



ANNUAL GENERAL MEETING

APRIL 27TH, 2025



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PREVIOUS MINUTES

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**The Ontario Rugger Union,
operating as “Rugby Ontario”**

Annual and Special Meeting
May 5th, 2024 – 11:00 AM
Abilities Centre, Whitby, ON & via Zoom

MEETING MINUTES

Minutes of an annual and special meeting of members of The Ontario Rugby Union (the “Corporation”) on May 5, 2024 at the hour of 11:05am EST.

PRESENT:

Board of Directors

Name	Position
Brian Crothers	Chair
Dave Best	Vice-Chair
Ian Royer	Secretary
John Easson	Treasurer
Sean Rennie	Director
Marius Felix	Director (virtually)
Barb Gillie	Director (virtually)
Tim Matthews	Director
Shelley Ince	Branch Council Director

Members

Club	Attendee
Ajax Wanderers RFC	Stew Dobbs
Aurora Barbarians RFC	Steve Hall
Balmy Beach RFC	Iain McLeish
Barrhaven Scottish RFC	John Dingwall
Belleville Bulldogs RFC	Josh Chambers
Brantford Harlequins RFC	Dave McLean
Brock RFC	Mark Pinguet
Burlington Centaurs RFC	Nick Manz
Bytown Blues RFC	Jim Shaw



Caledon Cavaliers RFC	Alan Unstead
Canada Touch Rugby	By proxy to Burlington Centaurs
Canadian Jax Rugby Club	By proxy to Ottawa Ospreys
Crusaders RFC	Chris Tudor-Price
Eastern Ontario Rugby Union	Dave Beyer
Georgian Bay Titans RFC	Todd Hammond
Grimsby Gentlemen RFC	Chris Atkinson
Guelph RFC	Gary Robinson
Hamilton Hornets RFC	William Redgate
Kent Havoc RFC	Alicia Huston
Kingston Panthers RFC	Cameron Gunn
Lanark Highlanders RFC	Dan Drummond
Lindsay RFC	Stephanie McDonald
London St. Georges RFC	By proxy to South West Rugby (SWRU)
Markham Irish Canadian RFC	Chris Serpanchy
Mississauga Blues RFC	Lesley Swan
Niagara Old Boys RFC	By proxy to Burlington Centaurs
Niagara Rugby Union	By proxy to Grimsby Gentlemen RFC
Niagara Wasps RFC	Chris Hodgson
Oshawa Vikings RFC	Johnny Watkins
Ottawa Irish RFC	Kevin Ireland
Ottawa Ospreys RFC	Jason Duff
Ottawa Wolves RFC	Emilie Letourneau
Owen Sound RFC	Darcy Werger
Rainbow Griffins	Nate Ives
Sarnia Saints RFC	Brendan Groombridge
Scarborough RFC	Petra Woods
South West Rugby	John Weller
The GITS	Ray Hopkin
Toronto Buccaneers RFC	Richard Williams
Toronto Dragons	Jim Quattrociocchi
Toronto Muddy York	Kevin Joseph
Toronto Nomads RFC	Steve Darley
Toronto Rugby Union	Shelley Ince
Toronto Scottish RFC	Brendan Chapman
Waterloo County RFC	Josh Windsor

Staff

Name	Position
Myles Spencer	CEO
Nicole Kovacs	COO (virtually)
Jamie Holmes	Coordinator, Member Services
John Hyland	Director, Rugby Operations
Luke Bentvelzen	Coordinator, Leagues & Competitions

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Funded by the Ontario Ministry of Tourism, Culture and Sport and the Government of Canada



Jocelyn Poirier	Manager, Rugby Development
Sandro Fiorino	High Performance Technical Manager
Samantha Tinajero-Alvarado	Coordinator, Digital Media & Communications

ABSENT:

Members

Club
Barrie RFC
Bay Street RFC
Brampton Beavers RFC
Brockville RFC
Bruce County RFC
Canada Misfits Rugby
Cobourg Saxons RFC
Cornwall RFC
Fergus Highland RFC
Middlesex-Huron Youth Rugby
Norfolk Harvesters RFC
North Halton Highlanders RFC
Ottawa Senators RFC
Petawawa-Pembroke & Valley RFC
Peterborough Pagans RFC
Stoney Creek Camels RFC
Stratford Blackswans RFC
Toronto Inner-City Rugby Found.
Toronto Saracens RFC
Upright Rugby Rogues
Windsor Rogues

1.0 Call To Order – Rugby Ontario Annual and Special Meeting

The annual and special meeting of the members was called to order at 11:05 am by the Chair.

2.0 Territorial Land Acknowledgement

A Territorial Land Acknowledgement was presented.

3.0 Establishment of Quorum

A quorum of the members being present, and all the members having been sent notice of the meeting in accordance with the provisions of the *Not-for-profit Corporations Act, 2010* (Ontario), the Chairperson declared the meeting to have been regularly called and properly constituted for the transaction of business.



The scrutineer reported that there were forty-six (46) voting members present, and there were five (5) members represented by proxy. The Chair adopted the report of the scrutineers and declared accordingly. The Scrutineers' Report on Attendance is included in the minutes.

4.0 Adoption of the Agenda

Motion – To adopt the agenda as presented.

Motion unanimously carried.

5.0 In Memory

A moment of silence and reflection was held as the names of those from the rugby community that passed away in the previous year were read out.

6.0 Approval of Previous Meeting Minutes

Motion – To approve the minutes of the annual meeting of members held on April 23, 2023 as presented.

Motion unanimously carried.

Business Arising out of Minutes of October 13, 2021

Discussion: None

7.0 Chair's Address

The Chair, Brian Crothers, presented his report to the meeting and submitted a written copy for the record. After discussion and there being no questions, the meeting proceeded to the next order of business.

8.0 Presentation of Reports

Committee Reports as sent to the Membership prior to the meeting were presented and accepted without question.

The CEO, Myles Spencer, presented his report to the meeting and submitted a written copy for the record. After discussion and there being no questions, the meeting proceeded to the next order of business.

9.0 Report of the Auditor and Presentation of the 2023 Financial Statements

The Treasurer, John Eason, presented his report to the meeting and submitted a written copy for the record. After discussion and there being no questions, the meeting proceeded to the next order of business.

The Chair presented to the meeting the financial statements of the Corporation for the financial year ended 2023, together with the auditor's report thereon, as approved by the directors. The report of the auditors was presented and there being no questions, the meeting proceeded to the next order of business. Upon the request of the Chair, on motion duly made, seconded and unanimously carried, the following resolution was passed:

Motion – To receive the audited financial statements for the period ending December 31st, 2023.

Duly Moved (Brock RFC) and Seconded (EORU)



Motion unanimously carried.

10.0 Appointment of the Auditor

After discussion, on motion duly made, seconded and unanimously carried, the following resolution was passed:

Motion – To re-appoint Norton McMullen LLP as the auditors of Rugby Ontario to hold office until the close of the next annual meeting of the members or until their successors are appointed, and to authorize the board of directors to fix the remuneration of the auditors.

Duly Moved (EORU) and Seconded (Brock RFC)

Motion unanimously carried.

11.0 Confirmation of Articles of Amendment and By-laws

Rugby Ontario transitioned to the *Not-for-profit Corporations Act, 2010* (Ontario), otherwise referred to as the “Ontario Not-for-profit Corporations Act”, and as such the articles of amendment were drafted and approved by the Rugby Ontario Board of Directors and Bylaws No.2 was drafted and approved by the Rugby Ontario Board of Directors April 7, 2024. The Chair requested the Vice Chair present the following two (2) motions to confirm these.

Motion – To confirm by special resolution the articles of amendment approved by the board of directors on April 7, 2024.

Duly Moved (EORU) and Seconded (Burlington Centaurs RFC)

Motion unanimously carried.

Motion – To confirm by special resolution:

- (a) the repeal of the current by-laws of The Ontario Rugger Union, as approved by the board of directors on April 7, 2024; and
- (b) the enactment of new General Operating By-law No. 2, as enacted by the board of directors on April 7, 2024.

Duly Moved (EORU) and Seconded (Crusaders RFC)

Motion unanimously carried.

12.0 Election of Directors

As a Director nominee himself, the Chair, Brian Crothers relinquished the Chair position and appointed Dave Best the Chair for the Election of Directors portion of the meeting. Before proceeding with the election, and in accordance with the newly passed General Operating By-law No. 2, the members were asked to fix the number of Directors at nine (9) by special resolution.

Motion – By special resolution, to fix the number of directors on the Board at 9.

Duly Moved (Guelph RFC) and Seconded (EORU)

Motion unanimously carried.

The nominations process was conducted and three (3) nominees for the four (4) available Director positions were presented as a slate for election to the Board. Dave Best invited each nominee to address the voting membership. The candidates were as follows: Brian Crothers, Barb Gillie and Marius Felix. The Chair presented the following motion to elect the slate of Directors:



Motion – To elect the following individuals as Directors of the Corporation, to hold office until the close of the annual meeting of the members set out opposite their names, or until their successors have been duly elected or appointed, subject to the provisions of General Operating By-law No. 2 and the *Not-for-profit Corporations Act, 2010*.

