



Annual Report 2021

(Nov 01, 2020 - Oct 31, 2021)

Executive Summary

In the 2021 term (Nov 1, 2020 - Oct 31, 2021), the Maskwa Board was presided over by the following Directors:

Name	Position
Brian Smith	Commodore
Mark Taylor	Vice Commodore (& Code of Conduct Chair)
Rita Clarke	Past Commodore
Shawn Connell	Treasurer
Angela Murphy	Vice Treasurer
Micheline Côté	Paddling Chair
Nik Thomas	Safety Chair
Kinnon Kendziora	Social Chair
John Moore	Community Relations & Grants Chair
Martin Lundrigan	Facilities & Maintenance Chair
Dan Dugie	Masters Representative
Jacob Steele	Athletes Representative

Non-voting members of the Board included Head Coach Christian Hall, Assistant Head Coach Jacob McKenna, Club Manager Christian Brousseau, and member at large Bret Himmelman.

Overall Operations *(Brian Smith, Commodore)*

Our last fiscal year (Nov 2020 - end of Oct 2021) was another challenging yet successful year for Maskwa. In the fall of 2020, New Head Coach Christian Hall introduced his vision for the High Performance Program, while Assistant Head Coach Marie Rousseau-Demers ran the newly introduced “invite only” Academy group. Less proficient paddlers were offered a spring / fall paddling program with Sarah Page and Nikki Scott coaching.

Covid restrictions impacted training as we moved through the fall into winter, requiring revisions to group sizes to accommodate in-person training at the club. In December 2020 and early January 2021, further Covid restrictions were instated and we once again pivoted to online Zoom workouts for all athlete groups. With travel and other restrictions still in place in March, it was decided that spring training camp would not take place for 2021. As spring progressed, ADCKC was able to work with Sport NS and NS Health to develop protocols and we were fortunate to return to in-person and on the water training in spring 2021.

In terms of programming, it was determined that the “invite only” Academy group and the spring / fall paddling program structure were not working and did not meet the needs of many of our athletes. In step with Coach Christan's overall vision for the club, we decided to instead offer a year-round Development program (to begin in September 2021) for those who couldn't meet the commitment and skill requirements at the Academy level. With plans for growing our programs, we determined that a third full-time coach would be required. After interviewing some very qualified candidates, we selected Savannah Sullivan as our new Development Coach and she came on board in March 2021.

In April, Assistant Head Coach Marie Rousseau-Demers submitted her resignation, as she accepted a coaching job closer to her family in Quebec. Once again, we conducted several interviews and selected Jacob McKenna as our new Assistant Head Coach to run the Academy and Masters programs.

As we progressed through the spring, Covid restrictions began to loosen, allowing us to run a more “normal” summer camp program. Summer 2021 was very robust, welcoming over 300 paddlers to our 8-week summer paddling program, and over 180 campers to our 2-week Adventure Day Camps. We also offered a Paddle All program, and were pleased to run it free of charge for participants. Our Adult Dragon Boat programs proved very popular and successful, and we ended up running three different sessions (and one in the fall). In addition to our 3 year round coaches, this summer we employed 26 paddling coaches, 3 day camp leaders, 4 lifeguards, 1 custodian, 1 canteen attendant, as well as 1 part-time coach for war canoe, Paddle All and Dragon Boat. All of our full-time summer positions were supported by Canada Summer Job grants.

As we moved into fall 2021, our year-round paddling programs filled up very quickly with wait lists for both the Academy and Development groups. We also had above average enrollment in our Masters Group. This allowed us to offer part-time hourly employment to Morgan Pugh-Toole and Sam Morse to assist in coaching the groups. Overall, I believe we now offer the most comprehensive and coordinated program Maskwa has ever had for developing our athletes.

The parking lot situation is an ongoing concern. The chain across the main entrance is down, allowing open access to the parking lot and trail. That being said, problems with the lot have been minor, and trespassing and vandalism of club property has been greatly reduced. This is due to the permanent gates, as well as the fact that we have more frequent programs running later into the evening. We continue to work with Provincial and Municipal Government reps, along with the KLRA to find a permanent solution to the problem. These efforts have been somewhat curtailed due to ongoing Covid restrictions and recent provincial and local elections.

