



ANNUAL REPORT

2019-20



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BC RUGBY BOARD

Mark Lewis - President
Tanya Donaldson - Vice President
Bob Strachan - Treasurer
Brad Baker
Matt Gordon

Alan Snowden
Connie McGinley
Marvin Foss
Tanya Donaldson

BC RUGBY STAFF

Annabel Kehoe
Darcy Patterson
Aaron Takel
Chris Assmus
Brynna Walker
Marga Sison
Eric Thompson

Chief Executive Officer
Rugby Development Manager - Women & Girls
Rugby Development Manager - Men & Boys
Rugby Education Manager
Events & Team Services Manager
Competitions and Membership Administrator
Marketing & Communications Assistant

We would also like to thank the following staff who left BC Rugby this past year:

Louise Wheeler

Euan McGhee

Thomas Viljoen



MESSAGE FROM THE PRESIDENT

I hope this report finds everyone in the rugby community staying as healthy, active and positive as they can be in these challenging and changing times. This has been a season like no other during our lifetimes. Only days after we celebrated the thrilling run of our Men's Sevens team to a bronze medal finish at the Canada Sevens, we made the hard decision to cancel our league games for the following weekend following the declaration that COVID-19 was a global pandemic. Just two days later, Rugby Canada suspended all rugby activities nationally.

Suddenly, a season that was making its push towards the playoffs was grounded. High school teams saw Spring tours cancelled, leaving some scrambling to find their way back from the South Pacific or Europe. Recreational facilities were closed, businesses were shuttered, and people were asked to limit their daily movements and interactions to help stop the spread of COVID-19. It all happened so fast that it is easy to forget how much rugby actually did happen since our last AGM:

- The week after the last AGM, our PRCs at UBC saw record-setting participation for both boys and girls.
- Eight players from BC (out of 27) were named to the women's Canada U20 team that travelled to England.
- Canada's Men's Sevens team won the RAN Sevens tournament to qualify for the Olympic Games. Eight of the 12 players on the roster were from BC.
- BC teams won gold in the U16 Girls, U16 Boys and U18 Boys Western Canadian Championships, with the U18 Girls adding a bronze medal.
- BC's Senior Women's, Senior Men's and U19 men's teams all won their Best of the West series against the Prairie Wolf Pack.
- In August, Capilano RFC Women's Premier team won the inaugural Canadian Women's Rugby Club Championship.
- The Terrace Northmen defeated Elk Valley in overtime to win the Saratoga Cup.
- Rugby Canada brought back the Pacific Pride program to rejoin the Men's Premier League.
- Two new clubs – the Salish Sea Warriors and Vancouver Barbarians – joined BC Rugby with age-grade teams.
- BC Rugby announced the inaugural recipients of our Representative Player Bursary program.
- UVic defeated UBC in the final of the Canadian University Men's Rugby Championship.
- UBC women won the Canada West final in their first appearance since 2006.
- BC Rugby's Elite Girls Sevens team won the Plate Final for a fifth-place finish in their debut at the World School Sevens tournament in Auckland.
- Eleven BC players (out of 28) were named to the Canada Men's U20 team in January.
- We hosted a sold-out Hall of Fame Dinner in January to honour player inductees Mike James and Bobby Ross, builder inductees Ian "Macca" Maclean and Pat Palmer, along with Jen Ross as the recipient of the Joan Spray Award and Jas Purewal as the recipient of the Jack Patterson Memorial Trophy.
- We hosted another sold-out Vancouver Sevens Kickoff Luncheon in March, which raised record funds for our Representative Player Bursary program and supported the Canadian Rugby Foundation.
- Last month, we circulated our third annual Club Conversations report, which compiles feedback from almost 50 club leaders from all corners of the Province regarding questions about the state of the game in BC in the face of the COVID-19 pandemic.

Since on-field activities were shut down, BC Rugby staff have been very busy: working hard to provide off-field training and support to team officials, referees and players, reviewing current and past practices to improve on them and, most recently, being actively engaged both locally and nationally to complete the return to play (RTP) plan that aligns with the requirements of Rugby Canada and various levels of government.

BC Rugby has been at the forefront of the national RTP initiative. Our CEO, Annabel Kehoe, was asked by Rugby Canada to chair the RTP working group, a huge undertaking involving more than three dozen rugby representatives from Rugby Canada and all provincial unions. Our Rugby Development Managers, Darcy Patterson (Women and Girls) and Aaron Takel (Men and Boys), along with our Rugby Education Manager, Chris Assmus were all actively involved in getting the national RTP plan completed. They have been supported by our Events & Team Services Manager Brynna Walker, Competitions & Membership Administrator Marga Sison and Marketing & Communications Assistant Eric Thompson. We are fortunate to have this dedicated team serving the BC rugby community. When I started my first year as President a year ago, I wanted to seek out opportunities to engage with the rugby community – at clubs, around pitches, over the phone (or now, via Zoom) over a beer, a coffee, a meal or any combination of those. I have enjoyed those engagements; they are, across-the-board, the most informative and rewarding part of serving as President. They are absolutely necessary, and I look forward to more of them happening in person as we are allowed to re-emerge and increase our interactions.

What have I heard? In short: it all. For some, BC Rugby moves too quickly or too often or too far; for others it is not as quick, or often or far enough. There is no shortage of ideas, suggestions, opinions and, sometimes, demands. Disagreements notwithstanding, I respect all of those opinions and I remain committed to engaging, listening and having honest and forthright discussions, and I expect the same of those who want to connect with me.

This year, the Board (with four of seven directors having less than two year's experience) spent a lot of time working to improve some of the foundational elements of the organization. It was something of a reset for us. Our Vice President, Doug Manning chaired the Governance Committee and coordinated an updating of the Governance Manual and worked on several policies, while our new Treasurer, Bob Strachan, brought life back to the Finance Committee and provided keen and timely insight into a number of financial and risk management issues that were essential, in particular over the last few months. John Lecky and Steve Cook co-chaired our Stakeholders Committee, which did another great job in organizing the Sevens Kickoff Luncheon in March and raised a lot of money that goes towards youth rugby programs and representative player bursaries.

Two of our newer directors, Brad Baker and Marvin Foss, jumped right into the work of the Governance and Finance Committees, respectively, while Tanya Donaldson chaired the Competitions Committee and Connie McGinley chaired the Hall of Fame Committee. With Doug Manning's retirement from the Board this year, Tanya will move from chairing the Competitions Committee to chairing the Governance Committee. I want to thank all the members of our Committees, who comprise both Board and non-Board members, for their work.

I am very pleased that Matt Gordon from the Finance Committee and Alan Snowden from the Governance Committee have accepted nominations to join the Board this year. I think both will be wonderful additions who bring a lot of experience to the Board. We are still looking for a Board member from the Interior of the Province and would welcome someone who wanted to step forward to fill that position.

