

2019 ANNUAL REPORT  
NOVEMBER 1, 2019





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## LETTER FROM THE BOARD

Good evening Flicka Members, thank you for joining us on a Friday evening.

We last met with you for the AGM on June 24, 2019. At that time, three of our tenured Board members (including both Co-Presidents) stepped down – and we elected a new Board.

When we met as a group for the first time in July, we realized that we had our work cut out for us: we were challenged with transition between past and present. In the following months, we continued to experience change as a Board – but we came together, worked diligently to stabilize, and began the focus on moving forward in a positive direction for Flicka and its members.

The previous Board had engaged the services of an HR consultant for guidance on updating and implementing new policies and procedures. In early June, Harbour West began their work to streamline the policies we had in place and align them with Gymnastic BC/Canada. When the transition from a Governance Board with an Executive Director to a Board more focused on operations proved to be more challenging than anticipated, the Harbour West services then shifted to more direct HR consulting with staff. Our contract ended in September, and we are now in the process of our own internal review/update of our current policies with valuable input from all coaching staff. Updated policies and procedures will be rolled out in the coming months.

Our financial processes and reporting have been enhanced under Steven Pollack of NSP Consultants. Steven began in September, and his commitment to establish organizational structure has resulted in a stable financial outlook for Flicka. As a father to a Flicka gymnast/coach, we are very thankful to have his knowledge of gymnastics and Flicka as a whole. He has proven to be a strong addition to our office team.

Bianca Anabalon-Paludetteo returned from her maternity to a new role of Member Manager. You will find her in the office, available to help all members and coaching staff. Holly Morgan also returned to the Flicka family in August to lead the Interclub Program, and we have already seen increased demand in the Program. As of June 2019, we have 2,864 registered participants at Flicka. Bianca and Holly will be working together to grow both Recreation and Interclub Programs.

Marti Farkas, a familiar face at Flicka, is Flicka's Office Manager. In addition to her role of Office Manager, Marti will work with the MAG and WAG Head Coaches (Dorina and Vali Stan) to provide consistent and open communication for our competitive parents. We would like to thank Marti for her dedication to Flicka during our transition to a new Board.

We would also like to thank past Board Members for their assistance as we transitioned. As well, we thank committee heads, in particular: Nancy Hollstedt who leads the Governance and Facility Relocation Committees, Nicole Turcotte who is part of the Facility and Relocation Committee, and Katie Szalontai who is part of the Governance Committee.

It is our belief that Flicka Members deserve full transparency, and we as Board will act in the best interests of our Flicka Members and athletes. As a Board, we encourage feedback, concerns and positive encouragement as we continue to strive to ensure Flicka is here for many years to come. We are excited to build a better Flicka, where athletes and their families feel safe and heard.

Respectfully,  
The Board



## FLICKA GYMANSTICS BOARD OF DIRECTORS & STAFF

<b>2019-2020 BOARD OF DIRECTORS</b>	
Monina Glowacki	Director
Carolyn Marshall	Director
Scott Morgan	President
Kerri Postill	Treasurer
Laura Proulx	Secretary
Rebecca Rowley	Director
Sue Whittred	Co-Treasurer

<b>ADMINISTRATION STAFF</b>	
Office Manager	Marti Farkas
Member Manager	Bianca Anbalon-Paludetteo
Accountant (contract)	Steven Pollak

<b>COMPETITIVE STAFF - WAG</b>	
Head Coach	Dorina Stan
Coaches	Jennifer Chew Vasile Cosariu Carli Illingworth Irina Orlova Samantha Fourchalk Anna Marshall Baille Nadin Talya Pollalk Alexis Romero

<b>DEVELOPMENTAL</b>	
Coaches	Baille Nadin Talya Pollak Kamryn Postill Jennifer Vandespkyer

<b>COMPETITIVE STAFF - MAG</b>	
Head Coach	Vali Stan
Coaches	Douglas Forrest Michael Mitruk Hamid Saghafi

