



Canton Rugby - Annual General Meeting
December 3, 2023
Walthers Twin Tavern

- I. Call to Order - Time: 6:12pm Closing Time: 8:29pm
- II. Attendees - refer to sign in sheet
- III. President Jason Doyle
 - A. Introduction
 - B. Presentation of Videos
 - C. Recap of major club successes/failures this year
- IV. Vice President Jason Wilkins
 - A. Review/Compare opening balances vs. current balances in all accounts
 - B. Discuss large expenditures
 - C. Recap income from fundraising activities
- V. Secretary Monica D'Amico
 - A. Inform membership of quorum requirements and confirm whether we have met quorum and can proceed with voting
 - B. Discuss how voting is going to work this year
 - C. Discuss how our efforts to maintain inventory and track all club belongings and usage of storage units
 - D. Discuss the Dan Strutz Scholarship fund application process
- VI. Press/Media Secretary Stephanie Doyle
 - A. Discuss club efforts to change the face of our organization back to the "rugby is family" culture
 - B. Discuss efforts at establishing transparency with the membership and beyond
 - C. Discuss efforts to extend/revamp social media
 - D. Recap Social Media stats
 - E. Social Media Policy
- VII. Match Secretary Keegan Gillilan
 - A. Recap and discuss the men's season schedule and standings
 - B. Recap and discuss the women's season schedule and standings
 - C. Recap youth seasons
- VIII. Announcement of the 2024 Board
 - A. Elliot Bailey
 - B. Timothy Donnelly
 - C. Stephanie Doyle
- IX. Duties of the Executive Committee
- X. Expectations for Canton Rugby Leadership
- XI. Voting
 - A. Voting by ballot instead of show of hands
 - B. Each person is provided a packet of ballots and a pen
 - C. Use slip to write in the name of the nominee you wish to vote for after voting for the position has opened
 - D. Votes to be collected and tallied before moving on to next vote
 - E. Every person should turn in a ballot for each position. If you do not wish to vote you may write Abstain on the ballot instead of a candidate's name.
- XII. Voting will take place in the following order
 - A. President
 1. Anthony Wilkins Nominated Tim Orr
 - a) Second-Dante R.
 - b) Tim- Accepted
 2. Ben K- Nominated Jason Wilkins-
 - a) Decline

3. Kayli D Nominated Keegan Gillilan -
 - a) Second- by Anthony Wilkins -
 - b) Keegan decline
 4. **Tim Orr elected president**
- B. Vice President
1. Rene nominated Jason W-
 - a) Declines
 2. Anthony Wilkins nominates Keegan Gillilan
 - a) Second - Stephanie Doyle-
 - b) Keegan Accepts
 3. Tim Orr - nominated Monica D'Amico
 - a) Second- Anthony Wilkins
 - b) Declined
 4. Keegan Gillilan nominate- Joe Doyle
 - a) Second Fory-
 - b) Decline
 5. Doug Higgins nominated Carlin Isles
 - a) Second Stephine Doyle
 - b) Accept
 6. **Carlin Isles elected Vice President**
- D. Secretary
1. Stephine Doyle - Monica
 - a. Second Anthony Wilkins
 - b. Accept
 2. **Monica D'Amico elected Secretary**
- C. Treasurer
1. Amber Shaeffer- nominated Keegan-
 - a) Second Austin
 - b) Accepted
 2. JoLynn - nominated Joe Doyle-
 - a) Second by Mark Sterling
 - b) Joe declines
 3. Amber Shaeffer elected Treasure
- D. Match Secretary
1. Stephine nominated Keegan
 - a) Second Miranda
 - b) Accepted
 2. Keegan Gillilan Nominated Joe Doyle
 - a) Second by Tim Orr
 - b) Accepted
 3. **Elected Match Secretary Keegan Gillilan**
- E. Press/Media Secretary
1. Renee Bogue nominated Jason Wilkins
 - a) Declined
 2. Stephine Doyled nominates Anthony Wilkins
 - a) Second Kayli Doyle
 - b) Accepted
 3. JoLynn Bowman nominates Dante Raffin
 - a) Second Jason Wilkins
 - b) Accepted
 4. Keegan nominated Miranda
 - a) Second- Kayli Doyle
 - b) Accepted
 5. Mark nominates Joe Doyle

a) Decline

6. Anthony Wilkins elected Press Secretary

XIII. Announcement of new leadership team

- A. President- Tim Orr
- B. VP- Carlin
- C. Secretary- Monica
- D. Treasure- Amber
- E. Match- Keegan
- F. Press- Anthony