The Board's primary role is to provide high-level (not operational) guidance to the staff in furtherance of BC Rugby's stated purpose to grow, manage and develop the sport of rugby union, and all of its variants, in BC. We have identified metrics to track our progress on growing the game. This coming year, our Governance Committee will be working to develop measurable, reliable and meaningful metrics to track our management and development of the game. As we track those metrics, we will communicate them to the membership.

With respect to growing the game, BC Rugby is increasingly looking for opportunities to work with Clubs and other rugby-affiliated organizations. If your Club has not organized a junior or minis program, I strongly encourage you to do so. For those Clubs who have organized programs, BC Rugby will continue to be a resource for you to develop them. However, there remains a lot of room for growth. I'd like to mention as one example the work of the Vancouver Police Department and Justice RFC, which introduces rugby to elementary school children in grades 4-6 through the Police Athletics League (PAL). This is but one example; there are many different types of opportunities to grow the game and BC Rugby staff can help. We are also working with Rugby Canada to introduce new membership categories – at more affordable rates – to make it easier to attract young members.

Before I wrap up, I would like also to comment on the recent heightened awareness, protests and broad reflections taking place globally after recent events across the border. I cannot state this more succinctly: Racism. Is. Wrong. There is no place for it – or any other form of discrimination in our sport. Rugby is a sport that values diversity, camaraderie and respect on and off the pitch, regardless of race, ethnicity, gender, sexual orientation, religion or any other personal element that differentiates us. This is written into our Code of Conduct because it is who we want to be. In a month that celebrates not only the LGBTQ community through Pride celebrations but also our First Nations, Inuit and Métis communities with National Indigenous History month (and tomorrow being National Indigenous Peoples Day), let's all commit to rise to the challenge and be leaders in the fight against discrimination. We place a high degree of emphasis on tolerance, respect and support for each other and we want a safe and inclusive environment for all participants.

Earlier this season, I circulated a memo to all BC Rugby members after we had received several reports of disturbing verbal abuse towards players, match officials and supporters, originating both from players and spectators. The abuse included racist and homophobic slurs, as well as other inappropriate language. Let me reiterate: abuse is unacceptable, it will not be tolerated and it is incumbent on all of us to put a stop to it.

At this year's AGM, you heard from Erik Denison of Monash University. Erik has been working on an international research project that includes survey work he undertook with four of our clubs about incidents of abuse experienced by club members. I encourage you to listen to what he has to say about our members' experiences. We first need to hear about these problems and understand that they are all around us, and then actively work towards eliminating them from our sport.

I would also like to take this opportunity to recognize the members of the rugby community who have provided, and continue to provide, front-line support in dealing with COVID-19. We know that there are a lot of you in those particularly important roles. We value and appreciate all that you have been doing for us. We thank you.

Lastly, I want to acknowledge the commitment of our entire Board of Directors and, in particular, Doug Manning and Bob Strachan who worked with me on the Executive Committee. We have had many fully-engaged and productive meetings – both with the Executive and also with the full Board – and I expect more of the same in the coming year.

To quote our esteemed Dr. Bonnie Henry: be kind, be calm and be safe.



Mark Lewis
President

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

The 12 months before the COVID pandemic, we had achieved a great deal. I'm honored to report that our most recently completed membership year (ending August 31, 2019) saw numbers reach 8,000 for the first time.

The increase is largely attributed to growth in both the women's and girls' game. We continue to have concern for participation levels for age-grade boys but the 2019 age-grade club season did see an uptick in activity with an increase of 5 male age-grade teams from the previous season, along with an increase of 9 female age-grade teams. I wish to thank those Clubs that are supporting that growth and supporting players at this critical stage of development.

But we can still do more. Introducing more children is key. We have been working with several delivery partners to provide Rookie Rugby programming into elementary schools. We received a highly motivating letter from a teacher at one of those elementary schools who shared with us their observations "that many students who shied away during gym or PE period came out of their shell and truly blossomed". Students were asked what their transformative moment was during the school year, several respondents crediting their opportunity to play rugby to "build their confidence" and that many of the girls "found themselves feeling fierce, integrated and in a position where being assertive is justified, honoured and celebrated, something that society often fails to recognize as important to nurture in young females".

We are looking at various funding and delivery models to upscale this delivery and are keen to make sure that there's a solid, meaningful connection between these programs and the local rugby club. While it won't generate immediate results for those senior & age-grade teams, this strategy aims to produce more young people playing our sport and playing it well, having acquired the key skills at an earlier age.

Once players are on that pathway, BC Rugby has committed a great deal to ensuring that representative opportunities are accessible across the Province. For those talented players on the path to representing Canada, this past year we launched the Representative Player Bursary Program, made possible through private donations, and awarded \$2,500 to four inaugural recipients. We will be providing this opportunity again in the back end of 2020 and will continue to raise funds to ensure this opportunity runs for many years to come.

In January, we said farewell to Louise Wheeler after over 15 years with BC Rugby. Louise's contribution to Rugby and BC Rugby is well documented and I want to thank all those Clubs and individuals that joined us in thanking Louise for her contribution to the sport. We also said goodbye to Thomas Viljoen and Euan McGhee who had both been with BC Rugby for several years each and we wish them the best of luck with their career changes.

Now, as we navigate a return to a 'new normal', I encourage you all to find the opportunity to grow, to diversify, to do things better. This has been the most challenging time faced by families, households and businesses across the globe. But from this challenge, let's find the opportunities to be bigger and better.