<b>INTERCLUB STAFF</b>	
Head Coach	Holly Morgan
Coaches	Aleesia Battilana Macri Brianna Weston

<b>RECREATION STAFF:</b>	
Head Coach	Bianca Anbalon-Paludetteo
Coaches	Clare Brown Doriana Donciu Shadan Hendi Cassia Kobayashi Tanya Morrow Atrin Saghafi Marrisa Waldrum Jasmine Ford Cassidy Kingdon Aaron Kruger Liona Rawson Christina Sgourakis

## **MEMBER MANAGER / RECREATION REPORT: BIANCA ANBALON-PALUDETTEO**

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### **Status of 2019 Fall classes:**

- 92 classes open with 88% enrollment
- Recreational classes are at 94% enrollment
- Pre-school classes are at 75%
- Registration originally set to close October 20; was extended to Sunday October 27
- New class offered: Trampoline

### **Short Term Goals**

- Hope to hire part-time staff: posted job opportunities to Flicka social media and website.
- Target date to open Winter registration: November 27 (NVRC swimming registration: November 19; general registration is November 20).
- Target date to open Holiday camps: first week of December
- Planning to offer Family Drop-in over the holidays

### **Long Term Goals**

- Host a Staff Foundations or a First Aid course (or both) over winter holiday.
- Outreach:
  - Mommy and Me Group to target new mothers who are on maternity leave:
    - Once/week drop in for 2-3 hours
    - Sensory toys
    - Safe, clean space for mothers to meet other moms
    - Babies can work on tummy time, crawling or learning to sit and stand.
  - Home learners' class
  - 65+ Seniors class

## **WOMAN'S ARTISTIC GYMANSTICS REPORT: DORINA STAN**

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Our WAG program is moving forward with our new competitive year. At this time our program has established a consistent routine.

### **Fall Review:**

- We successfully hosted the BC Training Camp for National levels September 27-29
- Competition schedule created
- Gym suits ordered
- Track suit order in progress
- Parent information meetings conducted

### **Winter Planning:**

- First two weeks of December: We will have 1:1 meetings to review your child's progress
- December 22: Annual Christmas Party (Parents are welcome for open gym)

### **Coach Education**

- All coaches are certified and up to date with the GBC and GCG requirements for the levels that they coach.
- To continue our professional development; coaches participated in:
  - Trampoline courses
  - Coach evaluator courses
  - Coach JO education clinic.

### **Competition Results**

- HP athletes have already started the competition season on the international stage.
- Imogen attended the World Challenge Cup in Portugal October 12-25
  - Competed 4 apparatuses; made 3 finals
  - Placed 4<sup>th</sup> on Vault, 5<sup>th</sup> on bars, and 7<sup>th</sup> on beam.

### **Upcoming International assignments**

- Jayne Carvell will represent us in France at two competitions November 12-25:
  - Combs-la--ville
  - Elite gym Marsillia

We will host another BC Training Camp prior to Nationals on Sunday May 10 and Sunday May 17.

We are looking forward to a safe and successful year.

## **MEN'S ARTISTIC GYMANSTICS REPORT: MICHAEL MITRUK**

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### **MAG Pre-Competitive Program (Level 1/FIG Level 1 Compulsory Program) – Michael Mitruk**

- All athletes training 9 hours/week; looking to increase by half an hour on weekdays (train 2.5 hours instead of 2 hours).
- The boys have been working hard and doing their best to learn new skills and fight through the scary skills.
- Hoping to be able to focus on long term skill development and progression through the Provincial levels.
- Competing levels to be determined by end of November.
- Meets planned:
  - Twisters
  - Surrey
  - BC champs
  - Delta (might be optional)

### **Mock Meet**

- 11:45am-2:15pm Saturday November 2 at Flicka

### **MAG Level 2/ FIG Level 2 Compulsory Program – Hamid Saghafi**

- Athletes training 9 hours/week

### **Level 3 and Level 4 competitive gymnasts (Optional program)**

- Athletes training 14 hours/week.