XIV. Question and Answer period

- A. If time allows - until meeting is adjourned
- B. Dante- who is the head coach of the men's team if you (Jason Doyle) are stepping down from the precedence position ?
 - 1. Recommendation from Jason Doyle to the new executive team is to have a meeting for the men's team to vote for captains & coaches.
 - 2. I wouldn't say no to a nomination but I would love to just play with my brother and son next season
- C. Anthony Wilkins - What is the date for the new committee to take over?
 - 1. January 1 everything transfers over to the new executive club & board members
- D. Renee - I love this club & the people in this club and the sport . This board has worked hard & I know everyone has not stopped working for the growth of the club. I have never seen things go smoothly, fundraiser, constitution, banquet and meetings. Everything is being addressed, all of my questions were answered and welcomed. I look at it this way, if you are involved in rugby, whether that be you are involved to play or to run for positions or coach you should want what's best for the club.. There are so many people here and in this club that want good things for us. I just think there is stability in this current executive board and everything has been great. What almost destroyed this club a long time ago was internal fighting. I do not want it to happen again, and we need to stop fighting. If you feel this club is so bad, god bless you and everyone is allowed to think differently but please leave. Go to another team and I will still give you a hug on the side lines still. I asked for two things, communication & transparency. I got it, I was at those meetings, and they answered all of my questions. There is a saying " Do not be a dick head".
- E. Alan Freeman - Is there or can there be consideration for tournaments in the spring instead of just games?
 - 1. Keegan- yes we can, my goal is to make the season to be 50/50 tournament & games. We have to have the correct number of players to travel with. Traveling to a tournament without a full 15 is hard and makes everyone's life harder. But we are going to try.
- F. Michelle- I just want to build on the fact that rugby is a family culture, I have been around a lot of rugby clubs.i knew no one when we started came around and I was amazed by the family I saw. I was impressed with the club because it was the first club that I walked into that everyone said hi and introduced themselves to me. They were truly a family. I want to bring that back and build on that because starting Dec. 12th all four of our family members will be playing rugby. And I want to help group women & youth teams.
- G. Keegan- A goal that has been in the works for a long time is a program to help graduating seniors; get connected with oldboys or whoever to get jobs, and connections into the workplace. Rugby is a great networking tool and we need to be better about it. We need a log of everyone's job and numbers who are willing to help young people connect.
 - 1. Jason Doyle- I nominate the 2024 board to start that jump that program
 - a) Keegan, Monica second this project
- H. Zoe- I just wanted to make a comment to what Keegan said, "Young adults of canton rugby group" - For young adults to connect with people in different workplaces, I think it is a great idea.
- I. Joe Doyle- For fundraising opportunities who do we connect? I see so many opportunities but we may need help Or we don't know who to talk to.
 - 1. Monica - you can send it to me and we can assist in any way.

2. Jason Doyle- fundraising duties fall under the Vice president duty but anyone could help or point you to the right person.
- J. Joe Doyle- with tournaments this summer are there backup options for fields, Are we looking right now?
 1. Jason D- my recommendations would be to get one grass back up. Hall of Fame turf was hot and expensive. We are always looking. This HOF tournament has been around for a long time and we want to continue to host and we need to adjust and grow -
 2. Joe Doyle- Diamond park is an awesome option
 3. Jon - they book really fast - Keegan has reached out but it always full
 4. Keegan- remember we need two fields, and that can make it hard to find a place.
 5. Jason Doyle- we are talking to rugby Ohio about hosting tournaments and playoffs for middle school & high school and hopefully that could open up doors for fields
 - K. Joe Doyle- I know it has been talked about in the past but has building our own field and field house been talked about or has effort been put into that
 1. Jason Doyle- It is our dream to get there, we have an old boy that may have a field but that is a 5 year plan. We have a women's player that may have some space but nothing in the works right now . Carlin wants his own field eventually and that could be a good place for us to grow.
 2. There is work above us happening, Ohio rugby / USA rugby is talking about hosting world cups in the next 7 to 11 years, and they might be willing to help financially get more fields in the area built. Rugby Ohio has shared a little with us but they have asked us to start looking for land. So we will see where that takes us.
 - L. Joe Doyle- I think we should bring back the old boys vs young pups game again. It was awesome seeing some old boys on the lines at games and it's great to feel connect to each other
 1. Jason Doyle- that would be a great idea for the next Executive Committee to talk about, it is hard because of how many teams are playing season in the Spring. But it would be awesome to bring back.
 2. Jon M. If we do an old boys- vs pups it's ONLY TOUCH, I have seen some legs broken. And I just needed it stated and stressed
 - M. Justin Snyder- anyone who is interested in refereeing youth teams, let me know we are in desperate need.
 1. Jason Doyle- anyone who is instead let us know and we can get you the dates for upcoming trains & classes
 - N. Flory- This summer is 48 years , everything was easier back then. We just played rugby there was no rugby Ohio telling us what to do. This club has grown so much and I want to make sure we celebrate it! We should start planning a 50th anniversary celebration.
 - O. Carlin Isles what are we doing about kids that don't have a rugby home, kids that want to play but schools don't have a team. We are missing out on kids who want to play in a lot of schools.
 1. Jason D- firstly push them to sign up for the clinics, this will help us see what school we need to get into to try and build teams. And get information about rugby too.
 2. Jon McDonald- we had a Canton Area team at one point to help this problem, we should bring it back.
 3. Stephine D- getting into the schools is the hardest part and we just need to keep trying to find the yes- we need to. Get the kids to be passionate and help get that passion to the principal
 - P. Carlin- not every school has people willing to coach and be dedicated to growing rugby in all of these school, where do we send them
 1. Anthony Wilkins- The canton area team, was the team that took all of the kids whose schools didn't already have a team. It would be a great thing to bring back.
 2. Joe Doyle- I am running this flag team, I am looking to double in the spring by separating the two schools that all play for one team this past season.
 3. Stephanie D- flag is where we hook the parents when the game isn't too complicated to learn