In general, despite the challenges faced by the club this past year, Maskwa is in one of its strongest positions ever (both financially and organizationally), thanks to the wisdom of our previous Boards and the dedication and strength of our current Board. I truly look forward to what we can accomplish in 2021-2022.

Financial Summary *(Shawn Connell, Treasurer)*

Highlights of 2020/21

- Strong financial year with revenues of \$903,065 and net income of \$314,044
- Cash position as of October 31, 2021 - \$758, 896
- \$153,767 in grants and donations
- \$93,718 in COVID-19 grants, wage subsidies and loan forgiveness
- Repaid full CEBA loan of \$60,000 (\$20,000 was forgiven)

Notes for Upcoming Year

- Application for HRM tax exemption needs to be completed and submitted annually by Mar 31 *(Christian has completed for us already)*.
 - Summer Student grants come out annually in December/January *(Christian has completed for us already)*.
 - Continue to avoid cash – opt for payments via Goal Line or e-transfers
 - Expenses must be pre-approved, not assumed that they will be reimbursed.
 - Year End Financials available upon request from the incoming treasurer, Angela Murphy
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Paddling Report *(Micheline Côté, Paddle Chair)*

Dragon Boat: The program gained a significant amount of interest and popularity throughout the summer, hence requiring us to extend the season until the end of September.

The demand to enrol in the program has increased significantly, therefore we are looking at offering it 4 to 5 times a week. Furthermore, we are looking into purchasing another dragon boat. Unquestionably, it would be very exciting to participate in the Dragon Boat Festival as a club. This is held on Lake Banook every July.

Paddle All: Lots of positive feedback and success from the program. Athletes gained a lot of confidence and technical skills to be able to race in the Masters last regatta of the season. Sam, Anna and Savannah did an extraordinary job coaching. Going forward, we can definitely advertise a little more through social media, newsletters etc., to get more athletes enrolled.

Para: Great start to the program, with potential to grow in interest and participation. Towards the end of the summer, most of us had the opportunity to meet Ben. He was really happy to have switched sports and be training at Maskwa. Lots of potential to get the Para program growing in numbers at the club. However...we are restricted for boat storage, as they require a lot more space. Funding is another factor to consider, in order to be able to purchase a few more boats.

Development Program: I cannot say enough about this program, extremely successful and well run. Demand and waitlist to get into the fall program was fueled by the success these athletes had at our local summer regattas. Paddlers were encouraged to try the development blocks during summer programming. Possibility to bring a third coach for spring training, as there needs to be more motor boats on the water for safety.

High Performance & Academy: Another great success over the past year, as a number of these athletes made A and B finals at Nationals. Subsequently, 4 of these paddlers went on to represent Canada at Olympic Hopes and Senior Worlds in the Czech Republic.... This past fall, our athletes had the very best training for their respective disciplines (canoe or kayak). During morning "on water sessions", groups were divided accordingly. Men's kayak training was with Jacob, women's kayak with Christian, men's canoe with Tony and women's canoe with Csom. First of its kind at Maskwa and a huge benefit to our athletes.

Spring Training: In light of covid 19, spring training was cancelled last year. After thorough discussions and research into a suitable location, it was decided that training will be held in Gainesville, Georgia. The venue is an Olympic course, thereby offering our paddlers a superior training experience. This will include and not limited to:

- Flat water training, as opposed to salt water.
- Opportunity to train in crew boats, a first for Maskwa athletes.
- Proximity to the course.
- Price range, much cheaper than Florida
- Not as far to drive
- Better for acclimatisation ..not as hot as down south!
- All accommodation is together as one group, split into 3 different houses.

- Easier for the parents and athletes, as the club took care of all preparations and booking as compared to past years.
- Christian Hall lived there for a few years, giving us the advantage of having someone that knows the area very well!

Another important factor to mention is the time and patience Christian and his team of coaches had during this recent Omicron outbreak. They put together a well thought out and meticulous schedule, allowing our paddlers to return to the gym. Development and Masters have just recently been brought back to training at the club. Everyone is fully aware of all safety protocols that must be adhered to. Fantastic to have everyone back training!