## **INTERCLUB REPORT: HOLLY MORGAN**

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Our program is moving forward in the 2019/2020 season. It has been a bit of a bumpy ride throughout September, but we are back on our feet and smoothing out the kinks! We look forward to an exciting year ahead!

### **Fall Review:**

- Reorganized the schedule to fit the needs of the athlete groups, coaching schedules, gym schedules, and rotations.
- Communication has been strong between parents and coaches which has helped us ease into the new schedules and new training times.
- Completed many assessments and invites from the waitlist and from recreational classes and we have grown the program to 70 athletes.
- Interclub calendar updated and competition schedule set. Registration for competitions sent out last week and due next week.
- Parent info meetings conducted.

### **Winter Planning:**

- Christmas Party planning for Interclub athletes or Interclub winter sleepover?
- Progress reports handed out before Xmas or end of January...? Decision still needing to be made.

### **Coach Education:**

- Coaches are working on becoming certified status from trained status.
- Hoping to run a spotting clinic and drill clinic for coaching professional development.

### **Upcoming Projects/Tasks:**

#### **Short-term:**

- Bodysuits
- Teamwear (Considering introducing next year)
- Website restructure for Interclub pages
- Handbook updates (awaiting Competitive handbook to make sure they align)
- Progress report cards for Pre-Interclub (possibly also for Junior and Senior)
- Floor routine choreography and booking athletes in outside of training time

#### **Longer-term:**

- June mini-meet competition
- Organization for competitions – routines, travel for away meets, etc.



## FACILITY REPORT

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The Facility Sub-Committee continues to work towards finding and securing a suitable location for Flicka Gymnastics. Early in January 2019 the City of North Vancouver put the Harry Jerome Recreation Centre build on hold and directed municipal staff to develop a Community Recreation Strategy. City staff are to report back to council with their findings.

The strategy report is expected sometime this fall. The strategy is to help inform the go forward plan with Harry Jerome Recreation Centre. A presentation to North Vancouver District Mayor and Council is planned for November 4<sup>th</sup>. The club is making a specific request for support.

The sub-committee continues to stay in touch with contacts at Capilano University where a purpose-built gymnastics and sport development centre was discussed - provided significant funding could be secured. Members who have contacts to local philanthropists are asked to reach out to the board at [board@flickagymclub.com](mailto:board@flickagymclub.com)

Once we know a decision is pending about the facility, we will inform our members.

## CLUB EVENTS & FUNDRAISING:

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### Annual Banquet: June 2019

Our annual awards banquet was again held at Hollyburn Country Club. The evening was a great success, hosting all of our athletes and alumni to share and support Flicka Gymnastics.

### Recipients awarded for the 2018-2019 season:

Lise Leveille Award for Excellence on Beam	Gemma Burton
Hilda Keatley Award (Outstanding Presentation, Presence & Poise)	Taylor Dyck
Donna Haughland Memorial Award (Excellence on Vault)	Elly Burton
Aparna Ray Award (Perseverance & Competitive Spirit)	Ashley Obsieger
Linda Botnen Memorial Trophy (Leadership & Sportsmanship)	Talya Pollak
Sandra Hartley & Taylor Ricci Trophy (Ideal Attitude & Work Habits)	Imogen Patterson
Janet Parsons (Highest AA Score at BC Championships)	Adrianna Lee
Breanna King Award (Personal Strength & Focus)	Jane Carvell
Allison & Ken Smith Award (Attitude & Work Habits)	Michael Mitruk
Flicka Gymnastics Boys Award of Excellence (Highest AA Score at BC Champs)	Eden Golan
Brittany Rogers Triumph Over Adversity Award	Angelique Gates
Haley de Jong Award (Excellence on Floor or Bars at a Major Competition)	Haley de Jong

### Retiring/Graduating Athletes included:

Madi Bedard  
 Haley de Jong  
 Ariel Andrusco-Doan  
 Samantha Fourchalk  
 Bailee Nadin  
 Ashley Obsieger  
 Talya Pollak  
 Kamryn Postill  
 Alexis Romero

We wish these girls all the best with their continued schooling, and future passions.