Yours in Rugby,



Annabel Kehoe
Chief Executive Officer

ABOUT BC RUGBY AND OUR PURPOSE

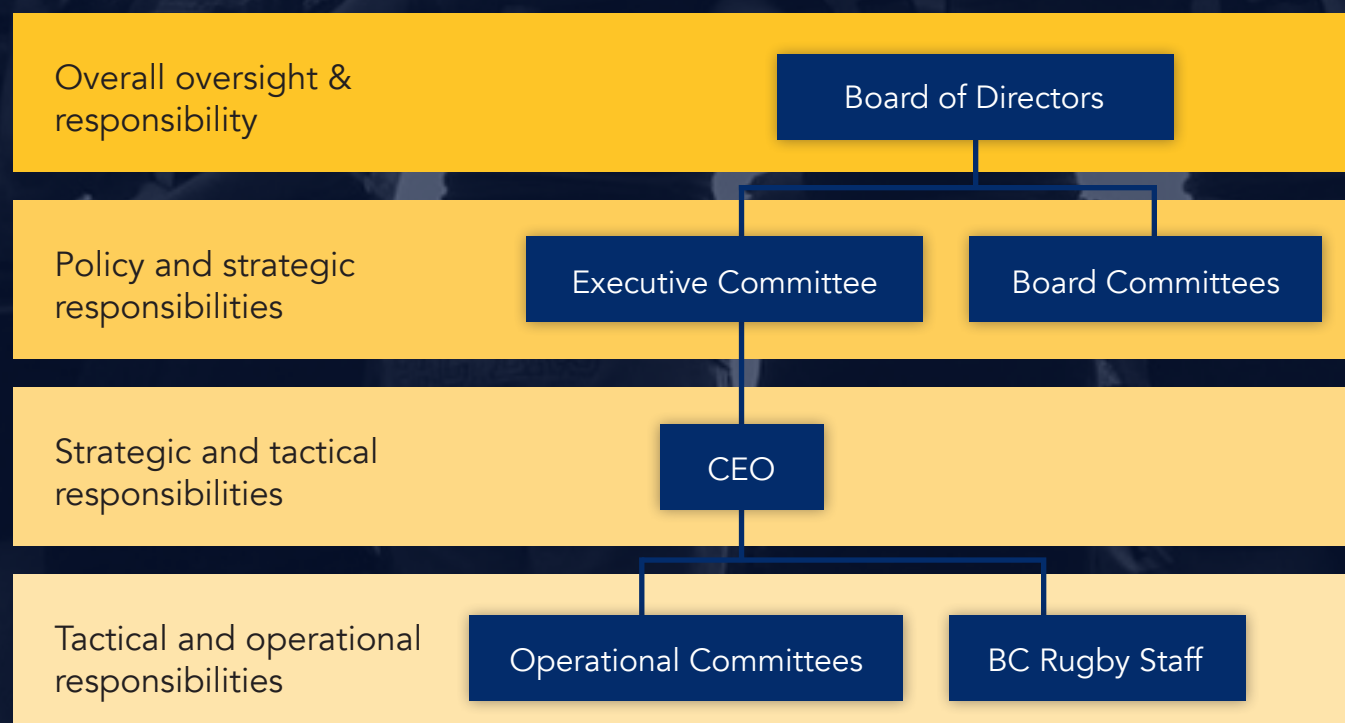
The British Columbia Rugby Union, known as BC Rugby, is the governing body for the sport of Rugby and was founded in 1889.

As a Member Union of Rugby Canada, BC Rugby is recognized by World Rugby and the BC Government as being the non-profit organization responsible for Rugby Union and its game. BC Rugby is led by a Board of Directors that is elected by the Voting Members, and hold the over-arching responsibility to deliver the stated Purpose of the organization, while adhering to the key principles of safety, integrity, respect and inclusion. In 2016, the Members of BC Rugby approved a new Constitutional Purpose:

To grow, develop and manage the sport of Rugby in the Province of British Columbia; and,
To undertake any other roles, functions, responsibilities or actions that best serve the sport of Rugby in the Province of British Columbia.

That Purpose has guided the design of this Strategic Plan and also guides the organizational structure of BC Rugby.

BC RUGBY STRUCTURE



A VISION FOR RUGBY IN BRITISH COLUMBIA

A vibrant, coordinated and diverse Rugby community throughout British Columbia where Rugby provides a field of possibilities for all.

- Where people of all ages, abilities and motivations have access to try their preferred game of Rugby in a safe and fun environment;
- Where aspiring athletes have the opportunity to access high-performance coaching and quality competition with appropriate officiating;
- Where Member Clubs across the Province have strong, sustainable and diverse membership and are reliably delivering valued programming to their local communities; and,
- Where BC Rugby is smart and sophisticated in its leadership and service to all current and potential stakeholders and partners.

BC RUGBY STRATEGIC PRIORITIES

The BC Rugby Strategic Plan 2017/18-2021/22 has identified six strategic priorities that align to BC Rugby's Purpose to grow, develop and manage the sport of Rugby in British Columbia.

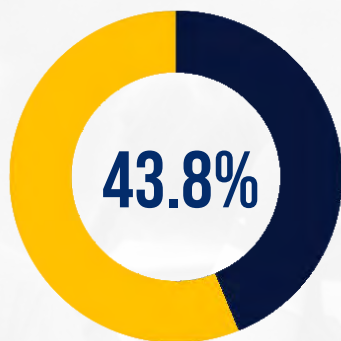
GROW	Increase rugby participation across the Province for all ages and genders, reflecting the cultural diversity of BC	Increase infrastructure and workforce to ensure safe, inclusive and accessible opportunities to play Rugby in BC
DEVELOP	Increase the number of male and female BC Players contributing to successful National XVs and Sevens Rugby Teams	Improve the player experience with their welfare the top priority and enhance our culture of respect for officials, coaches and volunteers
MANAGE	Provide smart, professional and consistent leadership	Provide industry-leading and valued service to stakeholders and partners

To further articulate each priority, a total of 20 strategic objectives are detailed, each with a corresponding strategic goal which will be measured annually and reported against established benchmarks.

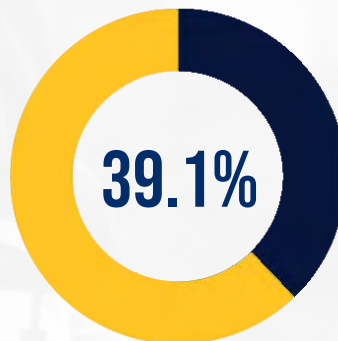
To view the BC Rugby Strategic Plan 2017-22 in its entirety, please visit bcrugby.com/strategicplan

CURRENT STATE OF PLAY OF RUGBY IN BC

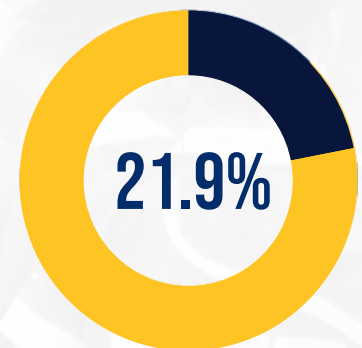
At the conclusion of the 2018-19 Membership year (Sept – Aug), BC Rugby had a total of 8,007 registered Members, of which:



of Members
are female



of Member
players are
aged 13 to
17 years



of Member
players are
aged 12 years
or younger

312

adults were
registered as
a coach

93

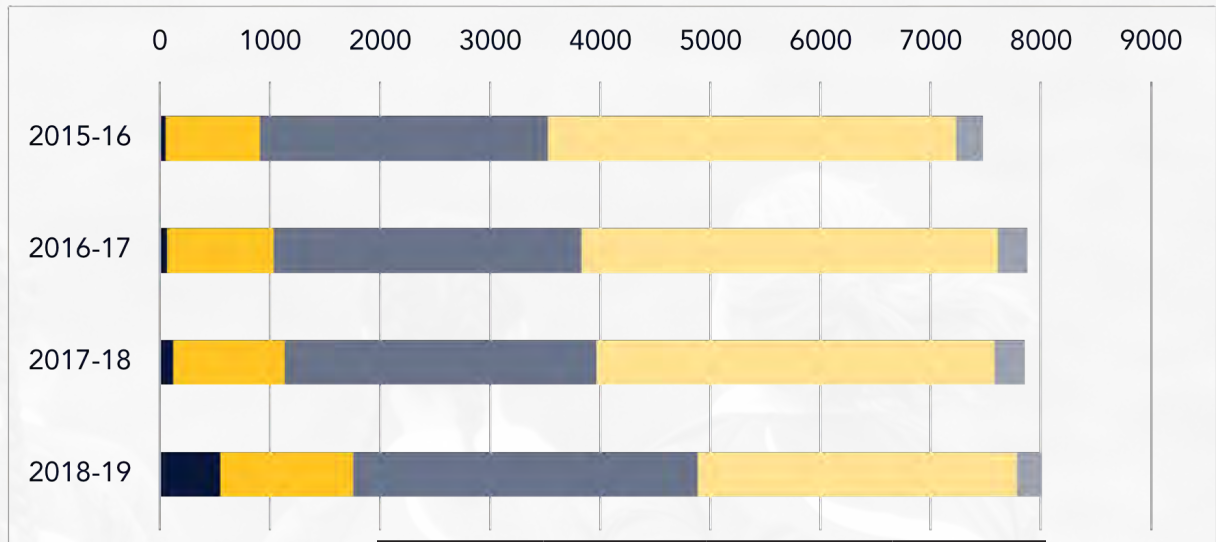
adults were
registered as
an Official

In 2018-19, we measured growth in a number of encouraging segments. Fraser Valley, the province's most populous region, achieved growth in both female (14%) and male (17%) player membership to now represent 41.5% of the total BC Rugby membership. Similar growth was achieved on Vancouver Island with the region gaining 100 more female and 100 more male members.

More Clubs than ever before are delivering Mini Rugby programs with 26 Member Clubs, up 5 from the previous season. Similar growth has been achieved with Clubs delivering age-grade programs. These are important developments as we need to collectively take responsibility for introducing more children to our sport and retain them through safe, meaningful and fun programming.

We will all have to work hard to recapture this momentum following the COVID-19 pandemic. With restrictions to the non-contact versions of our sport, BC Rugby will be supporting Clubs to leverage this as an opportunity to attract more children and youth to our sport.

BC RUGBY MEMBERSHIP BY YEAR & AGE GRADE



	2015/16	2016/17	2017/18	2018/19
■ Pre-School 0-5	51	63	119	549 ■
■ Children 6-12	859	969	1,013	1207
■ Youth 13-17	2,612	2,797	2,832	3,129
■ Adult 18-54	3,708	3,782	3,617	2,898
■ Adult 55+	241	265	269	224

BC RUGBY MEMBERSHIP BY YEAR & REGION

	Fraser Valley	Interior	Northern	Vancouver Coastal	Vancouver Island
2014/15	1,151	327	71	413	558
2015/16	1,095	404	112	259	729
2016/17	1,285	415	110	449	776
2017/18	1,454	433	121	539	923
2018/19	1655	223	123	482	1,024

2014/15	1,577	348	55	1,669	1,109
2015/16	1,461	368	81	1,477	1,141
2016/17	1,469	437	74	1,409	1,073
2017/18	1,432	379	86	1,379	1,104
2018/19	1,671	269	71	1272	1,217

PROGRESS AGAINST STRATEGIC PRIORITY #1: GROW

Increase Rugby participation across the Province for all ages and genders, reflecting the cultural diversity of BC

2021/22 GOAL

12,000 Member Players with 33% female & 5% of Aboriginal descent

457 members in this past membership year identify as of Indigenous ancestry, representing 5.7% of total membership. However not all members provide this information (e.g. BCHSGRA), and 457 actually represents 7.4% of members providing this information. BC Rugby is proud to be an inclusive sports organisation for athletes of all ages, genders, ethnicities, nationalities and sexual orientations.

Recognising that there's always more to learn, BC Rugby was honoured to be invited to participate in research led by Monash University (AUS) exploring players' use of homophobic, sexist, and racist language, attitudes around this language use (motivations), and attitudes in general around LGBT+. In support of the Bingham Cup being hosted by Canada in summer 2020, the first stage of this research took place in early March 2020 and findings were shared with Club leaders at our Annual General Meeting. Key insights highlighted that there's a disconnect between players' perception of inclusion and the reality experienced by their peers that must be addressed if Clubs are going to truly embed an inclusive culture to grow and retain their playing members. We look forward to implementing the second stage of this research with a select number of Clubs volunteering to participate in targeted intervention.



Rookie Rugby continues to be an excellent introduction to the sport for the 5-12 age demographic. The culmination of Rookie Rugby for 2019-20 was the Vancouver Rugby Festival, featuring a Rookie Rugby Jamboree at Andy Livingstone Park and an activation between matches at the 2020 HSBC Canada Sevens in Vancouver. The Jamboree gave over 400 young players from rugby clubs across the Lower Mainland the chance to play with and learn from Canadian rugby stars, such as Kayla Moleschi, Adam Zaruba, Jamie Cudmore, and

Ghislaine Landry. The activation the following weekend took place on the second day of international sevens action at BC Place, on the same pitch where Canada would win the bronze medal just a hours later.

Age-grade club membership grew by 16% in the 2018- 19 membership year and Fall 2019 continued that trend with more Clubs fielding age-grade teams in both the girls and boys' divisions. This growth was highlighted at the 2019 Kamloops Sevens Tournament with over 1000 male and female players representing 75 Clubs or Schools, competing across eight divisions from U14 through to U19, our largest event to date. The season culminated with Girls' and Boy's Age-Grade Club XVs Finals, hosted at UBC Thunderbird Stadium and Westhills Stadium respectively, with Abbotsford RFC (U16 Girls), James Bay AA (U15 Boys & U17 Boys), Castaway Wanderers (U19 Girls), and Vancouver Barbarians (U19 Boys) taking home the silverware. These venues provided a professional feel giving a quality experience for all athletes and spectators involved. Including a Senior Women's game at the girl's finals showed a pathway from Junior to Senior highlighted the development of the Women's game.



PROGRESS AGAINST STRATEGIC PRIORITY #2: GROW

Increase infrastructure and workforce to ensure safe, inclusive and accessible opportunities to play Rugby in BC

2021/22 GOAL

450 Registered Coaches, 200 Registered Officials and increase the number of safe playing venues

In 2019-2020 the need for Introduction to Competition (Level 2) coaching courses was identified. The majority of coaches in BC operate in environments that require coaching competencies to improve the skills and game understanding of players that Community Initiation (Level 1) coaching courses are not able to provide. From May 2019 to February 2020, a total of 3 Level 2 courses were delivered (Victoria, Langford, Vancouver x2). 55 Coaches completed their Level 2 training courses. 38 of those Coaches are actively involved with Clubs in BC.

Level 2 training alone does not necessarily correlate to coaching certification. Each Level 2 Trainee must complete a coaching practice portfolio as well as go through a 1 to 1 evaluation process with a Coaching Educator. The Coaching Educator workforce has prioritised the evaluation of those working with BC age-grade representative programs. In 2020-2021, the aim will be to complete the certification of all outstanding Level 2 Trainees as well as begin a new cycle of 2 Level 2 courses. In order to best leverage the existing number of certified Coaches, 3 Level 1 courses will be planned for 2020-2021. The target audience for the basic Level 1 training courses will be players and supporting members of clubs. Level 1 trained coaches working alongside Level 2 certified coaches is a very effective way of ensuring that Players involved in all BC Clubs have access to the coaching they need to train in a safe environment and develop skills to improve the game in BC.