Safety *(Nik Thomas, Safety Chair)*

The 2021 season was again modified by COVID-19 restrictions. The Club instituted a number of new practices to adhere with the Provincial Public Health Guidelines. A key development was the implementation of a COVID-19 vaccine policy for Maskwa attendees and internal reporting procedures. With these protocols and regulations in place, the Club was able to offer a safe summer program for athletes and camp attendees.

Accident Reporting: No major accidents at Maskwa Club facilities were reported to the Safety Chair for the 2021 season. So called ‘near misses’ may have occurred and a process should be developed to identify such events and reduce risks as needed.

A serious offsite accident that impacted a parent of an athlete at Lake Banook did occur. A fully loaded boat trailer dislodged from its truck and rolled down the steep hill of ‘Boathouse Lane’. The boat trailer crashed into a parked car with a driver inside at the base of the hill. No one had serious life threatening injuries although the parked car was crushed. If a person had been in the passenger side of the car, it would have been a devastating event. Owing to the shocking nature of this event, we discussed the safety requirements and standards of the Maskwa boat trailer and procedures for proper operation. The Maskwa trailer is up to code with provincial safety inspection (certification) and is operated by experienced personnel.

COVID-19: No major outbreak or cluster of COVID cases was identified at Maskwa. While individual COVID exposures or cases may have occurred especially in the community or within local schools, Maskwa did not appear to be the source of COVID cases in the community. This is a testament to the COVID protocols put in place and the high level of engagement of Maskwa athletes, coaches and immediate stakeholders. Hopefully, the emergence of Omicron in Nova

Scotia (and throughout Canada) will not negatively impact the club's training environment. The Club will continue to follow Nova Scotia Public Health guidance and regulations.

Developments:

1) A Safety checklist for routine inspection completion was finalized. The checklist was used although we should aim to make it a scheduled task and have completed documents on file at the club for record keeping. **(ACTION ITEM)**

2) All coaches (senior, junior, summer etc) were provided with a brief introduction to Safety and Expectations at the beginning of the summer season by the Safety Chair. It was stressed that safety is everyone's responsibility and that matters of safety should be reported to a senior coach if urgent and/or the Safety Chair for follow up actions (if required).

3) A CKC Safe Sport Manual was implemented for various personnel at the club. This year, as part of our ADCKC Club Checklist, the following was required: *"Completion of the Safe Sport Training for all **board members**, coaches, and all summer staff as recommended by Sport Nova Scotia"*. Dates and renewals for training should be kept on record, and new staff or board members should complete training as required.

3) This upcoming year, the Club should update its Emergency Action Plan. This should include contact information, methods of communication, muster points, lockdown security procedures and other urgent scenarios (missing attendee or dangerous person on site). **(ACTION ITEM)**

4) While no major incidents were reported, it is likely that some accidents were close to occurring. The coaches and safety chair should discuss 'near miss' incidents and then address any risk management procedures to make certain tasks safer (trailer boat loading, bay loading, ladder climbing, water safety, etc). **(ACTION ITEM)**

Social Committee (*Kinnon Kendziora, Social Chair*)

The following is a summary of events organized by the Social Committee for the 2021 paddling year. A budget of \$5000.00 is allocated toward the Social Committee of which a detailed expense can be obtained through the Maskwa treasurer report. Due to the current pandemic, we were unable to host the larger events like the Open House, Corn Boil, or many of the traditional events hosted by Maskwa. However, we did manage to host several smaller functions to keep the athletes engaged including:

- Feb 2021 – Academy / HP Pizza Party at Maskwa
- April 2021 – Masters Pizza Party at Maskwa
- Oct 2021 – Maskwa Pancake Breakfast
- Nov 2021 – Maskwa Awards Night

The social committee also supplied the athletes with food, drinks and snacks at the various regattas both locally and at Nationals. Here's to 2022 and hoping that it brings more opportunities for social gathering!

Community Relations & Grants *(John Moore, Community Relations & Grants)*

On the community relations front it seems our neighbors have settled down somewhat which is good to see. The gate issue has quieted down and the government is working to try and resolve the parking lot issue. The announcement of BMBCL as a potential national park site could have positive implications for Maskwa, but it may not happen for some time. CPAWS Director Chris Miller who was instrumental in getting the Maskwa lease 35 acres shifted to the Province and eventually to become part of BMBCL will keep us informed on the park as he is leading this initiative. He also said recently surveying has secured land in front of the Maskwa entrance to create a new road to the parking lot which will be used for hikers. Our parking lot will be split eventually to accommodate these hikers. The Hoopie land across the Saskatoon drive in front of Maskwa is no longer a concern.