Name of Director	Term	Date of Expiry of Term
Crothers, Brian	2 years	2026
Gillie, Barb	2 years	2026
Felix, Marius	2 years	2026

**Duly Moved (Caledon Cavaliers RFC) and Seconded (Barrhaven Scottish RFC)
Motion unanimously carried.**

The Chair proceeded to the next order of business, the election of the Branch Council Director. The Chair presented the following motion to elect the Branch Council Director:

Motion – To elect the following individual as the Branch Council director of the Corporation, to hold office until the close of the annual meeting of the members set out opposite their name, or until their successor has been duly elected or appointed, subject to the provisions of General Operating By-law No. 2 and the *Not-for-profit Corporations Act, 2010*.

Name of Branch Council Director	Term	Date of Expiry of Term
Ince, Shelley	2 years	2026

**Duly Moved (EORU) and Seconded (Scarborough RFC)
Motion unanimously carried.**

This concluding the Election of Directors, Dave Best relinquished the Chair position to Brian Crothers for the remainder of the meeting.

13.0 Special Recognitions

The Chair and CEO acknowledged the contributions and service of outgoing Director Tim Matthews.

Recognition of member club milestone anniversaries in 2024 was given to:

Hamilton Hornets RFC	70 th Anniversary
Toronto Saracens RFC	70 th Anniversary
Stoney Creek Camels RFC	50 th Anniversary
North Halton Highlanders RFC	40 th Anniversary
Toronto City Youth Rugby Club	10 th Anniversary

14.0 Termination of the Meeting

There being no further business, the Chair called for a motion to terminate the annual and special meeting of the members at 1:25pm.



Motion – To terminate the annual and special meeting of the members.

Motion unanimously carried.

A handwritten signature in black ink, appearing to be "J. Flaherty", written over a horizontal line.

Chair

A handwritten signature in black ink, appearing to be "A. Smith", written over a horizontal line.

Secretary

Recorded the 5th day of May 2024 at Whitby, Ontario.

CHAIR'S REPORT

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2025 ANNUAL GENERAL MEETING REPORT

REPORT NAME: CHAIR'S REPORT

SUBMITTED BY: BRIAN CROTHERS

Dear Members:

This will be final report as Chair as I am stepping down as of our Annual General meeting. This role has been a labour of love, but is a time-consuming volunteer position. I have made the tough decision to step away a year early from my term expiration to focus on my professional commitments. I step down at a time that we have excellent leadership within our board, and have fantastic board candidates incoming.

I am pleased to report that in my time with the board over the past five years, Rugby Ontario has been steadily heading in the right direction, growing, improving, and learning, to become one of the bright lights of provincial sports organizations in our province. While there is still room to improve upon, I cannot overstate the amount of growth and improvement Rugby Ontario has undergone since coming out of the pandemic. I am proud of the efforts of our staff and board who've all worked hard to further rugby in our province and continues to be a nationally recognized leader.

This growth and improvement within Rugby Ontario that I so fondly extoll could have not been possible without the massive support of our rugby community. The leadership throughout the clubs of Rugby Ontario are a significant resource we have been able to draw upon and work with. Rugby Ontario's partnership with clubs has been the foundation that our growth as an organization has been built upon. No relationship is perfect of course, and they will continue to evolve and grow, but I am confident we have vision, leadership and passion to navigate whatever lies ahead from Rugby Ontario and continue to quest for excellence.

Word are not enough to describe the hard work of Myles Spencer our CEO, and Nicole Kovacs, our COO. Myles, Nicole, John Hyland, Sandro Fiorino and all the staff at Rugby Ontario are all amazing professionals which we are lucky to have. It has been an absolute pleasure to work with them all.

There are too many individuals to thank throughout the rugby community that I've had the pleasure to work with during my time with the board. Needless to say, I owe more than a few pints. I look forward to seeing you all this upcoming season.

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Lastly, but most certainly not least, I wish to thank our board of directors for their hard work and dedication; Dave Best, John Easson, Ian Royer, Shelley Ince, Marius Felix, Barb Gillie, Sean Rennie and Amanda Neale-Robinson. The board has been such a fantastic group to work with and I will miss you all, but I take my leave knowing we're in great hands. I am excited to see where the promising future of Rugby Ontario takes us.

See you on the pitch.

Hugs n smooches & yours in rugby,
Brian Crothers
Chair, Rugby Ontario

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CHIEF EXECUTIVE OFFICER'S REPORT

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2025 ANNUAL GENERAL MEETING REPORT

REPORT NAME: CEO REPORT

SUBMITTED BY: MYLES SPENCER

Dear Members, Partners, and Rugby Community,

It is with great pride and gratitude that I present this CEO Report for the 2025 Rugby Ontario Annual General Meeting. This year has been one of resilience, growth, and renewed momentum for rugby in Ontario. As we reflect on the accomplishments of the past twelve months, we also look ahead with optimism and purpose as we prepare to enter the final year of our current strategic plan.

2024 Highlights & Achievements

1. Growth in Participation

Across the province, we saw encouraging growth in rugby participation, particularly in youth and grassroots programs. Built on the foundations of community support and adaptability, together, we have not only brought players back to the field but have also inspired a new generation to take up the sport. Through initiatives like the Sessional Coaches, Let's Play Rugby and Women in Leadership Fund programs, we are making investments directly into clubs and communities across Ontario through club-led activities and professional development to support continued recruitment and retention in all facets of the game.

2. Club & Community Development

We were proud to support numerous club development initiatives in 2024, including increased opportunities for coach and match official education, the Let's Play Rugby and Sessional Coaches programs, the Women in Leadership Fund and the continuation of various club development webinars and conference sessions. The development team were active in forming numerous committees and working groups made up of representatives from within the broader rugby community to advise and lend their experience in growing the game at all levels. These efforts have reinforced the sustainability and capacity of our member clubs and is building a strong platform for future growth.

3. Competitive Excellence

Ontario's representative teams once again showcased our province's rugby talent at regional and national competitions. The Ontario Blues programming included the continuation of the Senior Women's regional teams' participation in the Quebec Ontario Rugby Championship, while the Senior Men's program returned for a series of matches in partnership with a legacy program of the Arrows Academy. A major highlight of 2024 was the outstanding performance of our Under 19 Men's and Women's teams, both of whom captured gold medals at the 2024 Canadian Rugby Championship

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U19, held in Nova Scotia. These victories are a testament to the dedication of our athletes, coaches, and support staff, and reflect the strength of our club system. The Ontario Blues Development Academy began its evolution of becoming a regional program allowing greater opportunity for athletes to train in a performance-development program.

This year also saw the successful development and delivery of the Under 17 and Under 19 Interbranch competitions, a significant step forward in strengthening our player pathway. These competitions provided a higher level of meaningful, regional competition and have helped expand the talent pool by enabling more players to compete at elevated standards within their regions. The initiative has not only increased competitive opportunities but has also enhanced talent identification and development across the province.

4. Events & Engagement

From provincial championships to festivals and community outreach events, Rugby Ontario was active in engaging members and fans. These events not only celebrated rugby but strengthened the bonds across our rugby family. 2024 marked the closing of Fletcher's Fields, the iconic home of rugby in Ontario. Over the decades, this venue has witnessed countless matches, from fierce competitions to heartwarming moments of camaraderie. It has been a gathering place for families of multiple generations, friends, and aspiring athletes, coaches and match officials. We thank all those who played a role in the creation and ongoing leadership of this bespoke rugby ground. Fletcher's Fields has created a long-lasting legacy for the sport, which will continue to benefit the Ontario rugby community for years to come.

Finally, the evolution and restructuring of competitions became the focus of attention in the later months of 2024. Our team worked to engage and consult with club and branch representatives at every level to conceptualize new models and competition structures that will provide meaningful competition in a way that supports the greatest number of clubs, reduces travel barriers, and creates opportunities for clubs to advance through a clearly defined competition pathway. To coincide with these efforts, Rugby Ontario also introduced a new Event Hosting model, providing clubs the opportunity to bid to host marquee competitions, festivals and events in 2025 and beyond.

5. Investment in Marketing, Communications & Digital Strategy

In 2024, Rugby Ontario made a strategic investment in the long-term visibility and engagement of our sport by retaining the services of Cimoroni, a marketing and communications agency with a strong industry reputation. Leveraging the strengths and expertise of an outsourced team, we are confident in the agency's comprehensive approach, experienced team, and proven track record across integrated services. We believe this partnership aligns strongly with our strategic needs and will deliver significant value as we aim to increase awareness, engagement and the overall profile of our sport.

6. New Administrative Office at the Toronto Pan Am Sports Centre

In alignment with our vision to position Rugby Ontario within a high performance and community sport environment, we successfully relocated our administrative office to the Toronto Pan Am Sports Centre in December 2024. This state-of-the-art facility offers a dynamic and collaborative workspace and strengthens our connection to both the broader sport ecosystem and the local community.

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Acknowledgements

None of these achievements would be possible without the extraordinary efforts of our rugby community.

