qualified for the virtual Canadian Championships – Shallon Olsen (HP), Imogen Paterson (HP), Jayne Carvell (HP), Sophie Parenti (HP), Anna Marshall (JO 10)
 - Shallon placed 1st on vault.

We are also very proud to have Shallon Olsen as our member, who is working very hard to qualify for the Olympics in Tokyo this summer.

We hosted Tryouts on May 30th, to invite new Pre-Competitive Beginner & Pre-Competitive Advanced athletes into the program. We had record number of participations with very good candidates; however, we only have 6 spots available in each group. We could secure waitlists for both groups, in case the invited could not commit to the program. This adds an extra 12 athletes to our current group of 53 athletes.

Thank you to all parents to trust us with your children during these difficult times!

MEN'S ARTISTIC GYMNASTICS REPORT

Boys' Competitive Group: Coach Hamid Saghafi & Michael Mitruk

During the past year of my coaching for MAG competitive athletes, their improvement in learning new skills and performing them, in spite of many limitations related to COVID rules, regulations, and lockdown of the gym and staying away from regular training has been very good. At the beginning of training after reopening of Flicka they needed more time to get back in previous readiness and proper shape by starting conditioning and flexibility. Therefore, we had to move forward slowly because they were not ready to learn new skills and their previous routines presentation. After passing a couple of months athletes tried to learn many new skills as well as developed more fundamentals of gymnastics related to previous skills and their routines on six events but they were not ready to compete yet. The gymnasts are still growing, and they require having more hours to learn some of the basic elements, new skills on each apparatus and develop more specific conditioning and flexibility related to specific skills after removing the limitations in terms of COVID pandemic.

Their current level is 2, but they are trying to learn level 3 provincial skills and harder elements on each event and performing them in proper positions and doing part of them together to learn how it would be possible to challenge a new routine in the higher level.

Furthermore, the gymnasts are also learning some of level 4 skills such as salto, twists, and specific strength elements specially on the floor, vault, and rings.

The plan for the next year is to have a new and specific training program after summer holidays for the boys, competitive group to get ready for competition in their levels for all six events. Since I am also familiar with gymnastics judging for MAG, my goal is to teach the athletes to perform their routines as cleanly as possible to minimize errors and deductions to achieve the best score in the competitions. I also would like to accomplish practice competitions at the gym to get used to being in a competitive environment.

Boys' Pre-Competitive Group: Coach Atrin Saghafi & Michael Mitruk

During the past couple of months of beginning coaching MAG pre-competitive athletes, the progress has been very good. The athletes learned many new skills as well as developed more fundamentals of gymnastics. They learned about how to perform a routine and presentation. The athletes are growing and having excellent team communication with each other.

The pre-competitive boys were not ready for competitions yet; they needed more time to learn the basics, new skills and develop more conditioning & flexibility. Their current level to reach is provincial level one, and they are practicing the level one routine. Furthermore, the athletes are also learning level 2 and 3 skills such as salto and strength elements.

The plan for the new year is to have all the pre-comps complete all the level one skill for all six events. Therefore, prepare the athletes to compete in competitions. Since I am also a MAG provincial level judge, my goal is to teach the athletes to perform their routines as cleanly as possible to minimize errors and deductions to achieve the best score in the competitions. I also would like to accomplish practice competitions at the gym to get used to being in a competitive environment.

Due to the COVID-19 pandemic, there were many challenges the coaches and the gymnasts had to face. One of the most significant difficulties were not being allowed to assist (spot) the athletes to perform a specific skill. Therefore, the athlete either had a fear of performing the skill or performed the skill with a non-perfect form. This challenge slowed down the progression of learning new skills. Another challenge was social distancing, in which athletes were not allowed to get close, help one another, or build more teamwork. We continuously search for new talents to add to both our groups.



XCEL & INTERCLUB REPORT

The year of 2019-2020 ended very abruptly due to the pandemic. After preparing for months, the athletes did not get the chance to perform during competitions.

Once we could reopen in July 2020, everybody was eager to come back and train, therefore our Summer Camps filled up very quickly.

During the lockdown, Gymnastics BC introduced the Xcel Program, originating from the US.

This has given the opportunity for the coaches, to split the previous Interclub Program into Xcel and Interclub.

The athletes were invited to these programs based on age and skill set.

Xcel Program

The Xcel Program bridges the gap between the Recreational, Interclub and Women's Artistic Gymnastics Junior Olympic programs. The Xcel program is an alternative competitive program offering flexibility to coaches and gymnasts. Its goal is to provide gymnasts of varying abilities and commitment levels with the opportunity for a rewarding gymnastics experience under more relaxed circumstances. The Xcel program also provides a robust and consistent scoring system that is easier to comprehend and follow.

The program has 4 groups and a total of 25 athletes.

Interclub Program

The program has 4 groups and a total of 24 athletes.

Unfortunately, due to the Covid-19 restrictions, group sizes and training hours had to be reduced in both programs.

Our athletes also did not get the chance to participate in competitions this season either.

However, the coaches recently hosted a mock meet for the gymnasts, which was great fun and success for both athletes and coaches. Parents were sent their child's routines, as they did not have the chance to watch them and their progress this year.