There were 112 registered Officials in 2019-2020. This is an increase over 2018-19, but only a slight one - partially due to the untimely end to the season. Between December and February 3 Introduction to Officiating courses were delivered (Prince George, Comox Valley and Greater Victoria) with 35 newly certified officials. Many did not register as their first experience plans were intended to coincide with junior level high schools tournaments leading into assistant referee roles at the Provincial Regional Championships. Although the cancellation of those events may have impacted the introduction of new Officials to the BC Rugby membership, the growth in 2019-2020 is promising for the number of officials who will be able to service the game in 2020-2021.

A total of 7 Level 1 courses were delivered in 2019-2020 across the province, stretching from Comox to Prince George. Of the 62 people who attended, 23 registered as officials and officiated at least 1 game. Marquee events such as Kamloops Sevens and the Vancouver Sevens Invitational provided vital opportunities for newly certified officials to perform a variety of roles and receive mentorship from BC Premier League Officials and Coaches of Match Officials.

In order to achieve the long term strategic goal of 200 registered Officials in BC, courses will continue to be run either in conjunction with or immediately preceding large scale events and tournaments. The challenges of the abrupt end to play in 2019-2020 may be turned into opportunities. Many of the newly registered Officials (as well as those yet to register) have been participating in online development sessions through March, April and May. These new officials will be an important part of an eventual gradual return to play as there will be opportunities for mentorship in modified rugby formats.



PROGRESS AGAINST STRATEGIC PRIORITY #3: DEVELOP

Increase the number of male and female BC Players contributing to successful National XV's and Sevens Rugby Teams

2021/2022 GOAL

50% BC player and coach representation on National Men's Teams, 45% BC player and coach representation on National Women's XV's Team, 33% on National Women's Sevens Rugby Team and 20 Officials awarded international appointments

BC continues to be strongly represented throughout Canadian national rugby programs. The 2019 Canada U20 Men's Team longlist featured 20 BC players, and the team sent to the U20 Junior World Trophy carried 13 British Columbians. Although the 2020 tournament was cancelled, that number was set to rise to 19 this coming season. 8 players with direct ties to BC featured for Canada at the 2019 Rugby World Cup, and at the recent bronze medal-winning side at the 2020 HSBC Canada Sevens tournament featured 11 BC players on its 13-man roster. 5 athletes from BC made their debuts for the Canadian senior women's team this year, all in their early 20s. 4 of these players were teammates at the Junior age grade level, playing together for multiple seasons. The roster sent to the Tri-Nations Cup, a U20 tournament held in England, featured 9 players from BC.

The 2019 Representative Season saw the continuation of Western and Eastern Canadian Championships for U16 and U18 Girls' and Boys' competition. Following the final selection camps at UBC & Shawnigan Lake School, U16 and U15 BC Rugby Teams travelled to Kelowna where BC played host to Provincial sides from Alberta, Saskatchewan, and Manitoba. Travelling to Regina, U18 and U17 BC Teams met foes from the Prairies at the U18 Western Canada Championships. The boys teams also played friendly fixtures against Washington State Loggers, Eagle Impact Academy, New Hall School and Bromsgrove School. Brentwood Academy was host to the U18 Canada West Girls' Camp where 25 BC players were selected for a winning effort against USA West.

The U19 men played a two-game series against Alberta Wolfpack in Kelowna, winning both games comfortably. They did not attend the CRC national championship due to the cost of the program to players. The Senior men played a home and away series with Alberta Wolfpack winning the series on aggregate, and lost a friendly with Canada in a spirited effort ahead of the World Cup. BC Senior women fielded two teams, Blue & Gold, competing for the title of Best in the West against Alberta White & Black where BC won all 4 games. The two teams faced each other at UBC Thunderbird Stadium following the 2019 Junior Girls' Club Finals.

BC U14 boys again held a summer development camp at Brentwood College where they played an inter-squad game to select a final team to travel across the border to Washington State to play the Loggers. While the U14 girls hosted the most teams at the PRCs in U14 girls history culminating in 2 skill regional skill camps.

For the first time we hosted a U18 & U20 Canada selection camp for BC male players which was attended by 41 players at Burnaby Lake Rugby Club. Many of those players went on to be selected to Canada U18 and U20 squads at the end of 2019.

In sevens, BC put together a NextGen sevens team to play against Canada and Pacific Pride to assist Canada with their preparation for the HSBC World Rugby Sevens Series. The NextGen men also won VSI for a second year in a row. The Elite Youth 7s Boys' programs sent regional sides to competitions. U18's finished 3rd, 4th, 5th & 6th at the Western Canadian Championships and 2nd, 3rd, 4th and 5th at VSI, behind provincial teams on both occasions. The U16's finished 1st, 2nd & 4th out of 8 teams. The Elite Youth 7s Girls sent a side to the World School 7s in Auckland, NZ. The team was selected from the domestic U19 Girls' Elite Youth 7s program that has been running alongside club rugby for the past three years. The team placed 5th in the competition behind 4 National Teams after a narrow quarterfinal defeat. The program then went on to win the Western Canadian U18 7s Championships with a total points differential of 121, followed up by a victory at the VSI, bettering the RCDA on both occasions. Results aside, we were proud to be able to field three true regional U16 teams and two U18 teams at the VSI.

PROGRESS AGAINST STRATEGIC PRIORITY #4: DEVELOP

Improve the player experience with their welfare as the top priority and enhance our culture of respect for officials, coaches and volunteers

2021/2022 GOAL

5,000 BC Residents to hold World Rugby certification in Concussion Management

In the summer of 2019, a targeted group of Officials were identified to complete their Developing Match Official (Level 2) training in conjunction with officiating at key representative XV-a-side competitions as well as high performance sevens tournaments. The BC representative preparation camps were used as an environment to prepare the targeted Officials for the U16 & U18 Western Canadian Championships, Rugby Americas North Sevens Championships, and the Sevens at the Lima Pan American Games. The group was then placed integrated into the broader provincial depth chart of Officials as per their development needs and ability to service the game in BC. 4 of the Targeted Officials refereed their first matches in the BC Premier League in the 2019-2020 season.

Statistical analysis from the BC Premier League allowed for the creation of local development content that was used to refine BC Rugby's online Officiating resources. What we learned from the performance of our developing Officials also served as the foundation for the planning and delivery of 15 Development sessions (not including special development sessions held during the Covid-19 pandemic). Development sessions delivered during the 2019-2020 season were held in 9 different locations as well as online. The periodic delivery of online sessions allowed for an increased in average participation from 18 to over 25 attendees per session.

The experience of BC Officials who had opportunities to officiated in high performance settings was leveraged to assist the delivery of development sessions as well as mentorship of Officials throughout the divisions of competition locally. 6 BC Premier League Officials served as assistant referees at the Canada Sevens in Vancouver, 2 of whom had opportunities to referee at the Glendale, Dubai and Cape Town stops on the HSBC World Sevens Series. 3 of BC's Premier League Officials had the opportunity to participate in Major League Rugby (2 in pre-season and 1 during the regular season). In 2020-2021, the experiences gained will be able to assist in the development of Officials to achieve consistency at all levels of competition in BC.