- To our **member clubs and branch volunteers** – your tireless dedication at the grassroots level is the heart of rugby in Ontario. You are the administrators, coaches, match officials, and mentors who keep our game thriving.
- To our **staff team** – Nicole Kovacs, John Hyland, Sandro Fiorino, Jocelyn Poirier, Jamie Holmes, Rob McQueen, Zach Zorbas, Nick Porcelli, Kat Peric, Charlotte Elliott, Echo Terrell – your professionalism, innovation, and passion have driven the progress we've seen this last year. Thank you for your leadership and commitment to excellence. Thanks also go to Amanda Andres, Mark Kellington, Rachel Lester, Luke Bentvelzen and Samantha Tinajero-Alvarado for their contributions during their time with Rugby Ontario.
- To our **Board of Directors** – your governance and strategic insight continue to guide the organization forward. Your stewardship has been critical in navigating challenges and seizing opportunities for growth and collaboration. Many thanks to John Eason for his significant contribution as Treasurer, and to Dave “Bestie” Best, a wealth of knowledge and one who has been a Board member throughout my time as CEO.
- And, to our **outgoing Chair of the Board of Directors, Brian Crothers** – your steadfast leadership and incredible dedication to our sport and community is unparalleled. As CEO, I am beyond grateful for your support, which has always been shaped by what is in the best interest of the sport, our clubs and the people that make up this great community. Thank you, Brian!

Looking Ahead: Strategic Planning for 2026-2029

As we enter the final year of our 2022–2025 Strategic Plan, we remain focused on delivering the goals and priorities we set out. At the same time, we are preparing to engage our community in shaping the future of rugby in Ontario. Beginning in 2025, following this AGM, Rugby Ontario will launch a consultation process to inform the development of our next four-year strategic plan (2026–2029). We look forward to hearing from clubs, athletes, volunteers, and partners to ensure that our future direction reflects the evolving needs and aspirations of our rugby community.

In closing, thank you for your continued trust, partnership, and belief in the power of rugby to connect and inspire. Together, we are building a stronger, more vibrant future for our sport in Ontario.

Yours in Rugby,

Myles Spencer
Chief Executive Officer
Rugby Ontario

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FINANCIAL REPORT

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2024 AUDITED FINANCIAL STATEMENTS

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GOVERNANCE REPORT

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2025 ANNUAL GENERAL MEETING REPORT

REPORT NAME: GOVERNANCE COMMITTEE REPORT

SUBMITTED BY: DAVE BEST, CHAIR

The prime role of the Governance Committee is to provide ongoing oversight, review and recommendations of the Corporation's governance structure and operations. The Committee continued to do so this past year.

While updating the RO Governance Manual, approved by the Board this past October, we took a leading role in reviewing the Terms of Reference for the respective RO Committees. Most committees are up-to-date and operating nicely and need little adjustment. We recommended that each Committee add 'Priorities' to its Terms of Reference. This is still a work in progress. There are also a few newer committees facing the inevitable challenge of starting a new process and will require additional support in the coming months. For example, the proposed Education and Schools Committee (a committee to facilitate relations between, for example, RO and OFSAA, Ministry of Education, Ministry of Colleges and Universities etc.) has not yet commenced (largely due to the author's time away from rugby for a knee replacement). It, and other new ones identified in the most recent RO Strategic Plan, should start up soon.

The Committee had several discussions with the Match Officials community this past year, facilitating a new way for Match Official representation within each branch. We supported the approvals of the new Match Officials Terms of reference, both within RO and the branches.

We again spent quality time working with legal counsel with the hope of making RO's relatively new (Spring 2022) bylaws compliant to the new Ontario Not-for-Profit Corporation Act (ONCA), required October 2024. What we thought might be a simple updating of 8-10 smaller areas, turned out to be a re-formatting of the entire document. These updates were approved at the last AGM. There might still be a few minor adaptations required, but for the most part the corporation is currently ONCA compliant. We can also use the RO bylaws, and a few club-compliant samples, as templates for the clubs and branches which might still be seeking updated bylaws (now past due!).

The Committee also worked closely with the Branch Council in discussing various branch issues and, as ever, the Committee was also asked to review a few specific RO governance issues during the year, all to satisfaction. The next task for the Committee is securing effective development plans of the next RO strategic plan, due in 2026.

This is my last year as Governance chair, having reached the maximum allotted time on the ROB Board, and I want to thank all those who supported our efforts the past six years – past and present Board colleagues, the branches and the broader community and, especially, the RO staff. I like our chances of future success in Rugby Ontario.

Respectfully submitted,
Dave Best

Rugby Ontario

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DIRECTOR, RUGBY OPERATIONS REPORT

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2025 ANNUAL GENERAL MEETING REPORT

REPORT NAME: DIRECTOR, RUGBY OPERATIONS REPORT

SUBMITTED BY: JOHN HYLAND

Dear Members:

Introduction 2024 was a year of significant progress and transition for Rugby Ontario. With a primary focus on alignment across grassroots initiatives, club development, coach and match official education, competitions and events, and high-performance pathways, our aim was to create a unified framework fostering growth and sustainability across all levels of the game.

Grassroots and Club Development Grassroots rugby and club development remained at the core of our operational focus. Efforts centered on increasing participation and enhancing club capabilities to support sustainable growth. Collaboration between departments ensured alignment with broader development strategies, reinforcing pathways from grassroots to high-performance.

Coach and Match Official Development 2024 marked the introduction of dedicated development specialists for both match officials and coaches. These specialists played a crucial role in identifying and addressing developmental needs, delivering targeted education, and supporting individuals in their roles. Their work has already begun to yield positive results, setting the foundation for long-term success.

Towards the end of the year, we requested expressions of interest in our newly proposed Technical Game Leader Program. This initiative aims to cultivate technical expertise at all levels, ensuring a consistent and high-standard approach to the game's technical aspects.

A significant target for 2024 was to build and publish a comprehensive education calendar for the 2025 season. However, delays associated with the implementation of a new Learning Management System by Rugby Canada introduced unforeseen challenges. Ambiguity surrounding the system's readiness led to delays in delivering a finalized calendar. Despite this, foundational work was completed, and we are well-positioned for an improved and streamlined educational offering in 2025 and beyond.

Competitions and Events This year saw the final events hosted at Fletcher's Field, where turbulent weather conditions posed unique challenges. Despite these adversities, our competitions and events were executed with professionalism and resilience. Recognizing the need for future adaptability, we issued our first expressions of interest for hosting events in 2025, paving the way for a more diverse and geographically inclusive event calendar.

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The initial drafts of new competition schedules and structures were released in 2024. These were accompanied by the understanding that iterative refinements would be necessary, informed by feedback and learnings from stakeholders.

High-Performance Pathways Alignment between high-performance pathways and the club competition structure was a significant focus in 2024. By creating synergy between these areas, we ensured that athletes and coaches benefit from a cohesive and supportive environment. Relationships with interbranch and inter-provincial competitions have grown, providing enriched opportunities for development. These partnerships have fostered better environments for athletes to compete and for coaches to refine their skills, creating a robust pipeline for talent progression.

Conclusion 2024 was a year of transition and foundational growth, marked by new initiatives, structural changes, and valuable lessons learned. As we look forward to 2025, we are filled with excitement and optimism for the opportunities ahead. With strengthened alignment and a commitment to continuous improvement, Rugby Ontario is well-equipped to build on the successes of 2024 and achieve even greater milestones in the coming year.

Acknowledgments I extend my gratitude to all staff, volunteers, stakeholders, and participants whose dedication and hard work made this year's achievements possible. I am delighted with the continued work of community based operational committees. Together, we are shaping a brighter future for rugby in Ontario.

Sincerely,

John Hyland
Director, Rugby Operations
Rugby Ontario

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REPORTS

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2025 ANNUAL GENERAL MEETING REPORT

REPORT NAME: BLUE CARD REPORT

SUBMITTED BY: JAMIE HOLMES & KAT PERIC

The 2024 season continued a full roll out of the Blue Card program, in full adherence of Rowan’s Law.

Over the course of the 2024 season, 82 Blue Cards were given out by Match Officials, medical & training staff, and club members. Of the 82, 65 athletes have since returned to play; 44 returned through the Initial Medical Assessment (indicating no suspected concussion), and 21 returned through following Graduated Return to Play Protocols and subsequent Medical Clearance. Currently, 17 athletes remain in the Blue Card protocol without returning to play; 2 are currently in the Return to Play process and 15 have taken no action since receiving their Blue Card.

Blue Cards Given	No Return to Play		Returned to Play	
82	17		65	
	2 in RTP Process	15 Taken No Action	21 Through RTP & Medical Clearance	44 Through Initial Medical Assessment

Moving forward, clubs have nominated a Blue Card Lead who will be added into SportLoMo, and whenever a player from their club receives a Blue Card, they will be notified. Clubs are also now able to input their players into the Blue Card process directly on SportLoMo, should injuries or concerns arise during training, practices or during other sports.

Those who are interested in learning more about the Blue Card Process are encouraged to take the e-learning module located on Rugby Canada’s [The Locker portal](#).

