

PRESIDENT'S REPORT

VULS AGM – November 15, 2017

Presented by VULS President Robert Adams

Introduction

The Vancouver Ultimate League (VUL) finishes its 31st year as a stable and financially strong non-profit society. The Board of Directors can report that membership and programs continues to grow as revenues and expenses approach the million dollar mark. Changes in the staffing model show a maturing organization, with added capacity to accommodate future growth and opportunities.

Strategic planning update

2017 was the first year operating under the new strategic plan that was presented to membership at the last AGM. In contrast to our previous strategic plan, this iteration is not solely growth focused. Instead the strategic plan focuses on four pillars: Youth, Adults, Regional, and Leadership.

Over the course of the year we worked to define the pillars and the underlying metrics. These metrics gauge our performance as a society over the coming years. We achieved our desired outcome of establishing baseline metrics to use as benchmarks moving forwards. A summary of this information is available in the infographic within the print packages.

This year serves as an anomaly as we are not comparing our performance against previous years. We will have new goal posts in 2018.

If we look at the largest driver of the previous strategic plan we have continued to grow our membership by almost 6% in 2017.

	2011	2012	2013	2014	2015	2016	2017
Number of Registered VULS Members	3590	3897	4446	4859	5003	5367	5669

We look forward to reporting on our new metrics a year from now.

Inclusivity

This year, we changed our policies to be more inclusive of transgender and non-binary gendered players. You will also see the changes in the language used throughout the VUL website and in the technical capabilities to support diverse gender identities.

In the Fall of 2016, the VUL successfully piloted a new gender balance rule for 7-on-7 play. After making some tweaks, the VUL brought this rule change to the 2017 Summer League.

Financial Oversight

The Board Governance Committee completed a major project to improve the financial oversight of the Society's activities through processes and education. Working with the ED, they created a guide for the Treasurer, documented the various accounts used by the VUL, and proposed a financial oversight policy which was accepted by the Board of Directors.

Human Resources

This year the committee supported the ED in switching the senior staff from contractors to full employee status with benefits. This was a necessary change that will be followed up in coming years with an Employee Handbook and changes to the ED's yearly evaluation.

IT Systems

What players see on the front side of the website is just of a fraction of the functionality required by staff to run the league. To support continued investment in the VUL IT Systems, a part-time Web Systems Manager has been added to staff.

Board and Committees

The current Board of Directors (with current terms) are:

Rob Adams, President	2015-2017
Brett Anderson, Vice President	2015-2017
Sarah Cawston-Stewart, Secretary	2016-2018
Colin Dodds, Treasurer	2016-2018
Trisha Roberson	2016-2018
Nora Bergh	2015-2017 (Exiting after 2 years)
Travis Smith	2015-2017 (Exiting after 4 years)

I'd especially like to recognize Nora Bergh and Travis Smith, who finish their terms and are not seeking re-election to the board.

Nora Bergh - Her training as a lawyer, experience working in non-profits, and degree in human resource management have been an asset to the board. Her contribution to the Human Resources Committee in her first year helped to sidestep potential pitfalls in adopting a new employment model. This year, she leaves a seat on the Governance Committee.

Travis Smith - Over the past four years he has made an impact on every corner of the society. He has been advocate for positive change on every committee he has served on. And he has served on every committee. His championship of initiatives, intelligent questions, and commitment to bringing Spirit of the Game to everything the board does has made the VUL a better society.

The following people deserve recognition for their long hours of committee work this year:

Board Governance	Ensures good governance practices are followed; Maintains VULS By-laws.	Olivier Lessard Fontaine* (chair) , Nora Bergh, Colin Dodds
Hall of Fame	Lead the selection process for inducting new members into the VULS Hall of Fame.	Rob Adams (chair) , Trisha Roberson, Ed Burnett*, Scott Lewis*, Anja Haman*
Human Resources	Supports Executive Director as required on staffing issues; Evaluates E.D. performance.	April van Ert* (chair) , Rob Adams, Travis Smith,
IT Systems	Provide guidance to the Executive Director on managing the VUL website/IT systems.	Craig Woods (chair) , Brett Anderson, Travis Smith
Strategic Planning	Develops Strategic Plan documents; Works with E.D. to set annual metrics and review gap analysis; Annually reviews and reports progress of the Strategic Plan.	Brett Anderson (chair) , Travis Smith, Trisha Roberson, Jeremy Quan*, Craig Woods*

* non-board member

The valuable work of committee members helps guide the VUL to operate as a vibrant, inclusive and sustainable Society. If you are interested in assisting with the guidance of this organization, please consider volunteering for a committee.

Staff

I'd like to thank all our staff for their efforts this year. Their hard work, creative thinking, and willingness to adapt, has helped the VUL be a model and resource for other Ultimate organizations.

Craig Woods continues to be an effective and engaged ED. His commitment to excellence in everything he does has brought incredible value to our members over the years.

Under our new employment model, we will be encouraging Craig and his staff to maintain a healthy work-life balance, take vacations, and use their health benefits.

Opportunities & Challenges

The VUL has already made changes to accommodate a fast-growing youth league. As president, I want to hear from young players too, and going forward there should be ways to engage young players in the running of their leagues.

There is an increase scrutiny on safety issues in sports, as the long-term consequences of concussions are reported in headline news. I believe the VUL will need to re-examine its protocols to ensure captains and players are equipped to play the sport safely.

Conclusion

Whether it be presenting at the Canadian Ultimate Conference, or expanding operations into neighbouring cities, or adding lines to our Turf fields, the VUL continues to take seriously its responsibilities and role as a leader in the Ultimate community.