The talking points / speeches of each EC Member follow below

As president of Canton Rugby I call to order the 2023 Canton Rugby Annual General Meeting. Thank you for coming, it is great to see you all again. As we approach the holiday season, I hope that we can all enjoy some family time together before rugby kicks back into high gear in January. Before we proceed, I want to establish how this meeting will run, and the expected behavior of all attendees. The agenda for the meeting will be:

Presidents greeting and yearly summary

Vice Presidents financial reports, expenditures and fundraising

Secretary's report on quorum, policies and inventory

Press Secretary's report on website, social media reach and policies

Match Secretary's report on all teams

Presidents announcement of the 2024 Board

Then we will begin the voting process for the 2024 Executive Committee

Finally we will have an open forum discussion period as time allows

Please keep all of your questions and comments for the open forum discussion that will take place after the voting process is completed. If there are any distractions or attempts to derail this meeting, we will give any individual one warning before they will be removed from the meeting. If you are removed from the meeting you will lose your right to vote, even though you have already been counted for quorum. This executive committee deserves your respect while they report on their topics.

Now, before we go any further let's tackle the elephant in the room. You will notice that the new proposed constitution is not on the agenda, which requires an explanation. There are a lot of people here who are passionate about rugby. We have representatives from the mens team, the womens team, we have old boys and old girls here, we have youth coaches from Canton, Dover and Perry here as well. We have family here who are supportive of their spouses rugby adventures. We have moms and dads here who support rugby opportunities for their children.

Some of the people here tonight have been to every single rugby related event in our area all year long. Some have been there to support all the youth activities. Some have been there to support all of the adult activities. Some have been there to support the fundraising efforts of our clubs. And there are some people here who have not been to a single event. But every one of you paid your dues to support the club and to help shape the future of rugby here in Canton, therefore you are all considered to be members in good standing. And that is just one flaw of many in our current constitution. The document that governs Canton Rugby is decades old and has no mention of any team other than the men's team. The current EC spent a lot of time preparing a new constitution to help shape the future of the club, and we fully stand behind this proposed constitution 100%. But with the happenings of the past few weeks, we realized that there is still a flaw in the new document. As clubs under the umbrella of the Canton Rugby Club grow, we need to make sure that there is equal representation when it comes to voting in new leadership. We all want to protect the club and make sure that it can be run as problem free as possible for the foreseeable future, but if one sub club could enlist enough people to pay dues and put in a concerted vote then that should be seen as a problem. This is why we need to go back to the drawing board with the constitution and make sure there is language for equal representation for all clubs. Besides, the climate in the club is not suitable to pass a new governing document at this time anyway.

As the president and leader of the club, maybe I am to blame for this. It certainly seems that I am unable to communicate fully with everyone as to what might be best for the entire Canton Rugby organization. My opinions may not align with yours, but one thing I know for sure is that I am passionate about rugby. And I am passionate about anyone else who plays rugby. I think back on the speech honoring Dan that I have given ahead of youth events for the past few years. I use this quote from Sir Jon Kirwan:

I often say that rugby is like life. You can have the ball in your hand and be running down the field feeling unstoppable. Then someone tackles you and you hit the deck and you're vulnerable, you're lying there exposed. Suddenly your teammates are there, not just over the ball but over you, protecting you. They're prepared to put their bodies on the line for you. That's what happens in life, you fall over and your mates come to your aid.

I am a firm believer in “don’t tell me what I want to hear, instead show me what I want to see.” I am not a politician, and I am not a snake oil salesman. I work hard and try to provide every opportunity that I can for everyone around me. I would hope that I am approachable enough that if you had a problem with something that was happening that you would be comfortable enough to just come speak with me about it, rather than rile up a bunch of people behind my back to squash the progress that is needed for so many reasons. If any of you here today feel that I am unapproachable, then I apologize to you. I wish I could have done better. But know this, if I see you lying on the ground, I will still be the first one there to ruck over you and protect you. If serving in leadership can have this much affect on relationships, then I want no further part in it. Which is why when it comes time for voting, I will not be accepting any nominations. I will serve as past president on the executive committee in 2024 and enjoy retirement after that.

Enough about me, lets talk about 2023. This past year, although somewhat challenging has been also very rewarding as we accomplished many great things together. Before we recap some of the accomplishments from 2023, I must first say thank you to the Executive Committee for their unwavering commitment to Canton Rugby as a whole. We started off the year strong, set some goals for the club, and continued to smash them all year long. We held at least one meeting per month, and had more than a handful of additional meetings ahead of special events. We also worked very hard on the new constitution, holding additional meetings and zoom calls for that as well. We ran 3 open forum town hall meetings, which each of us presented topics at, and they will also be covering topics here tonight at the AGM. They created policies to benefit everyone in the future. They built relationships with other ruggers so that Canton can reap the benefits of like minded individuals. They showed up early and stayed late for all of the events. This EC did a tremendous job all year, and they deserve all the recognition for how far the club has come. So Thank You Josh Archinal, Monica D’Amico, Stephanie Doyle, Keegan Gillilan and Jason Wilkins, your selfless efforts all year long are greatly appreciated.