We would like to express our sincere thanks and appreciation to the rugby community in Ontario for their ongoing support and adherence to the Blue Card process and Rowan’s Law.



2025 ANNUAL GENERAL MEETING REPORT

REPORT NAME: COACHING REPORT

SUBMITTED BY: JOHN HYLAND

Courses were delivered at clubs across all four of our branches. Thank you to all the clubs who offered their facilities and supported the promotion of our coaching opportunities.

Number of Courses Delivered, and New Coaches Trained:

Course Type	Delivered	Total Course Attendees
NCCP Community Initiation/World Rugby Level 1	18	214
NCCP Competition Introduction/World Rugby Level 2	4	53
NCCP Rookie Rugby	2	31

Please note, registration is key to allow Rugby Ontario to track and monitor our teams, while also ensuring all coaches are covered by Rugby Canada's liability insurance policy. Coach registration remains a priority as there are a number of active coaches who are not fully registered. Rugby Ontario will continue to emphasize the importance of registration to the community to ensure that members are protected from the liability risks of being unregistered and uninsured.

Number of Registered Coaches:

	2018	2019	2020	2021	2022	2023	2024
Male	317	445	61	371	356	418	468
Female	70	113	261	116	114	147	172
Total	387	558	322	487	470	565	640

Finally, thank you to our incredible team of Learning Facilitators for their continued dedication in educating and training coaches across the province.

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2025 ANNUAL GENERAL MEETING REPORT

REPORT NAME: COMMUNITY RUGBY REPORT

SUBMITTED BY: JOCELYN POIRIER, CHARLOTTE ELLIOTT & NICK PORCELLI

Senior Rugby

Ontario Women's League

In 2024 the Ontario Women's League (OWL) remained at an 8-team league. Teams played each other once, before being divided into two divisions to play an additional two regular season games prior to the OWL Cup Playoffs.

After the regular season the top 6 teams played off in a 6-team bracket to earn their spot to play for the OWL Cup.

OWL Cup Day took place on August 10th at Fletcher's Fields, featuring the OWL 1XV & 2XV Cup Finals and the OWL 1XV 3rd Place Playoff. This event was particularly historic, marking the final OWL games ever played at Fletcher's Fields and providing a memorable send-off for the venue.

Adding to the significance of the day, Asian Hogan Rochester, Canadian National Team member and Paris 2024 Rugby 7s silver medalist, was honored on the field during halftime of the OWL Cup Final—an inspiring moment for all in attendance.

The event was further enhanced by Humber College's video production team, who graciously live-streamed the OWL 1XV Cup Final and the two Canadian Classics matches played in the evening. These games, featuring fresh new broadcast graphics, are now available to watch on the Rugby Ontario YouTube channel.

Despite a few minor technical challenges, OWL Cup Day saw a fantastic turnout, celebrating the competition and spirit of Ontario Women's League rugby in a fitting farewell to Fletcher's Fields. The 2024 OWL Cup broadcast drew 883 live viewers and 1,800 total viewers, marking a 138.6% increase in live viewership and an 80% increase in total viewership compared to 2023 (370 live viewers and 1,000 total viewers).

Ontario Women's League Results:

- OWL 1XV League Champions: Guelph RFC
- OWL 1XV Cup Champions: Guelph RFC
- OWL 2XV Cup Champions: Guelph RFC
- OWL Club Championship: Guelph RFC

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Marshall League

In 2024 the Marshall League followed the same structure as it did in 2022. 4 regions of 4 clubs, paired together into 2 conferences. Following a 10-game regular season, the teams played off in two playoff games to determine seeding for McCormick and Fall Cups, as well as Intermediate Cup participants.

Marshall League Results:

- Marshall 1XV League Champions: Brantford Harlequins
- Marshall 2XV League Champions: Crusaders RC
- Marshall Club Championship: Brantford Harlequins

Men's Cups

The McCormick Cup was played as an 8-team bracket with the top 8 teams from the Marshall competing. The remainder of the Marshall League competed for the 6-team bracket Fall Cup. The Brampton Beavers won the Intermediate Cup. The Gee Gage Cup did not run in 2024.

McCormick Cup Day took place on September 28th at Fletcher's Fields, delivering an action-packed and emotionally charged day of rugby. The event began with the Monilex All Abilities Charity Game, followed by the McCormick Cup Consolation Final, the Fall Cup, and the highly anticipated McCormick Cup Final.

This historic occasion was bittersweet for the rugby community, as it marked the final competitive rugby event ever played at Fletcher's Fields. To honor the venue's legacy, facility staff organized a special farewell luncheon and an outdoor beer garden, creating a commemorative atmosphere. The turnout was extraordinary, with the grandstand filled to capacity, reflecting the deep significance of the day.

Rugby Ontario took the opportunity to elevate the event experience, introducing a pre-game ceremonial segment and a dramatic team run-on, which engaged the crowd and heightened the energy leading into an electrifying McCormick Cup Final that came down to the final seconds. For the event's broadcast, Rugby Ontario partnered with a new production team, Dnode, transforming the viewing experience. The revamped coverage featured motion graphics, sponsor logos, and enhanced visuals—innovations that Rugby Ontario plans to build upon in 2025 and beyond.

The 2024 McCormick Cup broadcast attracted 1,698 live viewers and 3,700 total viewers, representing increases of 124.6% and 27.6%, respectively, compared to 2023 (756 live viewers and 2,900 total viewers).

Cup Results:

- McCormick Cup Champions: Balmy Beach RC
- Fall Cup Champions: Peterborough Pagans
- Gee Gage Cup Champions: N/A

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Junior Rugby

2024 was another great year of junior rugby. U14 Boys and Girls leagues ran from the end of May until mid-August. Across the Province, 29 clubs participated in the U14 Boys leagues, and 25 clubs participated in the U14 Girls leagues. The U14 leagues culminated with U14 Wrap Up Day, which was run at Fletcher's Fields in conjunction with the U12 Minor Festival on August 18th. The U14 girls' competitions played in the morning, with the U14 boys playing in the afternoon, but unfortunately cut short due to severe weather. Thirteen U14 girls' teams and fifteen U14 boys played in round robin competition to end the year.

U16, U18 Girls and Boys leagues ran between June and August. Each age grade had 4 regional leagues playing across the province, with a total of 40 different clubs being involved in at least one age grade's competition.

The U16 & U18 leagues culminated in teams qualifying through their regions for Junior Cup Day. In 2024, Rugby Ontario hosted two Junior Cup Days at Fletcher's Fields:

- U18 Junior Cup Day took place on August 10th alongside the OWL 1XV & 2XV Cup games.
- U16 Junior Cup Day took place on August 17th as a standalone event.

Unfortunately, severe thunderstorms struck Fletcher's Fields on August 17th, causing extended delays and forcing Rugby Ontario to make the difficult decision to cut games in an effort to finish before sunset. While there was hope to proceed with the medal round matches, the weather continued to worsen, leaving the fields unplayable. Prioritizing athletes' safety, Rugby Ontario made the executive decision to postpone the remaining matches until August 20th.

In a true display of sportsmanship, the clubs set to compete for third place agreed to share the bronze medal. On August 20th, both the U16 boys' and girls' finals were played at Fletcher's Fields, with a picture-perfect sunset backdrop marking the conclusion of an incredible season.

Junior Cup Day Medalists:

	Gold	Silver	Bronze
U18 Girls	Oshawa Vikings	Aurora Barbarians	London St. George's RFC
U18 Boys	Oakville Crusaders	Belleville Bulldogs	Georgian Bay Titans
U16 Girls	Oakville Crusaders	Aurora Barbarians	Lindsay RFC & Waterloo County RFC
U16 Boys	Balmy Beach RFC	Oakville Crusaders	Aurora Barbarians & Peterborough Pagans

After Labour Day, the focus switched to rugby 7s and the Fall 7s Series, which continues to grow year after year. The 2024 Fall 7s Series surpassed 2023, becoming the largest ever!

Between September and October, 15 club-hosted stops took place across the U14, U16 & U18 age categories. The season culminated with the Junior Club 7s Championship, hosted by Rugby Ontario at the Barrie Community Sport Complex on October 27th (girls) and October 28th

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(boys). The event featured a U14 7s round robin competition, along with provincial championships for U16 & U18 clubs, bringing together 22 unique clubs from across the province.

Weather once again posed a challenge – on October 27th, players endured brisk temperatures, rain and bursts of hail. Fortunately, the conditions did not disrupt play, and the event was a resounding success.

Junior Club 7s Medalists:

	Gold	Silver	Bronze
U18 Girls	Barrhaven Scottish	Aurora Barbarians	North Halton Highlanders
U18 Boys	Fergus Highland RFC	Oshawa Vikings	Belleville Bulldogs
U16 Girls	Oakville Crusaders	Barrhaven Scottish	Fergus Highland RFC
U16 Boys	Barrie RFC	Middlesex Huron Millers RFC	Balmy Beach RFC

Rugby Ontario would like to thank and congratulate all the players, coaches and club administrators and other volunteers who devoted their time at all age grades to facilitate a fantastic 2024 season. Rugby wouldn't happen without you all! We are looking forward to further the advancement of club rugby through the 2025 season!