The BC Rugby Conference featured Keynote Presenters Russell Earnshaw (Magic Academy and Former England Rugby Player), Shaunna Taylor (Shaunna Taylor, PHD Executive Director – Pacificsport Okanagan), Chris Pollock (World Rugby Officiating), and Sean McDonough (Major League Rugby). Over 60 Coaches and 50 Officials took part in the two 2day event at St Georges School in Vancouver. A mixture of on field and video sessions empowered members of our Provincial Representative teams to co-facilitate workshops and lead BC coaches from clubs across the province. BC Officials from across the province were put through their paces on field and were exposed to key area processes used by Major League Rugby as well as Officials at the Rugby World Cup.



PROGRESS AGAINST STRATEGIC PRIORITY #5: **MANAGE**

Provide smart, professional and consistent leadership

2021/22 GOAL

BC Rugby is awarded full marks by viaSport by demonstrating 'best practice' in leadership, governance and policy, strategic planning and financial management

The BC Rugby Board welcomed Bob Strachan and Marvin Foss as new Directors at the 2019 AGM. Both contributed to the Finance Committee, which went to task on completing the Membership Review. The Governance Committee, chair by Doug Manning, continued to work hard with an update of the BC Rugby Governance Manual and BC Rugby Drug-Free Policy, as well as adopting Rugby Canada's Transgender Policy into BC Rugby's Gender Equity, Diversity & Inclusion Policy.

BC Rugby continues to seek ways and means to diversify funding sources. A new partnership between the HSBC Canada Sevens, Grosvenor and Ronald McDonald House (BC & Yukon) led to BC Rugby being awarded the Gaming License to manage and deliver the HSBC Canada Sevens 50/50 at the 2020 event in Vancouver. Sharing proceeds with Ronald McDonald House, the activity supported an increase in 'commercial activities' revenue.

Thanks to donations from guests at the 2019 7s Kickoff Luncheon, BC Rugby achieved a funding goal to introduce a Player Bursary for up-and-coming BC Players to cover costs for National pay-to-play programs. This program was launched and in October 2019, two female and two male representative players received the inaugural bursaries of \$2,500 each. With such strong support from donors, BC Rugby currently holds funds to offer Bursaries for another two years.

In 2019, BC Rugby began live streaming events in-house rather than contracting the task out to a third party. This allowed us greater control over our product, gave us the option to broadcast a greater range of events, and allowed us to run advertising on our broadcasts at half-time for upcoming events, membership registration, and 50/50 sales. In the coming years, BC Rugby can leverage this new arm of our communications department to draw greater attention to the game and ensure friends and family members of our athletes have more opportunities to see them play.

Social media figures saw another welcome increase, especially in the case of Instagram following, which increased by 46% from 3,716 to 5,432 as BC Rugby continues to connect with its younger audience. Instagram became a powerful communication tool for us in 2019 as we began to use the Stories feature to its full potential both for promotional purposes and as a tertiary line of connection with our audience during events. The use of Facebook as one of our streaming platforms along with YouTube has also attracted a larger audience to our Facebook page, which is primarily popular with adult demographics. Twitter continues to be a popular platform for coaches, officials and players to engage with BC Rugby and with each other.

SOCIAL MEDIA FOLLOWERS BY CHANNEL*



6,307



5,534



5,432

PROGRESS AGAINST STRATEGIC PRIORITY #6: **MANAGE**

Provide industry-leading and valued service to stakeholders and partners

2021/22 GOAL

To be sought by partners and stakeholders as a key collaborator and delivery partner and recognized by industry and commercial partners for delivering strong ROI

As we continue to provide all Member Clubs with their membership figures, this has allowed Clubs to measure their membership and plan for recruitment and retention for the new season. The overall growth we are seeing in Mini and Age-Grade membership highlights the success that this data is providing. The comparisons from year to year will continue to inform Clubs on the membership trends within their region and BC and motivate them to work to keep building up these membership numbers. Moreover, this data provides some transparency to our partners and supporters that we are on track with delivering a strong ROI.



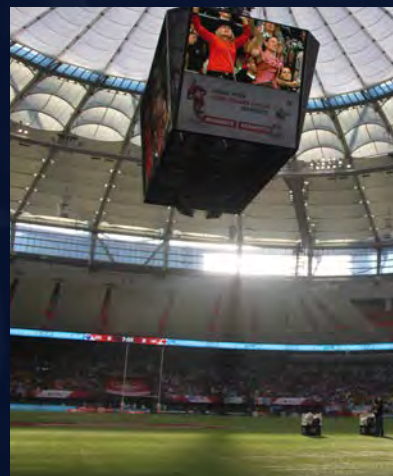
The 2020 Conference returned to St. George's School who provide BC Rugby with a great deal of support to deliver a mix of hands-on sessions and lectures. Attendance at the 2020 edition was the strongest to date with over 80 coaches from both clubs and schools, 25 coaches on level 2 coaching course and over 50 match officials. Presenters included Russell Earnshaw, Aaron Takel, Sean White, Ken Goodland, Derek Pue, Shauna Taylor, Chris Assmus, Chris Pollock, Sean McDonough and Curry Hitchborn. BCSSRU sessions were delivered by Mike Stiles and Stephen Rowell.

Attendees were able to take part in a rich schedule of sessions including classroom discussions, on-field demonstrations and Q&A sessions. A common theme across the weekend for coaches was practice design and using different styles of delivering training session content.

The 2020 HSBC Canada Sevens 50/50 was made available online for the first time, providing an additional avenue for ticket sales to in-person sales inside BC Place stadium.

The charity partner for the 50/50 draw was Ronald McDonald House BC & Yukon Chapter - members from Canada's sevens team held a visit and skills camp at a local Ronald McDonald house in the days leading up to the tournament. Over \$30,000 was raised to support the charity.

Working with Rugby Canada continues to be a priority for BC Rugby. CEO Annabel Kehoe headed up the National Return to Play working group alongside representatives from Rugby Canada and other provincial unions to bring rugby back in a safe and exciting manner for member clubs and players.