Some of you may not be familiar with all that we have done in 2023, so the best way to recap for everyone is to touch on the bigger topics that we covered at our

Town Hall open forum meetings throughout the year. We began with our first town hall on Sunday March 5th. At this meeting we covered:

HOF Dome winter clinic attendance

Youth Commissioner voted in place by the EC

Formal process for Scholarship Disbursement

Established needs and ordered balls for all teams, ruck pads and flag belt kits

Josh covered his full reconciliation of the 2022 financials and reported on funds through February 2023

Keegan covered the mens spring schedule and we started the discussion to move to D3 and the group fitness opportunity at FitCO

We covered the forming of the womens team after the clinics and the due process for coach selection

Steph covered online clinic registrations and updated on the change war fundraiser and Be the Change T shirt order

Steph covered her vision for social media and driving website traffic, she also shared stats on team growth and how everyone could help with that

Jason shared the status of recruiting as the clinics were nearing their end and began the discussion about spring dues

Jason also discussed the potential spring raffle and Monte Carlo event, and announced the date for the HOF 7s tournament

We reviewed all of the existing youth teams as well as start up teams as a result of the indoor clinic involvement and coach expansion

Steph reviewed the constitution and the revised structure agreed upon by the EC, beginning of the bylaw phase and possible dates to present to the membership

At the Thursday June 8th meeting we discussed:

The mens team numbers for the 22/23 cipp calendar year

We reviewed all of the youth team competitions for the spring from flag up through HS

We proudly announced that 10 of the 17 seniors committed to playing rugby at the collegiate level, some from connections made during our indoor clinics

The womens team was able to compete at prom at the pitch in Akron and were looking forward to competing in summer tournaments, as well as holding a meeting to select fall leadership and new kits

Jason recapped the Grillin and Chillin fundraiser:11,043.51 total raised with every team earning their own money

Jason discussed getting volunteers for the HOF 7s tourney and other details

Jason also announced the date of the Monte Carlo event August 26th at NC Eagles

Josh did a full financial review for the 2nd quarter with plans to open sub accounts for all of the new teams

Josh established the reimbursement form and the EC set the policy in place

Steph reported on the club emails being switched to non-profit status so that we don't pay \$6 per month and transferring of those emails to the next officer

Steph discussed the inventory being gathered and stored at the newly rented storage facility at Faircrest and 77

Steph also provided the total reach for our social media with stats

We announced the mens fall schedule and discussed summer tournaments, as well as holding a meeting to select fall leadership and new kits

We revealed the custom balls that were ordered in memory of Dan Sturtz and that these balls would be available for sale, with all proceeds going to the scholarship

At the final town hall meeting on September 10th we discussed:

Joshs accident and discussed the improvements in his condition and the planned team visit on Tuesday after practice

We recapped our year to date milestones: mens and womens kits ordered, new post pads, returning mens players from Akron, coaching and team leadership voted on during team meetings, etc..

Mens team leadership update and indoor practice set up for potential playoff run, discussed how the season was transpiring and discussed playoff travel plan, rugby 101s in Nov and Dec and then winter clinics have been set up for recruiting for next spring

Womens team leadership update, indoor practice set up for later in the fall, rugby 101s in Nov and Dec and then winter clinics have been set up for recruiting for next spring

We announced that Perry would have a boys and girls team in the fall 7s league with Doug, Bryan, Mike and Eric coaching, plus rugby 101s in Nov and Dec and then winter clinics have been set up for recruiting for next spring

Jason recapped the cancelation of the HOF 7s tourney due to rain, we had 9 mens teams, 4 womens teams and 7 hs teams registered and had to refund their reg fees, most of the costs can be recovered next year as everything will be used

Jason also recapped the Monte Carlo event where we raised about \$8900, with all teams raising funds for their specific team, as well as funds for Josh's recovery

Jason also announced the fall banquet date of Nov 18th at La pizzeria

Steph reviewed the 3rd quarter financials and the resolution that was established by the EC for Joshs absence, key points on the finances: major expenditures are done and the overall balances are up even after all the major expenditures

Monica explained that we put an anonymous feedback form on the website to field questions, provide feedback on leadership and make the EC aware of any incidents. She also asked for any past meeting minutes from previous years so that we can add it to the canton rugby drive

Steph reported on social media stats again, and we encouraged everyone to hit the like and share buttons on our posts to further broaden our media reach

Steph reported on where we were at with the constitution, trying to finish up financial bylaws before it goes to the attorney for review, once reviewed we will present to membership 30 days prior to a meeting for voting

Steph shared the proposed leadership structure printout for anyone in attendance

Steph shared the proposed timeline for sharing (Nov 3) and voting (Dec 4)

As you can see we covered a lot of topics at those open forum town hall meetings, and we tried to answer every question that was raised as well. We did our very best to keep everyone informed of all things happening for all Canton Rugby clubs. We do feel that they were beneficial in many ways to the people who were able to attend. We actually wrote it in as part of the new constitution that the town hall meetings need to be held for transparency from the executive committee to the members. We also hope to see attendance continue to improve at these meetings so that members are more informed.