2024 Rugby in The Square (RITS)

The 2024 edition of Rugby in the Square brought together 21 corporate teams, rugby enthusiasts, and the broader community for an unforgettable day at Nathan Phillips Square in downtown Toronto. The event once again showcased rugby's unique ability to unite people through sport, competition, and camaraderie in an urban setting.

This year's tournament featured a co-ed, non-contact flag rugby format, with corporate teams competing in a fast-paced 5-aside structure. Each team was guaranteed a minimum of three games, allowing for an exciting mix of friendly competition and professional networking. After a full day of thrilling matchups, EQ Bank emerged as the 2024 Rugby in the Square Champions, demonstrating outstanding teamwork, skill, and sportsmanship throughout the tournament.

In addition to corporate teams, the event once again featured club Mixed Ability flag rugby games, emphasizing the sport's inclusivity by featuring athletes of all abilities playing together. This initiative aligns with Rugby Ontario's mission of Rugby For All, providing a platform to grow awareness and visibility for Mixed Ability sport within the broader community.

Beyond the action on the field, Rugby in the Square 2024 was a true celebration of rugby's vibrant culture, made possible by the incredible support of our sponsors and partners. Attendees enjoyed delicious food from Longo's and Chick-fil-A, refreshments from Amsterdam Brewery, and on-site athletic therapy services provided by SportSide Medical. Puma outfitted participants with high-quality jerseys and apparel, while Metro Supply Chain played an integral role in supporting the event's logistics and operations.

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Our official event partner, the Toronto Inner-City Rugby Foundation (TIRF), along with their dedicated team and a tremendous group of volunteers, were instrumental in organizing and delivering the event. Gilbert Rugby Canada also supported the event by providing match balls, ensuring a premium rugby experience.

The 2024 Rugby in the Square was not only a competitive and community-focused event but also a major fundraising success. The event generated over \$100,000 in team registrations, nearly \$3,000 in beer sales, and resulted in over \$40,000 in profits for Rugby Ontario. These funds directly support Rugby Ontario's ongoing efforts to make rugby more accessible for youth across the province, including funding athlete scholarships, covering participant registration fees, and supporting local community rugby programs.

The continued success of Rugby in the Square would not be possible without the unwavering support of our valued sponsors, partners, volunteers, and participating teams. Their contributions, time, and enthusiasm were instrumental in making the 2024 event an overwhelming success.

As we look ahead to 2025's event, we remain committed to growing Rugby in the Square and providing an exciting, inclusive platform to promote rugby in the heart of Toronto. Thank you to everyone who played a role in making 2024's event such a special one—we look forward to seeing you again this year!

Hall of Fame & Awards Gala

The 2024 Hall of Fame & Awards Gala was a night to remember, bringing together 286 attendees to celebrate the rich history and bright future of rugby in Ontario. The evening was filled with heartfelt speeches, honouring both living legends and those who have passed, creating an emotional and inspiring atmosphere.

Beyond the Hall of Fame inductions, the gala recognized individuals and teams who had an outstanding 2024 season, celebrating their contributions and achievements in the rugby community. It was a moment to reflect on the past while also looking ahead to the future of the sport.

The event saw an impressive turnout from various clubs, with the Irish Canadians RFC making their presence known, arriving 56 strong in their signature green jackets. Fittingly, they were the last to leave, truly "closing the place down" in a celebration worthy of rugby tradition.

Beer sales were strong throughout the evening, with total topping \$5000, further demonstrating the lively and social spirit of the event. From the first toast to the final farewell, the 2024 Hall of Fame & Awards Gala was a fitting tribute to the sport and its dedicated community, setting the stage for another incredible year of rugby in Ontario in 2025.

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Mixed Ability Rugby

Mixed Ability Rugby supports Rugby Ontario's strategic mission to lead, support and promote Rugby for All from communities to clubs to province through ensuring that all individuals regardless of their age, ability, background, or previous sport experience can play rugby.

11 clubs ran Mixed Ability programming at their clubs in 2024 ranging from in-house programs and house-leagues to competitive contact and non-contact teams. The flag version of the game continues to be the more prevalent version, however three clubs offered contact Mixed Ability Rugby. This year also featured the first women's contact Mixed Ability club competition in Ontario. With changing staff at the Abilities Centre, we were unable to offer the Mixed Ability Sport Coach Certification in 2024 but look forward to upskilling more coaches in 2025.

8 teams from 5 clubs participated in this year's All-In-Rugby Cup on August 11th at Fletcher's Fields. Teams participated in a flag rugby tournament and had the opportunity to participate in an introduction to T1 Rugby session led by Rugby Ontario and Rugby Canada staff members to learn about this new version of the game ahead of a transition to it for the 2025 season. The day also included an open planning meeting with RO staff and club members coming together to discuss the future of Mixed Ability Rugby in Ontario. A 6th club, while unable to send a team to participate sent a delegation to participate in the meeting and T1 session to support their future growth.

In addition to the tournament championship, teams were also competing for the coveted Spirit of the Game Trophy. The Spirit of the Game Trophy is awarded to the team with the most Spirit of the Game points at the end of the All-In-Rugby Cup. Teams receive up to 3 points for each of the World Rugby values (Integrity, Passion, Solidarity, Discipline, and Respect) awarded by the match official following each game. Congratulations to the 2024 All-In-Rugby Cup Champions, the Oshawa Vikings Lokis and the 2024 Spirit of the Game Champions, Muddy York Blue!

Mixed Ability Rugby was also on display at the Canada vs Scotland men's international match in Ottawa on July 6th when Muddy York and the Canadian Jax joined forces for a half-time game. Club leaders LeeAnn Napiorkowski from the Canadian Jax, and John Watkins from the Oshawa Vikings also joined Rugby Ontario's Rugby Development Manager, Jocelyn Poirier, to share about their programs on a Rugby Canada professional development webinar on Inclusive Rugby.

Thank you to all Mixed Ability clubs for continuing to bring to life the Rugby Ontario vision of Rugby For All!

Minor Rugby

The 2024 Minor Rugby season saw an increase in overall registration numbers making it our biggest year post-COVID. The main area of growth was non-contact registrations, which increased on both the girls' and boys' sides this year. The number of clubs offering minor programming remained stable at 44 clubs with registered minor rugby players spanning from as young as two years old up to twelve years old. Below is a breakdown of minor registrations over the last four seasons.

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Player Registration Trends

Total Registration Numbers by Gender:

	2021	2022	2023	2024
Female	784	921	1033	1056
Male	1683	2100	1967	2119
Total	2467	3021	3000	3175

Male Registration Numbers by Membership Type:

	2021	2022	2023	2024
Intro to Contact	346	725	684	631
Non-Contact	1337	1291	1189	1385
12-week	N/A	84	94	103
Total	1683	2100	1967	2119

Female Registration Numbers by Membership Type:

	2021	2022	2023	2024
Intro to Contact	128	288	305	303
Non-Contact	623	582	665	711
12-week	N/A	51	63	42
Total	784	921	1033	1056

Number of Clubs Running Minor Programming:

	2021	2022	2023	2024
Total	36	43	45	44

2024 saw a new record number of Minor Festivals scheduled, with 38 planned by clubs across the province. In addition to these club-hosted events, Rugby Ontario held its annual end-of-season Minor Festival split for the first time over two weekends at Fletcher’s Fields: U6-U10 on August 11th and U12 on August 18th alongside the U14 Wrap Up Day.

Event activations and on-site vendors, including lawn games, a face painting station, professional photographer, GTA Softees Ice Cream Truck and Croc Drip Charms were hits as always, further contributing to the vibrant festival atmosphere.

For the second consecutive year, Rugby Ontario supported a West Minor Festival hosted by Fergus Highland RFC on August 10th, 2024, and, new this year, introduced an East Minor Festival hosted by the Lanark Highlanders on July 21st, 2024.

These festivals continue to play a vital role in fostering a love for rugby among young athletes, providing a fun and inclusive environment for players of all skill levels.

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Rugby Ontario East Minor Festival @ Lanark Highlanders – July 21st, 2024				
	U6	U8	U10	U12
Clubs Registered	4	5	5	8
Teams Registered	4	5	5	6

Rugby Ontario Minor Festival @ Fletchers Fields – August 11th & 18th, 2024				
	U6	U8	U10	U12
Clubs Registered	4	12	14	16
Teams Registered	5	14	20	25

Rugby Ontario West Minor Festival @ Fergus Highland – August 10th, 2024				
	U6	U8	U10	U12
Clubs Registered	11	11	13	13
Teams Registered	14	17	20	20

In 2023, clubs faced challenges with poor and shifting air quality, which affected festivals. In 2024, extreme weather presented new obstacles for both clubs and Rugby Ontario staff.

On August 18th, during the U12 Minor Festival and U14 Wrap-Up Day, Fletcher's Fields was struck by severe winds and torrential downpours. The sudden storm sent debris flying, destroyed assets, and forced the event to end early for the safety of all attendees. In a remarkable display of community spirit, everyone rallied together to recover lost items, clean up debris and support one another during the frightening ordeal.