Residents have been concerned about a potential development across from Maskwa which runs from the Dimon Centre to the Bi Hi off ramp . Discussions have taken place with our councillor and our concerns have been voiced in terms of potential run off into Kearney Lake and wind tunnelling. Apparently wind studies will be taking place before any construction takes place. The first development phase will be where the former LaFarge quarry is. There are plans for 5 or 6 buildings that could be as high as 12 stories. Of concern is the high density potential population which could be as high as 3,000. This will create a huge amount of traffic along Kearney Lake Rd and possible cadmium levels would be accelerated adversely impacting Kearney Lake. Our Councillor Kathryn Morse has promised to keep us abreast of developments as they occur. Deputy Mayor Pam Lovelace has also been part of these discussions.

On the government front, we lost 4 key supporters of Maskwa in 2021 due to election boundary changes, retirement and resignation. These 4 are Rafah DiCostanza, Richard Zurawski, Geoff Regan and Russell Walker. They all contributed substantially to Maskwa over the years and we thank them for their efforts. 2022 should be another exciting and eventful year for Maskwa .

Facilities & Maintenance *(Dan Dugie and Martin Lundrigan)*

Task priorities continued to be safety, security and program support while keeping an eye on present and future infrastructure but with the added focus of enhanced fiscal restraint due to an unknown level of yearly revenues. With our current account balance, 2022 may be a time to focus on the replacement of various infrastructure items.

Annual tasks of install and removal of docks, repair and maintenance of club, safety boats/motors, trailers and truck, and install and removal of the race course, were completed. These tasks also included:

- Half of the roof on the old clubhouse replaced this fall by Advanced Roofing
- Continued testing and documentation as a Registered Drinking Water Provider IAW Dept of Environment guidelines.
 - Possibly look at changing from a registered public drinking water source and move to annual, or bi-annual testing
- Various deck and dock repairs
- Heat pumps repaired, and serviced Fall 2021 (Backman Heating and Cooling)
- Continued boat repairs, one motor mechanical issues beyond repair summer 2021
 - Possible to look at replacement of two aging safety boats in future.
- New signage installed spring 2021
- Tree removed after falling on main clubhouse Nov 2021. Tree removed by Martin and Dan, roof repaired by Advanced Roofing, \$200+hst
- Completion of drywall and painting in the gym – (thanks to Kinnon Kendziora for leading the charge)

Future Considerations:

- Replace weather stripping on the doors of clubhouse
- Parking lot line painting to be completed spring 2022
- Assess aged safety and other boats no longer in use, potentially offer them in an auction format to club members
- Replacement of 2011 Ford F250
- New Outboard motor
- Excavate and install new drainage in driveway adjacent to old clubhouse
- Deck replacement at the old clubhouse, parking lot side, or future replacement of old clubhouse completely. Seek funding

- Investigate feasibility of installing roll up door to replace old Clubhouse beach doors
 - Boat bay – Remove existing damaged drywall, and spray foam boat bay to inhibit mold
 - Grounds clean up, dead trees, brush, garbage
 - Water testing, move to 2 year cycle
 - Day camp docks – repair and/or replace due to extended age and overall condition.
 - Swim Lane Floats -with no swim program determine alternate usage
 - Removal of three old septic holding tanks from below the old clubhouse deck to create additional storage
 - With recent availability of high speed internet revisit installation of video security enhancements and monitoring
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Code of Conduct Report *(Mark Taylor, Code of Conduct Chair)*

Code Of Conduct Year End Report:

This year we had 2 minor incidents and 5 major incidents, the same number as the previous year. There have not been any repeating cases throughout the year, and no repeat offenders from the previous year.

We did have an incident involving a male adult who is a member of the club, and 2 female coaches. This is a first of this kind that I've seen at Maskwa from the past 5 years and something that we all take very seriously. Our employees were issued formal written apologies, and the adult was reinstated after a couple day suspension, and conversations with our board. I would like to compliment all of our board & staff on the handling of this situation. While we can not always prevent incidents, we can try our best to support our staff, and create a safe workplace. That is exactly what our board has done with this incident, and it's important that we continue to provide, and improve upon this support with our staff.