To finish off this year, we held our fall banquet at La Pizzeria on Saturday November 18th. We celebrated both the mens and womens teams with a lot of fun and a lot of emotion. Every player in attendance received an award, some funny awards like a flava flav clock or pass the poo game, and some received more prestigious awards. The club voted awards that we handed out at the banquet were:

Pack MVP – Tim Orr

Back MVP – Billy Coughlin

Most Improved – Shannon Williams

Overall MVP – Billy Coughlin

Eibel Award – Quinton Davis

Dan Sturtz award – Stephanie Doyle

16th Man award – Amber Shaeffer

Renee Bogue award – Renee Bogue

The banquet was a great way to cap off another great year for Canton Rugby. It is crucial for us to get together to celebrate our successes with each other. And now, the rest of the EC will share more successes that we have celebrated together this year.

First I would like to bring up Jason Wilkins to provide his report on the 2023 club financials.

Monica D'Amico will now present the secretary's report

Stephanie Doyle will now provide her report on the website and social media

Keegan Gillilan is up next to report on all teams for 2023

Per our current constitution, the EC is to appoint the 3 person board prior to the AGM. We have decided that the board for 2024 will be:

Elliot Bailey, Stephanie Doyle and Tim Donnelly

We are excited to see what these 3 will do as they put their heads together, set some goals of their own, and accomplish great things alongside the 2024 EC.

Lastly, before we get into voting, we would like to quickly go over the duties of the EC as well as the expectations from Canton Rugby Leadership.

Duties of the EC are as follows:

Recommend laws, appoint committees and review all agenda prior to meeting, and also recommend club dues by analyzing club needs

Recommend the future direction of the club

Oversee and control club funds with approval from Board Members

Carry out disciplinary actions for members. The committee has the right to expel or suspend any member for serious violations of the bylaws or actions contrary to the interests of the club.

Review the management and administration of club facilities

Other such acts and decisions as may be brought before it by club officers, section conveners or club members

The expectations for Canton Rugby leadership are as follows:

Be committed to growing youth and adult rugby under the Canton non-profit umbrella, continuing the legacy we have been building here since 1976

Focus on decisions that make the Canton Rugby program stronger & better in order to create the program that will make other people WANT to play here. If you build it, they will come

Foster an environment of open communication between the other leaders and all members of Canton Rugby

Be open to criticism and opinions that differ from yours, be willing to talk through them with respect for the other person/people

Be willing to see and explore all pros and cons of a situation or decision and how it affects EVERYONE in the club

The EC should meet monthly at minimum, the meeting should follow an agenda, and meeting minutes should be provided to electronic club record

The Board of Directors should meet with the Executive Committee at least once quarterly but should be informed of, and have the opportunity to attend, all meetings. The board should be provided meeting minutes following each meeting

This leads us to the voting portion of the evening. Before I open the floor for nominations I will explain how the voting process will go. First, here is the agenda for positions as they are listed in the current constitution:

President Vice President Secretary Treasurer

Fixture Secretary Publicity Secretary

The voting process will be as follows for each position:

Nominations will be accepted from the floor

Nominations need to be seconded from the floor

Nominee must accept or decline

Once there are no more nominees for the position, each nominee will be given a chance to speak on their behalf as to why they wish to hold the position and what they hope to accomplish. Please be respectful and remain quiet while the nominees have the floor.

One ballot for each position has been given to all dues paying members in good standing. Please write down your vote on a slip. If you wish to abstain from voting, please write that on your ballot to be turned in. Everyone needs to turn in a ballot for each position so that there is no double voting. Ballots will be collected and counted between each vote for position, with the electee announced before we move to the next positional vote.

With the rules now being clearly stated, we will now begin with voting. Do we have any nominations for

President

Vice President

Secretary

Treasurer

Fixture Secretary

Publicity Secretary

This concludes the election for the 2024 executive committee. We will now open the floor for questions. Please raise your hand to discuss a topic with the 2023 executive committee.

Jason Wilkins Presentation

Financials:

January 1, 2023

December 2, 2023

Difference

Date	Club Ledger	Balance		Date	Club Ledger	Balance	Difference
1/1/2023	General Fund	\$11,847.73		12/2/2023	General Fund	\$5,554.30	(\$6,293.43)
1/1/2023	Men's Fund	\$5,665.75		12/2/2023	Men's Fund	\$6,886.04	\$1,220.29
1/1/2023	*Canton Area Fund	\$1,405.35		12/2/2023	Canton Area HS Fund	\$1,406.27	\$0.92
1/1/2023	*Bulldogs Fund	\$2,107.07		12/2/2023	Canton Area MS Fund (Bulldogs)	\$2,108.99	\$1.92
1/1/2023	Dover Fund	\$6,743.60		12/2/2023	Dover Fund	\$8,469.26	\$1,725.66
1/1/2023	Perry Fund	\$2,605.81		12/2/2023	Perry Fund	\$3,590.84	\$985.03
1/1/2023	*Rookie Rugby Fund	\$1.38		12/2/2023	Canton Area Flag Fund	\$1,535.38	\$1,534.00
1/1/2023	Dan Sturtz Scholarship Fund	\$6,185.55		12/2/2023	Dan Sturtz Scholarship Fund	\$6,797.13	\$611.58
1/1/2023	Women's Startup Fund	\$995.00		12/2/2023	Women's Fund	\$1,491.74	\$496.74
1/1/2023	Youth Startup Fund	\$995.00		12/2/2023	Youth Startup Fund	\$819.86	(\$175.14)
1/1/2023	Jackson Fund	\$0.00		12/2/2023	Jackson Fund	\$1,356.24	\$1,356.24
1/1/2023	North Canton Fund	\$0.00		12/2/2023	North Canton Fund	\$1,777.82	\$1,777.82
1/1/2023	Disaster Relief Fund	\$0.00		12/2/2023	Disaster Relief Fund	\$0.00	\$0.00
TOTAL OF ALL LEDGERS 1/1/2023		\$38,552.24		TOTAL OF ALL LEDGERS 12/2/2023		\$41,793.87	\$3,241.63
				TOTAL OF SELLABLE MERCH IN INVENTORY:			
						\$8,340.00	
				TOTAL OF ASSETS:			
						\$50,133.87	
				INCREASE OF FUNDS ON DEPOSIT SINCE 1/1/23			
						\$3,241.63	
*Canton Area Fund renamed Canton Area HS Fund							
*Bulldogs Fund renamed Canton Area MS Fund							
*Rookie Rugby Fund renamed Canton Area Flag Fund							

- The General Fund is down approximately \$6,300 but the income of the following two items will pretty much recoup those funds
 - The HOF Tournament Shirts were purchased from the General Fund and are sitting in inventory, so once we sell those next year, all those proceeds should go to the General Fund. Inventory is valued at \$3,555
 - The HOF Clinics were \$7,000 and have already been paid in full. We have already received some income from registrations, and we anticipate additional registrations in the amount of \$3,500 which should be directed to the general fund
- The Youth Startup Fund is down approximately \$175
 - We used the funds to purchase ball kits and cones for our start up teams who didn't have any funds at the time of startup
- All of our other clubs have seen an increase in funds some of the more substantial increases are: Men's at \$1,220, Dover at \$1,726, Perry at \$985, Canton Flag at \$1,534, Dan Sturtz Fund at \$611, Women's Fund at \$497, Jackson Fund at \$1,356 and North Canton Fund at \$1,777
- ALL IN ALL OUR CLUB FUNDS ARE UP \$3,241 SINCE THE BEGINNING OF THE YEAR and our inventory is valued at \$8,340.
- Our total cash on hand and value of inventory as of 12/2/2022 is \$50,133.87

WE MADE THE FOLLOWING LARGE INVESTMENTS IN THE CLUB THIS YEAR:

- \$2,021 from women's account for their first set of jerseys and team shorts
- 5,547 from the men's account for three sets of new jerseys and two sets of team shorts
- \$2,182 from the general fund for HOF 7's Tees. These are undated so we can sell them at the next tournament (if sold at \$15 each, they could bring in \$3,555)
- \$7,000 for the HOF Village Indoor Clinics
- \$1,246 for a storage unit
- \$1,385 for custom Dan Sturtz balls (we have 75 in stock and could potentially raise \$3750 from future ball sales)
- Additionally, we did incur additional financial losses from the day-of cancellation of the HOF 7's Tournament for refund processing fees, tournament sanctioning fees and other items that were purchased for the tournament but can be used next year.

WE RAISED THE FOLLOWING FUNDS THIS YEAR:

- The Monte Carlo Fundraiser brought in a total profit of \$8,870
- The Grillin' and Chillin' Fundraiser brought in a total of just over \$11,000

ALL IN ALL to be up over \$3,200 after all of the major investments we have made in the club this year is very impressive.

Additionally, we have many things we need for the 2024 HOF 7s tournament and will not need to purchase any merchandise so our profit from that event this year will be on a much larger margin than usual.

We also have registrations coming in for the HOF Clinics and will continue raising money to recoup the funds already spent.

The club is in excellent shape financially this year.

RECONCILIATION OF THE 2022 FUNDS,

ON MARCH 5th, 2023, TREASURER JOSH ARCHINAL PROPOSED A MOTION TO THE 2023 EXECUTIVE COMMITTEE FOR HIS RECONCILIATION OF THE 2022 FISCAL YEAR ACTIVITY TO BE APPROVED. THIS MOTION ALSO INCLUDED A MOTION FOR THIS RECONCILIATION TO BE ENTERED INTO OFFICIAL CLUB RECORDS. We all signed and approved this motion on 3/5/2023 and have one copy of Josh's reconciliation here today. This reconciliation supersedes all previous financial reporting for 2022 and has been deemed accurate and acceptable by the EC.

Monica's Topics

Inform everyone about quorum.