Fortunately, no injuries were reported. The challenges we encountered on this day have served as a learning experience for Rugby Ontario, better informing the requirements of events and additional precautions and contingency planning needed.

We continue to see incredible passion and dedication from all involved in Minor Rugby and want to thank all those who continue to volunteer their time to drive growth in the game.

Development Initiatives

Sessional Coaches

Building on the success of last year's pilot project with Rugby Canada, four Ontario clubs (Ottawa Ospreys, Aurora Barbarians, Toronto Nomads, and Windsor Rogues) were selected to receive funding to hire a part-time Sport for All Sessional Coach for spring 2024. The Sessional Coach program follows the Try-Play-Stay model of World Rugby's Get Into Rugby which involves Rookie Rugby delivery in local elementary schools where students get to try rugby for the first time, followed by an opportunity for multiple classes or schools to come together in a festival format to play rugby, and then a club-run Try Rugby day for new participants to be connected to a club where they can stay in the sport.

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Let's Play Rugby Projects

New in 2024, Rugby Ontario secured funding from Rugby Canada for seven clubs to run Let's Play Rugby projects targeting the recruitment of 20 new girls ages 13-16 in non-contact club rugby programs. Six clubs completed their projects: Brockville Privateers, Burlington Centaurs, Caledon Cavaliers, Fergus Highland, Georgian Bay Titans, and the Middlesex-Huron Millers. The clubs were provided with funding and resources to support their plans including a 10-week non-contact program plan. While there were varying approaches and levels of success amongst them, almost all indicated they would be very likely to repeat the project and cited successes including new club registrants, new positive connections with schools, increased awareness of the sport within the community, expanded club programming, new coaches trained and mentored, and an elementary school flag rugby tournament featuring over 560 participants!

Canada Summer Jobs

For 2024 Rugby Ontario made the difficult decision to cancel the Community Rugby Intern Initiative through the Canada Summer Jobs program. Rather than applying for funding on behalf of clubs and adding a level of paperwork between the club and the government, we shared information about the program and tips for applying to support clubs in securing their own direct funding with the goal of increasing flexibility for clubs as well as supporting a shift to increased independence. While many clubs were unable or unprepared to apply on their own for 2024, several were successful in securing funding for one or more paid interns through the Canada Summer Jobs program. Congratulations to all clubs who received funding!

Women in Leadership Fund

New in 2024 Rugby Ontario introduced an expansion of the Rugby Canada Women in Leadership Fund to support more women leaders from Ontario. In addition to the two women from Ontario funded by Rugby Canada (Leanne Stillman – Toronto Nomads, and Tracy Roberts – Middlesex-Huron Millers), Rugby Ontario directly funded two women to receive up to \$1500 towards their professional development as a community rugby leader. The 2024 RO Women in Leadership Fund recipients were the following:

- Kelly Zacny – President, Georgian Bay Titans
- LeeAnn Napiorkowski – President, Canadian Jax and VP Development, Lanark Highlanders

Collectively they used their funding to attend the Sport for Life conference, Be a Game Changer conference, and Petro-Canada Sport Leadership Conference. In addition to their funded development opportunities the two women were part of the larger group of recipients with Rugby Canada, who met regularly throughout the year to connect as a community of practice.

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Here's what the women had to say about their experiences:

"I owe much of my success this year to the WIL funding. Coming in blind to a new position was a challenge but the support I received from the WIL group, gave me an amazing group of women to bounce ideas off of, learn from and connect with. What I learned from our sessions helped me to organize myself for the year and gave me others to relate to and realize that I wasn't the only one struggling in certain areas. I feel like I have grown so much in just one season, and I feel more confident because of the experiences I have had with the WIL funding." - Kelly Zacny

"Thank you to Rugby Ontario for including me in the Women In Leadership Program this year. The funding provided allowed me to pursue some PD that would not normally be accessible to me due to financial constraints. I complete a lot of PD in regards to teaching and coaching, but it was great to have the opportunity to finally complete some PD that relates to other aspects of my volunteer work - administration, organization, culture, the admin side of inclusion and the overall experience of sport (not just coaching)... I have now taken on a leadership role with Rugby Ontario as a Regional Coach Developer. The lessons that I have learned through the WIL course and the conferences I have attended have helped me to add new tools to my tool belt that will ultimately help other coaches and administrators in the province. I am grateful for the opportunity to continue my rugby learning journey and I look forward to paying forward the experiences with coaches, administrators and players alike." - LeeAnn Napiorkowski

This program has been continued into 2025 with funding increased to \$2000 each to match the Rugby Canada program. We look forward to seeing the impact these women will continue to have in their communities.

New Committees

2024 saw the introduction of three new groups to support community rugby development in the province. Stemming from the interest in our Youth Engage Program from 2023 and a desire to increase the voice of youth in our community, we introduced a Youth Development Committee consisting of youth between the ages of 15-30 along with a Rugby Ontario staff representative to support the recruitment, retention, and role transition of youth. Upon completion of the Build Belonging Project at the end of 2023 we launched a Build Belonging Legacy Committee to continue the work of this project in supporting belonging and wellbeing along all rugby community members. Finally, a Minor Rugby Working Group was established to review feedback and support the development of minor rugby in the province.

Rugby Ontario would like to thank all the stakeholders who volunteered their time and expertise to these groups. Your dedication to advancing our sport is commendable.

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Club Development

2024 saw a continuation of our newly launched Club Development Series as one way we are delivering on our strategic pillar of Support the Club Community.

The 2024 Winter Club Development Series consisted of 5 free virtual sessions featuring the following topics and speakers:

Sessions	Speakers
1. Grant Writing	Bryan Heal and Lauren Wolman
2. Finances	Ian Carter
3. Strategic Marketing	Jillian Bowman
4. Partnerships and Stewardship	Hailey Jones, Christopher Warren, Mike Lacovelli, and Leigh Tynan
5. Transition to ONCA Compliance	Kimberly Cunnington-Taylor

There were 84 registrants for the series with 39 different Ontario member clubs represented. These sessions are all available to the public now to revisit on our YouTube channel.

We followed up the Winter Series with a development presentation and discussion following the 2024 Rugby Ontario AGM at which Jocelyn Poirier, Manager of Rugby Development, and John Hyland, Director of Rugby Operations, presented updates and led breakout discussions on increasing engagement, identifying barriers and opportunities, and ideas for the fall Club Development Conference.

Following the season, we closed out the year with our second annual Club Development Conference on December 7th at Guelph Collegiate and Vocational Institute. Expanding upon last year's conference, this year featured several keynote speakers in addition to breakout sessions on a variety of topics including coach and match official development led by our own Development Specialists.

Sessions	Speakers
Change the Game	Bryan Heal and Jasmine Robb
New Initiatives and Game Management	Jocelyn Poirier and John Hyland
Club Finances in the ONCA Environment and SportLoMo FAQ	Ian Carter and Jamie Holmes
Strategic Marketing	Jillian Bowman
Coach Development Pathways	LeeAnn Napiorkowski, Gary Robinson, and Sandy Townsend
Foul Play and High Impact Moments	Karen Lozado
Participation, Recruitment, and Retention in Rugby	Dr. Karl Erickson
Strategic Planning	Jeff Stralak

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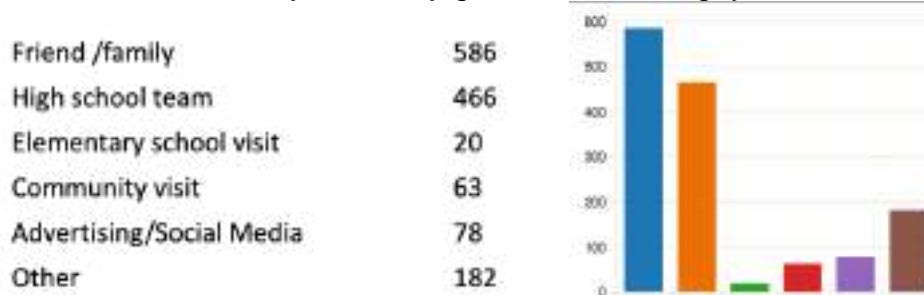
Following the conference there was a social where participants were able to continue their conversations and networking. 43 attended the conference in person, doubling attendance from the inaugural event in 2023. An additional 36 were registered as virtual attendees and 29 clubs were represented by these participants. A big thank you goes out to Gary Robinson and his team of volunteers from Guelph CVI who provided the space, tech support, and catering; and to all the speakers and participants who contributed their time, energy, and ideas. We look forward to continuing to grow this event in the years to come.

Member Retention Survey

New in 2024 Rugby Ontario launched a Member Retention Survey at the end of the summer season. The survey was emailed to all registered participants in every category and club across the province with a prize draw incentive offered to increase participation. We received 1228 responses for a response rate of approximately 10% with representation from 95% of member clubs. Responses were anonymous with participants answering both quantitative and qualitative questions about their experience in the sport of rugby and at their club specifically.

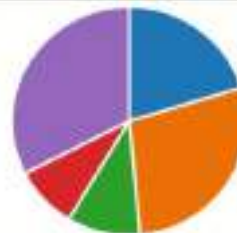
Below are some of the initial general results from the survey:

How did your family get involved in rugby?