### Flicka Invitational: December 2019

During the spring of 2019 the previous Board made a decision to pass on hosting our annual North Shore Invitational for the 2019/20 season. This was a difficult decision, but with the transition of Flicka's administrative staff it was decided it may be too big a challenge to successfully run a large meet the year. The coaches are diligently working to find a date to put on Mini Meets for both WAG, MAG & Interclub athletes. Keep a look out for these dates to be announced in the coming months.



### **Gymnastic BC Championships: 2021-2022**

Flicka will put our name in the hat to host the 2021-2022 Provincial Championships. Lets all keep our fingers crossed as we hope to win the bid.

### **Grants: 2019**

We again secured our Government Gaming Grant in the amount of \$50,000. We are grateful for this funding and will use the funds to purchase mats for the gym. These mats will assure all our gymnasts are training in a safe environment.

### **Fundraising:**

Currently we are looking to re-vamp our athletes break area by means of fundraising or sponsorship. If you can help in this area, please reach out to the office.

We would like to welcome all suggestions as we look to a more aligned fundraising activity for the current year. Please forward all suggestions to Marti in the office – [marti@flickagymclub.com](mailto:marti@flickagymclub.com)

### **Volunteers:**

New for this year – As we will not be hosting the annual North Shore Invitational the Board has approved a change to the annual volunteer program requirement. The annual volunteer commitment for the 2019/20 season is an athlete's hours trained per/week. For example, if an athlete trains 9 hours/week the required hours is 9 hours. If you chose to opt out the required fee is equivalent to one month's fee. Ample opportunities will be available for every member to complete their hours this coming season.



## FINANCIAL REPORT

The 2019 fiscal year showed significant losses for Flicka Gymnastics. A shortage of local coaches, and increased fees to retain coaching staff from across seas was the major expense increase in 2019.

As we began the first quarter of the 2020 fiscal year, we acquired the services of Steven Pollak of NSP Solutions. Steven has spent the better part of the last few months getting up to speed on the organization and our finances. Steven is dedicated to helping maintain current and accurate financials for our Club. Heading into our second quarter, we will have a better understanding of the financial state of the business and the direction we need to head to maintain a positive cash flow and bottom line.

Currently, we are discussion to have our 2017-2019 financial statements sent for review. Included is our in-house financial statements for the year end June 30, 2019.

### Unaudited Financial Statements - Comparison to Prior Years:

#### FLICKA GYMNASTICS CLUB

##### Profit and Loss Comparatives

		2019	2018	2017
<b>Revenue</b>				
Recreation Program Fees	\$	770,838.00	573,362.00	830,563.00
Competitive Program Fees		384,265.00	353,317.00	284,035.00
Interclub Program Fees		125,127.00	130,784.00	104,241.00
Specialty Program Fees		134,359.00	95,634.00	67,664.00
Fundraising/Sponsorship		15,321.00	28,830.00	5,922.00
Government Grants		60,534.00	66,504.00	33,589.00
Interest Revenue		10,774.00	7,585.00	7,123.00
		<u>1,501,218.00</u>	<u>1,256,016.00</u>	<u>1,333,137.00</u>
<b>Expenses</b>				
Program Costs		71,036.00	92,003.00	70,382.00
Labour		1,283,319.00	944,880.00	939,508.00
Rent		101,401.00	91,128.00	100,724.00
Administration & Depreciation		209,643.00	146,933.00	167,813.00
<b>Total Expenses</b>	\$	<u>1,665,399.00</u>	<u>1,274,944.00</u>	<u>1,278,427.00</u>
Extraordinary Gain (insurance)		<u>88,073.00</u>		
<b>NET INCOME/LOSS</b>	\$	<u><b>- 76,108.00</b></u>	<u><b>- 18,928.00</b></u>	<u><b>54,710.00</b></u>

#### REMUNERATION DISCLOSURE

During the year ended June 30, 2019, the Club employed one person who is remunerated more than \$75,000.