RESULTS

IN 2019-20

Senior Club Final Standings Leaders - based on points (no winner declared due to COVID-19)	2019/20 Season
Men's Premier League	UBC RFC
Women's Premier League	Seattle Saracens RFC
Men's Premier Reserve	Burnaby Lake RC
Women's Division 1	Burnaby Lake RC
Men's Division 1	Abbotsford RFC
Women's Division 2	Vancouver Thunderbirds
Men's Division 2	Langley RFC
Men's Division 3	UBC RFC

2019 Provincial Regional Championships	
U18 Boys	Fraser Vally East
U18 Girls	Vancouver Island
U16 Boys	Vancouver Island
U16 Girls	Fraser Valley (East)
U14 Boys	Vancouver Island
U14 Girls	Fraser Valley (East Gold)

Age-Grade Club Finals	2019/20 Season
U19 Boys	Castaway Wanderers RFC
U19 Girls	Castaway Wanderers RFC
U17 Boys	James Bay AA
U16 Girls	Abbotsford RFC

BC Representative Teams

2019 Best of the West - Bears v Wolfpack	
BC Bears Men	1-1
BC Senior Women	4-0
BC U19 Men	2-0
U18 Westen Canadian Championships	
U18 Boys	Gold
U18 Girls	Bronze
U17 Girls	4th
U17 Boys	4th
U16 Westen Canadian Championships	
U16 Girls	Gold
U16 Boys Blue	Gold
U16 Boys Gold	Silver
U15 Girls	Silver
U15 Boys	Bronze

2020 Vancouver Sevens Invitational	
NextGen Men	Gold - Senior Men
U18 Girls	Gold - U18 Girls
U16 Boys Island	Gold - U16 Boys
U18 Boys Mainland	2nd - U18 Boys
U18 Boys Island	3rd - U18 Boys
U16 Girls Gold	2nd - U16 Girls
U16 Boys - Mainland	2nd - U16 Boys
2020 Western Canadian Sevens Championships	
BC Elite Girls	3-0-0
BC Mainland	2-1-2
BC Island	3-0-2
BC Interior	3-0-2
BC Valley	3-0-2

2019 World School Sevens	
BC Elite Girls	Plate Winners

AWARDS AND HONOURS



2020 BC Rugby Hall of Fame - Inductees & Awards

Ian McLean	Inductee - Builder	Bobby Ross	Inductee - Player
Mike James	Inductee - Player	Pat Palmer	Inductee - Builder
Jas Purewal	Jack Patterson Memorial	Jen Ross	Joan Spray Award

2020 Rugby Canada Awards & Hall of Fame

John Graf	Inductee - Player
Dave Loughheed	Inductee - Player
Maureen McMahon	Inductee - Player
Dr. Natascha Wesch	Inductee - Player
Preston Wiley	Inductee - Builder
2013 National Women's Senior Sevens Team	Inductees - Team

2020 PacificSport Okanagan Awards

Leana Marton	Community Sport Hero Award
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2020 Sport BC Annual Awards

Jim Ryan	Presidents Award
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2019 Canada Sports Hall of Fame and Awards

Lyric Atchison	Tom Longboat Award
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FINANCIAL STATEMENTS

At the end of the 2019-20 fiscal year, which has been impacted by the coronavirus pandemic, BC Rugby's Financial Position shows ~\$851,000 total assets, total liabilities of ~\$485,000 to have net assets of ~\$365,000. The organisation's cash position improved from the previous fiscal year, albeit with Accounts Payable sitting high with approximately \$392,000 owed. However, similar to Accounts Receivable which also are high, the pandemic delayed the organizations ability to collect and disburse payments, which included payables related to the HSBC Canada 7s 50/50.

The Statement of Financial Position has been greatly cleaned up this past year, with particular note of the BC Rugby office relocation leading to the disposal of tangible capital assets. With staff now based at an all-services, office share location, there's no need to possess assets such as desks or have expensive leases for items like printers.



The Statement of Financial Position shows an overall loss of \$9,000 despite planning for a budget with a small surplus. While the budget is monitored throughout the year, with quarterly reports presented to the Board typically within six-weeks of the period end, the disposal of assets not fully depreciated, refunds for members who joined for a spring season and a few other corrections made at year end resulted in the loss. Overall, the Board is happy with the result.

Since year end, a great deal of attention has been to enabling the financial navigation of the pandemic. To date, the CEO and the Board have undertaken the following activities during COVID-19:

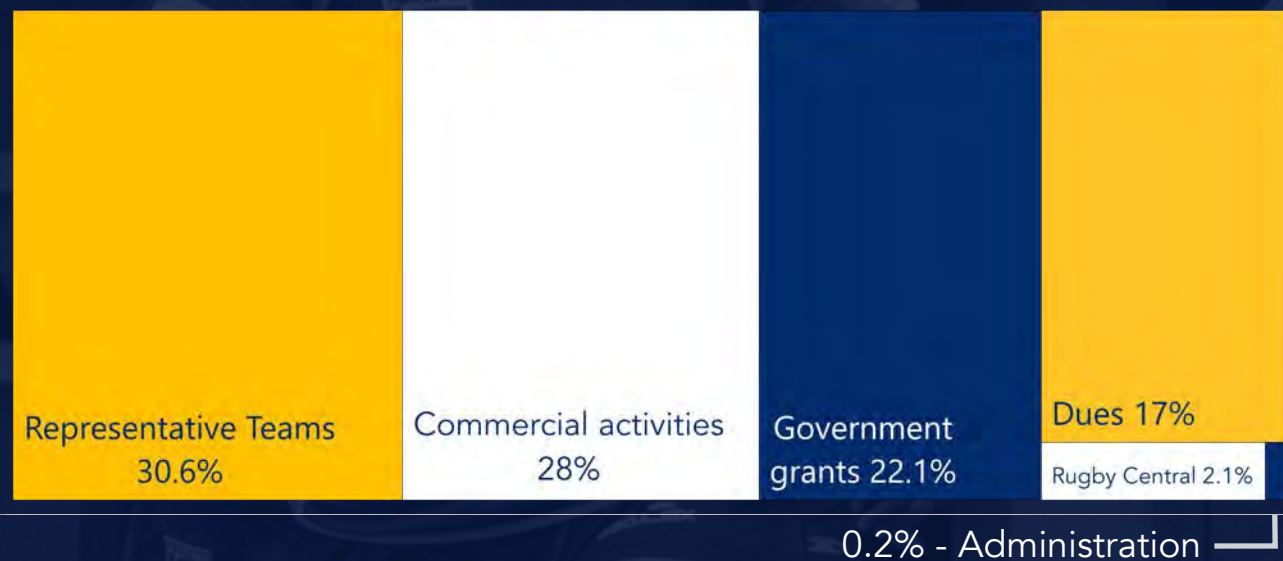
- Cashflow model to forecast cash at bank from now until the end of the fiscal year;
- Restated the 2020-21 budget, previously approved in January 2020, to account for impact of COVID
- Successfully applied for the Canada Emergency Business Account (CEBA), repayable on or before Dec. 31, 2022
- Successfully applied for the Canada Emergency Wage Subsidy (CEWS) with significant drops in revenue for Period 2 onwards
- Hiring freeze for two, full-time vacancies with staff departures in late February and early March

Despite some early concerns, BC Rugby is currently in a good position to continue weathering this storm.