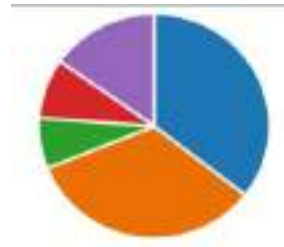
Years you/your family have been involved in the sport of rugby?

First year	249
2-3	347
4-5	124
5-10	108
10+	400



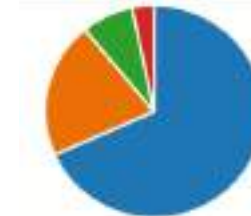
Years you/your family have been involved with your current club?

First year	436
2-3	410
4-5	89
5-10	106
10+	187



Members of your household registered with your rugby club?

1	839
2	254
3	95
4 or more	40



I would recommend my rugby club to someone not currently involved

Promoters	986
Passives	159
Detractors	83



I would recommend the sport of rugby to someone not currently involved

Promoters	1030
Passives	152
Detractors	46



Full responses were separated by club and shared with the respective club presidents. The full data set was also shared with a research team at York University to conduct analysis that will help inform future development initiatives. The same research team, led by Dr. Karl Erickson, are working on analyzing Rugby Ontario participation data from the past six years. Together these two sets of data will help to paint a clearer picture of trends in rugby participation across the province.

Thank you to all those who took the time to complete the survey, to the Youth Development Committee who spearheaded the initial iteration of this survey to provide youth a platform to share their experiences and inform future youth retention initiatives, and to Dr. Erickson and his team at York University for sharing your expertise and passion with us.



RDC Network Introduced

In the fall of 2024 Rugby Ontario received an update and increase on funding from Rugby Canada allowing us to create a new model for Club Development support. This launched the new Rugby Development Consultant Network. The RDC Network is supported by funding from Rugby Canada, Rugby Ontario, and the participating clubs, and consists of six contracted Rugby Development Consultants who will work with our full-time Rugby Development Officer and other development staff to support 34 member clubs. RDCs will support clubs in areas such as strategic planning, volunteer management, project coordination, communication, and resource development. The nature of the Network will allow for increased collaboration within and between clubs, communities, and regions to increase efficiency and expedite the development of all involved. The introduction of the RDC Network marks a significant advancement under our strategic pillar of Support the Club Community and will help us build towards more financially sustainable clubs, stronger community partnerships, and improved club standards including strategic development plans and pathways. Thank you to all participating clubs for your trust and support in the first stages of this initiative.

Events and Competitions Restructuring

In mid-2024, Rugby Ontario began the process of evolving and restructuring its events, leagues, and competitions across all levels to support the growth of the game and enhance the overall sport experience for all involved.

For decades, Fletcher's Fields served as the iconic home of many Rugby Ontario events. However, its unfortunate closure after 59 years presented an opportunity to rethink the event model. Rugby Ontario embraced this change by expanding large-scale rugby events across the province, allowing clubs to showcase their facilities, generate revenue, and provide a unique experience for participants, spectators, and the rugby community.

In December 2024, Rugby Ontario formally launched the "Bid to Host" process. All member clubs received detailed documents outlining event requirements and the bidding timeline. Rugby Ontario is eager to bring this vision to life. By hosting festivals and competitions in collaboration with clubs across the province, this new model is expected to increase engagement, enhance attendance, and strengthen the rugby community across Ontario.

In addition to the new bid to host process, changes were announced at the close of 2024 with details on the restructuring of all age categories. In 2025, both Marshall and OWL leagues will be restructured to both a premiership and championship division. The Marshall Premiership will include 8 teams, with the Marshall Championship to include 9 for 2025. The OWL Premiership will include 6 teams with the OWL Championship including 8 teams from across the province.

Junior leagues will see a split into the Junior Provincial Cup, and the Junior Regional Cup. U14 and U12 age groups will be grouped as a new Youth category and will see law variation adjustments as well as a new hybrid festival league model. Minors will be introduced to geographic groupings and different types of festivals to support the varying needs of clubs across the province.

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Thank you to all stakeholders who provided feedback and revisions throughout the restructuring process. We appreciate the support of the community as we continue to implement and refine these significant developments over the coming years.

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2025 ANNUAL GENERAL MEETING REPORT

REPORT NAME: COMPETITIONS COMMITTEE

SUBMITTED BY: IAIN McLEISH, CHAIR

In the spring of 2024 following a meeting with club presidents and Rugby Ontario officers, the need for a competitions committee was discussed. Over the next month names of potential candidates were submitted to Rugby Ontario and a final committee was assembled with representatives from central, east, west, and Niagara region, including both men's and women's representatives, branch unions, and referees. The purpose of this committee is to discuss, provide feedback, and advise Rugby Ontario on the structure and competition levels of the rugby leagues in Ontario from U16 to senior men's and women's rugby.

Several issues were identified with the current structures at all levels with the most significant being:

- Disparity in skill level, leading to uncompetitive games and high score differentials.

In the fall of 2024 the competitions committee began to work on possible league structures that would provide multiple levels of competition at each age bracket. After several meetings we have come up with an initial proposal which we are looking forward to sharing with clubs in early 2025 for feedback and adjustments.

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2025 ANNUAL GENERAL MEETING REPORT

REPORT NAME: GRASSROOTS AND CLUB DEVELOPMENT COMMITTEE

SUBMITTED BY: BARB GILLIE & SEAN RENNIE

The Grassroots and Club Development (GCD) Committee continued its advisory work through:

- Discussions on initiatives to deal with key issues of concern in community rugby;
- Providing review and recommendations on revisions to Rugby Ontario (RO) policies; and
- Advice on topics for the Rugby Ontario Club Development Conference (7-Dec-2024) and Club Development Series (Winter 2025), with the aim of supporting the growth and retention at the community club level, with sessions that bring together expert insights and shared best practices.

- The January 23, 2025, meeting was a restart to the committee:
 - Discussion on identifying key issues for the year and the need to gather insights from clubs.
 - Opportunity for the committee to contribute to the evolution of the fall/winter club development conference in November/December.

- February 27, 2025, meeting:
 - The committee will gather ideas for fall/winter club development conference topics and format.
 - Chair will discuss Rugby Ontario's red card policy with Alan Hudson and Brian Crothers. A report will be given by the Chair at the April meeting.
 - Review of the Rugby Canada National Growth Plan. This plan is aiming to strengthen school relationships from elementary to post-secondary and expand non-contact rugby options for juniors and seniors.

The Committee's Terms of Reference (ToR) were finalized and received approval at the Rugby Ontario Board meeting in September 2024. On the recommendations of the Governance Committee, a further review and revisions of all ToR are to be undertaken during the 2025 season.

In December 2024, for personal reasons, Barb Gillie stepped down as Committee Chair, and Sean Rennie, Rugby Ontario Board Director, was appointed as the new Chair. Barb continued to be a member of the Committee as a Board Director representative.

There were also two changes in members of the Committee: Darren Ince replaced Andrew Davies as Toronto Rugby Union representative and John Weller replaced Rob McQueen as South West Rugby Union representative.

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We would like to extend our gratitude and thanks to all Committee members for all their hard work, advice, and commitment to growing and developing rugby in Ontario.

Respectfully submitted,

Barb Gillie, past Chair
Sean Rennie, Chair
Grassroots and Club Development Committee

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2025 ANNUAL GENERAL MEETING REPORT

REPORT NAME: HIGH PERFORMANCE COMMITTEE REPORT

SUBMITTED BY: MARIUS FELIX, CHAIR

Dear Members,

The purpose of the High Performance Committee is to make recommendations and provide oversight to the operational functions in RO's HP programs.

Included in this report are specifics provided by Sandro Fiorino, who coordinates all HP programming for Rugby Ontario. He has done a superb job in executing RO's high performance vision.

Perhaps the most significant of many accomplishments by our High Performance athletes for 2024 was the success of our female and male U19 provincial teams. Coming home with two national championship gold medals needs further examination, given the outstanding success these teams achieved. This success was based on a process started three years ago when RO took the initiative in restarting age grade inter-branch competitions at U16 and U18 age levels. This created opportunities for literally hundreds of players to be exposed to age grade representative rugby across the province in an affordable and inclusive framework. Out of these competitions, provincial coaches have been able to draw on a deep pool of potential players. This depth, always a potentially massive advantage for Ontario's representative teams, will continue to be a key foundational building block in producing top level talent, especially as these players continue their development with their clubs and university teams.

Ontario continues to produce outstanding female players at the senior level. The East/West/Quebec 7 match series provided excellent competition for our players and additionally provided Rugby Canada Coaches with golden opportunities to see players perform in a highly competitive environment. Equally important from a development perspective, this competition occurred outside of the club competition window, so clubs had their best players available during the season.

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Overall Impact from RO HP Programs by the numbers: Ontario players earned opportunities to play for Canada in 2024 as follows:

- U20 Women- 12 players
- U20 Men- 11 Players
- Canada Senior Women- 18 Players
- Canada Senior Men- 13 Players
- Senior Women 7s- 10 Players
- Senior Men 7s- 8 players

Plans are in place to introduce senior men's inter-branch rugby in the fall of 2025, adding another layer of player development to complement university programs across the country. Depth in our player numbers breeds success at the highest levels - in essence that is our long-term goal. We are making progress!