**FLICKA GYMNASTICS CLUB**  
**PROFIT AND LOSS**  
 July 2018 - June 2019

	TOTAL
<b>INCOME</b>	
41000 OPERATING REVENUES	
41100 Program Fees Revenues	
41110 Competitive Program Fees	384,265.22
41130 Recreation Program Fees	957,583.60
<b>Total 41100 Program Fees Revenues</b>	<b>1,341,848.82</b>
41200 Other Revenue	28,844.00
41300 Event Revenues	49,260.25
41400 Sponsorship and Fundraising Revenues	15,320.74
41500 Grant Revenues	55,170.30
41600 Membership/Interest Revenues	10,773.70
<b>Total 41000 OPERATING REVENUES</b>	<b>1,501,217.81</b>
<b>Total Income</b>	<b>\$1,501,217.81</b>
<b>EXPENSES</b>	
53000 OPERATING EXPENSES	
53100 Program Expenses	
	10,544.79
53200 Other Expenses	
53210 Competition Fees	3,235.59
53220 Financial Assistance	4,464.00
53230 Gym & Equipment Supplies	2,926.34
53240 Appreciation Gifts	2,684.03
53260 Teamwear (Bodysuits, Uniforms)	394.69
53299 Miscellaneous	-5,881.01
<b>Total 53200 Other Expenses</b>	<b>7,823.64</b>
53300 Event Expenses	45,313.57
53400 Fundraising Expense	1,379.71
53500 Communications & Marketing	15,789.06
53600 Administration	49,841.08
53700 Travel & Accommodation	11,173.55
53800 Meetings & Meals	3,835.78
53900 Affiliation Fees	-13,655.89
54100 Building & Equipment	145,635.17
54200 Bank charges & Processing Cost	59,740.40
<b>Total 53000 OPERATING EXPENSES</b>	<b>337,420.86</b>
56000 Human Resources	1,255,357.10
56450 Employee Recruitment Expenses	14,231.67
56600 Staff Development	13,729.60
Depreciation	44,658.84
<b>Total Expenses</b>	<b>\$1,665,398.07</b>
<b>Extraordinary gain on insurance claim</b>	<b>88,072.60</b>
<b>PROFIT</b>	<b>\$ -76,107.66</b>

Accrual Basis Thursday, October 31, 2019 02:37 PM GMT-7



# FLICKA GYMNASTICS CLUB

## BALANCE SHEET

As of June 30, 2019

	TOTAL
<b>Assets</b>	
Current Assets	
Cash and Cash Equivalent	\$714,535.67
Accounts Receivable (A/R)	16,476.87
<b>Total Current Assets</b>	<b>\$731,012.54</b>
Non-current Assets	
Property, plant and equipment	
12210 Computers & Electronics	10,524.12
12215 Foam Blocks	73,393.83
12220 Stationary Gym Equipment	105,090.03
12230 Non-Stationary Gym Equipment	1,431.20
12240 Tenant Improvement	4,371.76
12260 Furniture and Equipment	4,916.53
<b>Total Property, plant and equipment</b>	<b>\$199,727.47</b>
<b>Total Non Current Assets</b>	<b>\$199,727.47</b>
<b>Total Assets</b>	<b>\$930,740.01</b>
<b>Liabilities and Equity</b>	
Liabilities	
Current Liabilities	
Accounts Payable (A/P)	\$1,874.21
Credit Card	\$1,077.66
21100 Vacation Payable	35,354.58
22000 Program Related Liabilities	80,460.36
<b>Total Current Liabilities</b>	<b>\$118,766.81</b>
<b>Total Liabilities</b>	<b>\$118,766.81</b>
Equity	
Opening Balance Equity	898,513.06
Retained Earnings	-10,432.20
Profit for the year	-76,107.66
<b>Total Equity</b>	<b>\$811,973.20</b>
<b>Total Liabilities and Equity</b>	<b>\$930,740.01</b>

Accrual Basis Thursday, October 31, 2019 02:42 PM GMT-7