- We have 76 members in good standing eligible to vote tonight. Which means we need a quorum of 50 to conduct voting. (We met exactly 50 in person and two remotely for a total of 52)
- Voting will be by ballot this year, each person was given a baggie with 6 slips of paper. You will use one slip of paper to vote on each position. Once nominations are accepted, the vote will be cast. Use your paper to write the name of only one accepted nominee, or if you aren't comfortable voting, you may write "abstain".
- Votes are anonymous only to the point that everyone else in the room cannot tell who the popular vote is by a show of hands. Votes will still be counted and logged and attached to a person via their assigned number. This is being done to prevent bullying or pressure by your peers to vote for one candidate over another

Talk about a few things that you have been a part of establishing and tracking for the club

- DAN STURTZ SCHOLARSHIP FUND
 - To encourage usage of the fund while still preserving funds, we established a formal application and procedure for requesting funds to streamline the process and make it easier for everyone.
 - The club may only award up to 30% of the annual opening balance of the Dan Sturtz Scholarship fund in any given year so that there is longevity of the account
 - The player must complete the RugbyOhio grant application (if available) to establish a need for funds. RugbyOhio handles all of the income qualification process and provides a partial grant. Once they have issued the grant the player proceeds with Canton Rugby.
 - The player is then eligible to apply for a scholarship for the portion of the RugbyOhio/USA Rugby registration fees not covered by the RugbyOhio Grant.
- INVENTORY LIST/STORAGE UNIT
 - We all worked together to gather up all of the club materials from coaches and previous executive committee members and leaders and have compiled everything into one storage unit.
 - Additionally we have completed an inventory list to show everything we have on hand at the storage unit so that we can reference the list before buying something.
 - All tees and promotional type items are on available through the website and automatically removed from inventory when purchased (Value of this kind of inventory is currently \$8,340)
 - By gathering up these items and keeping track of them at once facility and also on one combined list, we aim to save the club money and prevent things from being purchased twice.

Steph's Talking Points

As the press secretary, my role with the club is to be the face and the voice of Canton Rugby as a whole. which is actually pretty comical because for those that don't know, I have an intense fear of speaking in front of people or having attention called on me. So much so that still, at 45 years of age, it's unbearable for me to open a gift in front of someone if they're watching. I talk it about it openly that I dropped out of college after 4 full time years... because my fear leading up to having to speak in front of people would cause me to pass out puke... so even when my speeches were written and practiced to perfection I would find myself sick, sitting in my car in the school parking lot or hugging the toilet in a bathroom stall outside the classroom. BUT ***The only way to freedom and healing is through vulnerability*** so, instead of staying home tonight in fear of speaking to the room or in fear of being called on, I am here. I am here because I am EXTREMELY PROUD of everything the executive committee has accomplished this year, and I refuse to let anyone, especially my own self, take away the opportunity for me to be here with them tonight at our annual general meeting.

Now, anyone who attended last year's meeting caught but a glimpse of the atmosphere that had been created within the leadership of our club. Leading with hostility and anger has a trickle down effect, and our club was already experiencing the second year of that behavior when Jason and I came onto the board. One thing I have learned since serving with this club is that people who bond with other people through commiserating and planning "coordinated attacks" behind the scenes ...are dead set in believing that other people are doing the same to them. That's called projection. And it's extremely dangerous for any leader to behave that way. A person's refusal to communicate and discuss their concerns or issues with the people they are supposed to be working WITH, and instead getting dozens of other people riled up with nothing but their flawed perception of a situation, is absolutely toxic to any organization - no matter how noble these people make it seem. Equally as dangerous, are the people who blindly believe, or who don't question what they are being told by talking to both sides to understand the "whys". Why is it done this way instead of this way? *There is always a reason.*

But after last year's experience serving on the EC which ended with a person in leadership humiliating me in public, my solution after being re-elected this year, wasn't to "get even". My solution was to work even harder to create an atmosphere where *it's not ok to treat other people that way*. I and the rest of the executive committee diligently worked to understand the "whys" of every situation before we made big decisions and the end result has been overwhelmingly positive.

First and foremost, the biggest decision we made in our efforts to change the face of the club and bring back the "rugby is family" culture, was to bring complete transparency back to the forefront. This was a team effort by the EC and we set out to accomplish this by holding quarterly town hall meetings open to everyone and posting the meeting minutes on the website afterwards for anyone who couldn't attend. During these meetings we allowed everyone to openly ask questions or express concerns. We've sent numerous surveys and questionnaires to the players and/or coaches throughout the year seeking feedback, and we set up an anonymous feedback form on the website. The thing about transparency though, is it only works if both sides want it. Unfortunately we still have people who refuse to attend meetings or sit down and talk to the EC about their concerns...and instead continue to spread misinformation and frustrations to others. We know who you are, and the rest of membership is figuring it out too...and your world is getting smaller....so please talk to us when you are ready. We want nothing but to continue our mission of bringing that "rugby is family" culture back to this club and we need you on board.

The next major undertaking was to make social media work for us in assisting with transparency and putting on a positive face for the club for all of the public to see. We accomplished this by recognizing players and coaches, sharing our successes and failures, and coming together as a rugby family to do what we could when our rugby brother Josh was critically injured in an accident. People were watching as we mitigated the day-of cancellation of the HOF 7's tournament and the temporary vacancy of the treasurer position. But we handled these things with Grace, and in turn people were understanding. We set up new social media accounts for all of our new teams this year so that they could engage with the community, as well as upped the frequency of the clubs social media presence overall.