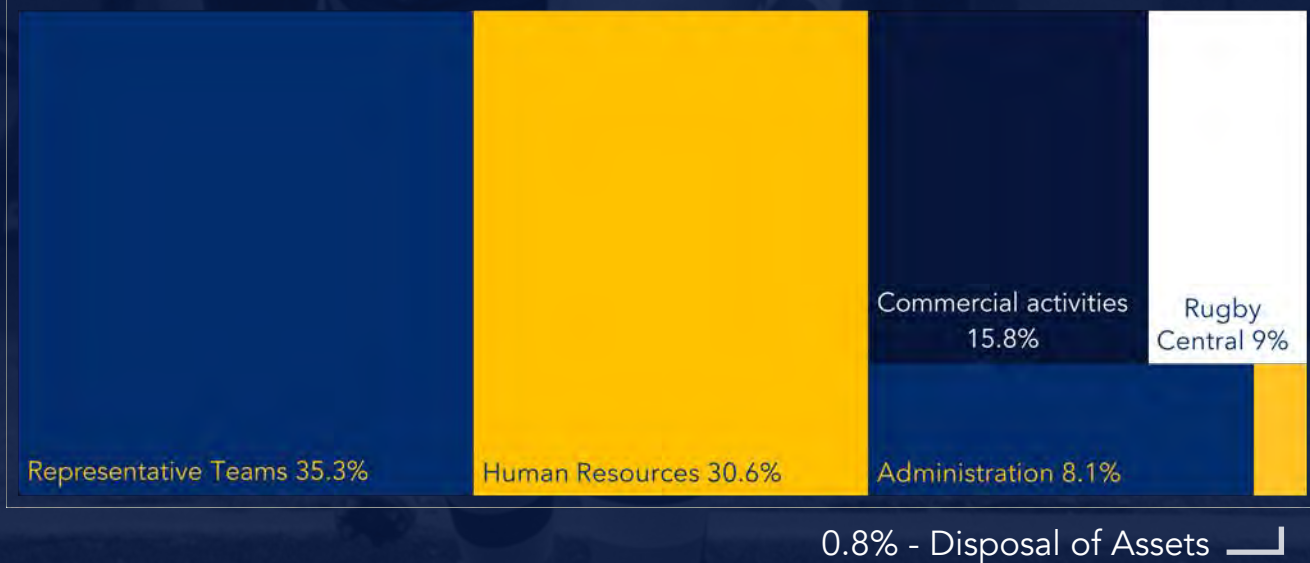


FINANCIAL STATEMENTS

2019-20 Source of Funds*



2019-20 Use of Funds*



*Source: 2019-20 Statement of Operations and accompanying Schedules as reported in BC Rugby's Financial Statements.

FINANCIAL STATEMENTS

BRITISH COLUMBIA RUGBY UNION

Statement of Financial Position - 31 March 2020

		Total	
		2020	2019
Assets			
Current	Cash and cash equivalent	366,848	232,038
	Accounts receivable	348,575	195,044
	Prepaid expenses	47,428	68,149
		<u>762,851</u>	<u>495,231</u>
Due from other fund		88,202	26,300
Tangible capital assets		-	22,773
		<u>851,053</u>	<u>544,304</u>
Liabilities			
Current	Accounts payable and accrued liabilities	392,101	121,130
	Deferred revenue	-	615
	Refundable deposits	5,600	22,050
		<u>397,701</u>	<u>143,795</u>
Due to other fund		88,202	26,300
		<u>485,903</u>	<u>170,095</u>
Commitments			
Fund Balances	Invested in tangible capital assets	-	22,773
	Internally restricted	88,202	88,123
	Unrestricted	276,948	263,313
		<u>365,150</u>	<u>374,209</u>
		<u>851,053</u>	<u>530,653</u>

These pages are a snapshot of BC Rugby's audited financial statements. To access the Financial Statements in their entirety, please visit bcrugby.com/agm

BRITISH COLUMBIA RUGBY UNION

Statement of Operations and Changes in Fund Balances - 31 March 2019

		Total	
		2020	2019
Revenues			
Operating Fund	Dues	340,502	317,010
	Government grants	442,683	453,275
	Commercial activities	559,891	543,319
	Representative Teams	611,804	729,169
	Rugby Central	41,710	100,853
	Human Resources	-	-
	Administration	4,103	7,639
		<hr/>	<hr/>
		2,000,693	2,151,265
Expenses			
Operating Fund	Dues	-	-
	Government grants	-	-
	Commercial activities	317,780	224,753
	Representative Teams	709,760	966,053
	Rugby Central	180,293	244,238
	Human Resources	615,606	588,106
	Administration	163,619	143,386
	Disposal of assets	22,773	-
		<hr/>	<hr/>
		2,009,831	2,166,536
		<hr/>	<hr/>
		(9,138)	(15,271)
Fund balance - beginning of year		<hr/>	<hr/>
		286,086	301,357
Fund balance - end of year		<hr/>	<hr/>
		276,948	286,086
Tour Legacy Fund	Administration	79	125
Fund balance - beginning of year		<hr/>	<hr/>
		88,123	87,998
Fund balance - end of year		<hr/>	<hr/>
		88,202	88,123
Fund Balance Totals			
Excess (deficiency) of revenues over expenses		(9,059)	(15,146)
Fund balance - beginning of year		<hr/>	<hr/>
		374,209	389,355
Fund balance - end of year		<hr/>	<hr/>
		365,150	374,209

MEMBER CLUBS AND ASSOCIATE MEMBERS

2019/20 Member Clubs		
Abbotsford RFC	Kats RFC	Simon Fraser Rugby Club
Axemen Rugby Club	Kelowna Crows RFC	Scribes RFC
Bayside Sharks RFC	Langley RFC	Snowcaps RFC
Brit-Lions RFC	Manthers RFC	Surrey Beavers AA
Burnaby Lake RFC	Meraloma Rugby Club	Terrace Northmen RFC
Campbell River AA	Nanaimo Hornets RFC	Twilighters RFC
Capilano RFC	Northwest Old Boys RFC	University of Victoria RFC
Castaway Wanderers RFC	Penticton Harlequins RFC	UBC Thunderbirds RFC
Chilliwack RFC	Prince George Gnats RFC	UBCOB Ravens RFC
Comox Valley Kickers RFC	Port Alberni Black Sheep RFC	United Rugby Club
Cowichan RFC	Priest Valley Vicars RFC	Vancouver Barbarians
Ebb Tide RFC	Prince Rupert Seamen RFC	Vancouver Rowing Club
Elk Valley Bulls RFC	Richmond RFC	Vancouver Thunderbirds
Evergreen RFC	Ridge Meadows Bruins RFC	Vernon RFC
James Bay AA	Rocky Mountain Rogues RFC	Westshore RFC
Justice RFC	Salish Sea Warriors	Williams Lake Rustlers RFC
Kamloops RFC	Seattle Saracens RFC	Yeti Rugby Club

2019/20 Associate Members	
Vancouver Island Rugby Union (VIRU)	Vancouver Rugby Union (VRU)
Fraser Valley Rugby Union (FVRU)	British Columbia Rugby Referees Society (BCRRS)
BC Girls High School Rugby Association (BCGHSRA)	

BC RUGBY

PARTNERS & SPONSORS

BC Rugby would like to thank all of the partners and sponsors who continue to help us grow and develop rugby in the Province of British Columbia.





www.bcrugby.com



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