We also hosted Tryouts for both the Interclub and Xcel program at the end of May, as we are very hopeful that by September restrictions will be eased and we will be able to expand both the groups as well as training times, as well as return to in person competitions.

Athlete Report Cards will also be available through family account on Studio Director by the end of June.

Summer camp registration has started for both programs, spots are still available.



SPECIAL RESOLUTION

Update to Flicka's Bylaws

Under Part 3 – Meetings of Members, section 3.1 will be amended to allow for a change to the number of General Meetings per year from 2 to 1.

Special Resolution: Be it resolved that the Flicka Gymnastics Club Bylaws be amended as follows:

Existing Section 3.1 is changed to:

3.1 The general meeting of the Society will be held at such time and place as the Board decides. There shall be a minimum of one general meeting per year to be held in the month of September or October.

Existing Section 3.1 of the Bylaws:

- 3.1 The general meetings of the Society will be held at such time and place as the Board decides. There shall be a minimum of two general meetings per year:
- 1) The Fall General Meeting
 - 2) The Annual General Meeting will be held at least once in every calendar year in the month of June.



FACILITY REPORT

On January 15, 2021, Flicka received unexpected notice that our lease which ends on December 31, 2021, will not be extended. The City of North Vancouver made an announcement that the Harry Jerome Recreation Centre will be permanently closed December 31, 2021.

The Flicka Board of Directors, along with the Flicka Re-location Committee have spent the last six months working with the City of North Vancouver and an architectural firm on a feasibility study (updated from a prior 2018 report) that was completed to develop options on how Mickey McDougall can be enhanced to provide gymnastics programming to our community. The three options examined in the study were:

- 1) Renovation only: Cost estimate – 4.1 million. This option provides for an inground pit, new kitchen / staff room, office, modifications to changerooms and architectural updates.
- 2) Renovation plus addition: Cost estimate – 11.2 million. This option includes an addition of 3,500 sq ft gym, new entrance plus renovations.
- 3) New 25,000 building: Cost estimate – 24.3 million.

Although, Flicka is in a good financial situation with approximately \$700 K in savings we will be unable to complete any of the above options until we have raised significant additional funding. Our fundraising committee has been working hard to develop a capital campaign plan. We hope to raise the revenue required to allow for the addition option, as it provides an extension to the current gymnasium space which Flicka requires to maintain the needs of our community.

To further complicate our ability to complete a major renovation or addition Flicka will likely require a temporary home while the project is completed. A temporary space search identified that market rate rents are approx. three times higher than our current rent. In addition, there is very little space on the North Shore that meets the height and space requirements required for our programming.

The Board has received an initial draft terms agreement for Mickey McDougall, and we will continue the work to obtain a lease for occupancy January 1, 2022. We have also asked Darwin Construction if we can lease our current space until we are able to move into Mickey McDougall. Darwin's response as of June 14th is *"currently there are a lot of unknowns with demolition, structure, ect so it is not possible for us to tie ourselves into an extended lease with Flicka. We would like to help, but until we know more, we can not make any commitments."*

We are hopeful our move will require minimal programming interruption. Once moved in we will prioritize our needs and work to create a new home where Flicka can continue for decades to come.



FINANCIAL REPORT

Unaudited Financial Statements

FLICKA GYMNASTICS CLUB

Profit and Loss
July 2020 - May 2021

	TOTAL
INCOME	
41000 OPERATING REVENUES	
41100 Program Fees Revenues	
41110 Competitive Program Fees	255,026.30
Total 41100 Program Fees Revenues	255,026.30
41129 Recreation Program Fees	
41120 Interclub Program Fees	88,425.75
41130 Recreation Program Fees	299,356.89
Total 41129 Recreation Program Fees	387,782.64
41200 Other Revenue	8,561.20
41600 Membership/Interest Revenues	59,593.63
Total 41000 OPERATING REVENUES	710,963.77
Total Income	\$710,963.77
GROSS PROFIT	\$710,963.77
EXPENSES	
53000 OPERATING EXPENSES	175,758.99
56000 Human Resources	573,986.53
Total Expenses	\$749,745.52
OTHER INCOME	
41510 Community Gaming Revenues	102,400.00
CRA Rent Subsidy (CERS)	32,321.80
CRA Wage Subsidy	292,419.83
Total Other Income	\$427,141.63
PROFIT	\$388,359.88



FLICKA GYMNASTICS CLUB

Balance Sheet
As of May 31, 2021

	TOTAL
Assets	
Current Assets	
Cash and Cash Equivalent	\$1,243,901.18
Accounts Receivable (A/R)	\$ -31,521.84
Prepaid expenses	896.00
Total Current Assets	\$1,213,275.34
Non-current Assets	
Property, plant and equipment	\$197,533.91
Total Non Current Assets	\$197,533.91
Total Assets	\$1,410,809.25
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable (A/P)	\$3,830.70
Credit Card	\$ -57.12
21100 Vacation Payable	19,398.48
22000 Program Related Liabilities	151,990.98
Total Current Liabilities	\$175,163.04
Total Liabilities	\$175,163.04
Equity	\$1,235,646.21
Total Liabilities and Equity	\$1,410,809.25