Lessons Learned:

- As the code of conduct chair / our board we need to continually ensure that our young employees feel safe and comfortable in the workplace. This is easier said than done, but having open communication with our employees, and follow up conversations is essential to ensuring that all employees are in a safe, respectful workplace.

- Our board, and head coaches should continually remind all levels of employees that our board is here for them, and everyone at Maskwa is required to uphold our code of conduct.

Marketing Year End Report:

This year we launched a new website at www.maskwa.ca and we turned on our Google grants, which is giving \$10k/m in google ads. We turned on these ads for 1 children's program, the paddle all program, the masters paddling program, and the dragon boat paddling program. The dragon boat google ads has performed the best and driven the most clicks, and our dragon boat program capacity reflects the interest & the success of our ads. We now have the ability to almost instantly drive enrollment into current & new programs at maskwa (e.g. if we wanted to start a SUP racing program) we should most definitely find more ways to tap into the big ad spend that we're allowed with Google. Potentially driving traffic for sponsorships, government open letters etc.

We've also had two 50/50 draws done in collaboration with ADCKC clubs. Both have been a success, and relatively easy to implement for us at Maskwa. The google ads have also helped us out (a little bit) with driving traffic to support Maskwa in the 50/50 raffles, but our own members prove to be the most active to take action for these initiatives.

Masters Report *(Dan Dugie, Masters Representative)*

The Maskwa Masters program had another successful year despite all of the challenges of operating through the impact of Covid-19. Through in-person to Zoom workouts with various iterations in between the program continues to grow and develop.

As a group you would be hard pressed to find a more welcoming collection of individuals who enjoy the challenges, fun and camaraderie of paddling and who work together to achieve their individual personal fitness goals in concert with the overall development of their fellow paddlers. With 32 members in the summer program and 22 this winter our numbers have increased over previous years with feedback indicating that the program is thoroughly being enjoyed.

Currently being coached by Jacob McKenna and Morgan Pugh-Toole the overall program has been quite effective in the development of all the paddlers. Having a long desired second coach allows new paddlers to now have more focused attention than was able to be provided in the

past. It also frees up the seasoned paddlers who gave their time to help new paddlers the opportunity to focus more on their own development and crew boats. A win-win all around.

This year we were once again able to participate in 3 regattas with very good individual and crew results. As a Club we are consistently fielding among the largest number of participants and crews overall which again is a reflection of the value of the program. A good example of the development is the results of the C15 races which were permitted in the last two regattas. From a not so stellar last place result in Regatta 2 the paddlers developed over the next month and won the C15 race during Masters Champs in September. Additionally we were a close second at Champs with many crew and personal bests contributing to the results.

Next year we look forward to more fun, development and challenges as well as to welcoming all who would like to join us as we develop through the winter and hit the water in the spring.

Athletes Report *(Jacob Steele, Athletes Representative)*

Although 2021 did not bring a return to normalcy that had once seemed close on the horizon, Maskwa's athletes were resilient through the ups and downs of the pandemic in 2021. They persevered through the spring lockdown and achieved strong performances at Nationals in August. Nationals was very different than previous years due to the pandemic, but I know Maskwa athletes were appreciative of all event organizers who were able to make an event that size happen despite the challenges. Maskwa also won the Atlantic Championship and the overall U12 & U14 Championship, so the club's future is bright.

Maskwa was also well-represented internationally, with Maskwa athletes competing at the Olympic Hopes Regatta, the Junior & U23 World Championship, the Senior World Championship, and the Olympics. In particular, Maskwa athletes of all ages were inspired by Mark de Jonge's third Olympic appearance and wish him the best as he transitions to his post-paddling career.

Maskwa's staff and board worked hard to adapt to ever-changing Covid rules, supporting athletes through virtual workouts, small group training with modified schedules, and regular training at various times throughout the year. Looking forward to 2022, there is considerable uncertainty ahead with the pandemic. I know, however, that Maskwa athletes will continue to be supported by the club and their coaches in working towards their goals.