At the beginning of the year, Canton Rugby had just under 1,200 Facebook followers. That number is now up to 1,458.

Our top 10 posts in 2023 provided exposure to 61,600 people, in comparison to the top 10 posts in 2022 which provided an exposure of 26,100. Which means that 2023 saw a 236% increase in overall exposure which is just incredible! *And these stats are just from 10 posts!* We can't stress enough how much it increases post circulation when you just take one second to "like a post".

I am a nerd and love to know details, and I feel it's important to share the things people find value in on Facebook so I'm going to share the top 10 posts with you:

- 1) 17,900 - Press Release regarding Carlin Isles joining in the clinics

- 2) 7,600 - Announcing the Jackson Flag Rugby team
- 3) 7,300 - Announcing Josh's Go Fund Me after his accident
- 4) 6,500 - Announcing the Glen Oak Team
- 5) 6,000 - The initial announcement of the indoor clinics
- 6) 3,900 - Tournament Cancellation
- 7) 3,300 - Michelle Herdlick's pictures from the 11/14 Clinics (album 3 out of 3)
- 8) 3,100 - Dan would be proud! Recapping the flag season and new teams
- 9) 3,000 Special Guest Coaches at this past January's indoor clinics
- 10) 3,000 - The promo video that Matthew Tyler Media put together for our club.

Unfortunately an increase in social media presence came with the need to mitigate several posts and comments that didn't align with the club's overall goal of kindness and respect towards others. Also unfortunate, many of these came from people within this room. But this is a good thing, because it led to us establishing a much needed formal social media policy for our club. More or less, don't act in a way that can harm the reputation of the club, and keep your ***negativity and negative energy away*** from the club's page.

An additional effort to change the face and image of this club, was to accept and outwardly express to the public, that it's not up to the Canton Rugby EC, or anyone else for that matter, to tell a person where they can or can't play rugby. Instead of bitching and commiserating about a rugby brother's choice to play elsewhere, we redirected our energy and efforts into building a club they would want to return TO. And with that, several of our longtime Canton brothers returned to their home pitch and are eager to continue building on their rugby roots here in Canton, some not only playing on the men's team, but stepping into coaching and leadership roles within the youth and adult programs as well. For those that continually criticize our "decision" to allow them to return, how many of you asked them "WHY?" Why did they leave? None of you. How can you begin to understand a situation when you don't ask "why?".

And last but not least...Maybe not so much an effort to change the face of our club, but more proof of where our efforts have landed us... is the fact that a two-time rugby Olympian sees what we are doing, believes in our approach, and wants to be a part of it. I can think of no greater compliment to this club, that we have arrived at this place in time where people are finally SEEING US, and realizing that we have a lot to offer. Plus the repository **finally** picked up and published something I sent them which I thought would never happen. Those sports writers aren't too keen on rugby. But we will keep working on that too!

Now, a few people have asked, but a lot of people in this room might wonder "why" about me. "Why does she volunteer all this time, why is she so passionate about Canton Rugby"? And I'll tell you why. It's because the day that Jason introduced me to his kids was the same day that we all rode up to Youngstown for a match. It was 2012 and for those of you who were around then, you know what the culture of the club was like. It was a family, and I was instantly welcomed. I saw the passion that Kayli and Jake had for the sport, and for watching their dad play the sport, and I saw the passion that my husband had for the sport. Jason and I spent a lot of hours talking about how we could make rugby bigger and better. And we did, starting with Panther Rugby for Jake. And then I saw these kids' lives changing one by one. I saw teachers and administrators turn to Jason repeatedly to ask him to help get through to kids because the teachers said rugby was the **only thing** that mattered to them. I watched as Jason gave up buying the truck he wanted, to purchase a mini van so that he could provide as many rides as possible to the kids who didn't have parents that cared. We established a rugby family at Perry and taught the kids some tough lessons - that winning isn't everything. ***But rugby culture IS.*** Our high school girls were resilient when there weren't enough players to form a team and they had to combine with their competitors just to play - two years in a row. Our high school boys were resilient when the numbers just weren't there and they took the pitch battered and bruised to avoid a forfeit. Under our leadership, those kids were taught that winning isn't everything ***but that your rugby family IS.*** As long as all of us in this room continue to respect our rugby roots and continue teaching kids that the culture of rugby is *so much more important than the wins*, then we all will have done our job, and we will have done it well. *When the team is built on rugby culture, the wins will come in time...and they will be genuine and sustainable. But when the wins are prioritized over the culture, those short term victories WILL NOT be enough to sustain a club through the highs and lows.*

With all of this being said, I started out this year after a person in leadership made a public claim that I wasn't "fit" to serve on any board, especially "Canton Rugby's board". I hope I proved to you that despite operating under the heaviness of that "black cloud" that followed me around all year, that I AM fit to serve this club. And I look forward to continuing my efforts of transparency and open communication as I move to the next phase of leadership. Thank you to those who took time to get to know me and to those who are willing to consider me as the person I say I am and not who someone else says I am.

In closing, I'll leave you with a quote from my favorite musical artist:
"If hate's the gate to peace? This is the last stop".