Marius Felix
Chair - RO HP Committee

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2025 ANNUAL GENERAL MEETING REPORT

REPORT NAME: HIGH PERFORMANCE REPORT

SUBMITTED BY: SANDRO FIORINO

Rugby Ontario continues to build momentum from year to year with the provincial and high-performance programs in 2024 on both the boys' and girls' sides, increasing participation numbers. The Rugby Ontario High-Performance Program made concerted efforts to keep our provincial athletes and coaching staff engaged through several initiatives:

Rugby Ontario Provincial Academies

In 2024, the High-Performance Program secured provincial funding through OHPSI (Ontario High-Performance Sports Initiative) to subsidize and support male and female academy programs. This marked the eighth year of financing the girl's program (Ontario Blues Development Academy, formerly Rugby Canada Development Academy). The Boy's program pushed forward for the 4th year and was subsidized with Quest for Gold provincial funding.

Summary:

- From October to April, players engaged in regional and centralized technical/tactical training sessions with regional S/C support.
- Regional combines were held as part of the selection process for the academy. Baseline metrics were also collected and tested regularly throughout the program.
- Regional hubs were in Guelph, Toronto and Kingston/Ottawa to service identified athletes across the province. Three hundred forty-six athletes (Ages 14 – 18) were engaged across both programs.
- Athletic therapy, nutrition and mental performance staff were integrated into the program to support holistic athlete development.

Rugby Ontario Junior Provincial Sevens Programs

Rugby Ontario worked with Branch programs to re-establish and support branch sevens in the U18 age category at the Ontario Summer Games 2024. Over two days, sixteen teams, 200 plus athletes, and over 20 coaches and staff represented NRU, TRU, SWRU, and EORU. NRU Boys finished first, with the TRU taking Silver and SWRU coming home with a Bronze. TRU Girls won Gold, EORU came second, and NRU took a bronze.

Key takeaways: Low cost, minimal travel, more players in the pathway. Similar to the Age-grade Provincial programming, more time together, more time to prepare and more resources for review and learning.

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Rugby Ontario Provincial Fifteens Programs

Regional Programming aims to allow players to train and develop with provincial coaches throughout the summer within their regions.

Summary:

Girls age grade:

U17 Girls Program competed in a four-region interbranch playdown in August with over 120 athletes and 12 coaches. Results- NRU 1ST, EORU 2nd, SWRU 3rd

Boys age grade:

U17 Boys Program competed in a four-region interbranch playdown in August with over 120 athletes and 12 coaches. Results- TRU 1ST, NRU 2nd, EORU 3rd

Ontario U19 Men's and Women's Program

Preparation: Athletes competed in the U19 Interbranch competition with 120 plus athletes competing in 3 game series as a selection/confirmation of the player pool that would go on to make up the provincial teams that would compete at the 2024 CRC's.

Programs: The U19 Provincial Team competed at the Nova Scotia 2024 U19 Canadian Rugby Championship. The Men and Women went undefeated and won two gold medals.

The goal for Regional Programming:

The Ontario U19 program provides a two-year high-performance environment (U18s and U19s) that supports the Canada U20 program.

Summary:

Senior Women's Blues

In 2024, Rugby Ontario competed in year 2 of an inter-provincial league between Ontario and Quebec in a seven-game series to aid in identifying talent for the National Senior Women's XV Team (NSWT). The purpose of this is to provide an opportunity for Ontario's senior athletes to be identified by the NSWT coaching staff and have the possibility of being selected for the Pacific 4 Tournament this summer and future NSWT programs. The Senior Women's program was divided into East and West regions, minimizing travel barriers as much as possible. This competition structure allowed the senior women to fully participate in summer club programming while still being able to compete with and against the best in the province and enhance their development. Ontario East finished 2nd, and Ontario West lost a close bronze medal match.

Senior Men's Blues

Partnered with the Toronto Arrows Academy, the Ontario Senior Men's Blues returned to rugby in 2024. More than 50 athletes competed in matches against Quebec, Atlantic, and MLR academies with mixed results. Twenty-five players from this group competed in the Coast-to-Coast Cup in Halifax and finished 2nd.

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National Representation by Senior Players

U20 Men

- 11 from Ontario

U20 Women

- 12 from Ontario

Senior Men XV

- 13 Players from Ontario played in International Match

Senior Women XV

- 18 players from Ontario played in International Matches

Senior Women's 7s

- 10 Players from Ontario selected for the 2024 National team roster

Senior Men's 7s

- 8 Players from Ontario selected for the 2024 National team roster

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2025 ANNUAL GENERAL MEETING REPORT

REPORT NAME: RUGBY ONTARIO MATCH OFFICIALS COMMITTEE

SUBMITTED BY: JAMES FITZGERALD, CHAIR

Introduction

2024 was a good year for the Rugby Ontario Match Officials (ROMO). And while any year where we get to run around a field being an integral part of this great game can normally be defined as good; a number of advancements were implemented and successes celebrated that made the last 12 months stand out.

The ROMO Committee

This was my first year as Chair of ROMO and inevitably I was dependent on the expertise and experience of the other members of the Committee. I would like to thank them for the huge amount of work they put in behind the scenes to make sure that we can send well-trained and highly motivated referees to games all over this province. Referee education, development, coaching, appointments, disciplinary – it doesn't happen on its own and we are lucky in Ontario to have a great group of people who are dedicated to ensuring the game is well served by our match officials. The full Committee for 2024 was:

- James Fitzgerald (Chair)
- Mike Kahn (Toronto Region)
- Clive Slade (Niagara Region)
- John Weller (South-West Region)
- Rob Wilkinson (Eastern Region)
- Jimmy Andalaro (Coaching)
- Steve Gasperek (Appointments)
- Karen Lozada (Development)
- John McGee (Education)

The Committee was strongly supported by the leadership and staff of Rugby Ontario, in particular by Myles Spencer and John Hyland.

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Respect

It is a well-known phenomenon. You are at a hockey rink or soccer field somewhere in the province of Ontario, you start chatting with another spectator on the sidelines or in the stand, and it emerges that your “main” sport is really rugby. Your new friend then launches into a glowing report of how rugby values its match officials and does not tolerate abuse of any kind with the conclusion being that other sports could learn a thing or two from the egg chasers. Cue feelings of pride for the spirit of rugby.

And, by and large, it is true. Rugby clubs around the world do provide a friendly, welcoming experience for referees as well as visiting players and supporters. However, this culture is not built and maintained by accident – we always have to work at it and nurture it. Every effort must be taken to prevent abuse and, when there are incidents, they must be dealt with swiftly, transparently and with all due process. Match officials, players, clubs, coaches and administrators – we all have a role to play.

It is very encouraging, therefore, the way we are doing that here in Ontario. 2024 was an important year for the promotion and protection of the value of respect in this province. Rugby Ontario is taking this matter seriously, having put in place a number of initiatives suggested and promoted by the ROMO Committee. These initiatives, successfully trialed and implemented on a voluntary basis in 2024, are now broadly in place for the 2025 and beyond. In particular, the clubs are to be commended for embracing the concept of the match official liaison officer, which is compulsory from this season, for clubs playing in leagues above a certain level. Harsher penalties are in place for individuals and clubs that are found to have committed offences of abuse and there are also strict regulations around the proper demarcation of the playing area that will help prevent inappropriate situations from arising while also keeping people safe from accidental contact during the game.

Before the 2024 season kicked off, ROMOC ran a referee workshop development session that included a focus on the theme of abuse. Ahead of the 2025 season we will host a session dedicated entirely to this topic, with a strong emphasis on what referees can do to prevent it happening in the first place, and generally lowering the temperature of flashpoint incidents where it becomes more likely to occur. Match officials are reminded of their responsibilities too. They are told not to accept abuse or dissent, on or off the field. They are also reminded that respect is a two-way street and that as match officials must have our own house in order.

Appointments

Ontario referees punch above their weight outside the province. In 2024, we had two match officials in Major League Rugby – Talal Moe Chaudhry and Pete Pender – despite Toronto no longer having a team in the competition. Moe also refereed on the World Sevens Series and at the 2024 Olympic Games in Paris. Stephen Stothers-Robertson was selected as an assistant referee for the HSBC 7s in Vancouver. Karen Lozada was appointed to several World Rugby and Rugby Americas North matches as a citing commissioner and is also a key member of the World Rugby calibration group for foul play. Pete Pender was chosen to referee the final of the 2024 Canadian University Men’s Rugby Championship between ETS and Queen’s in Ottawa in November, a game for which another Ontario man, James Neale, was AR.

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While it is great to see our officials make contributions beyond our border, our bread and butter is right here in Ontario and that is the primary focus of the ROMO Committee. In 2024, we had 252 registered match officials in the province. This was slightly down on 2023 (276), but it represents a clear improvement on pre-COVID numbers when we had 209 in 2018 and 207 in 2019. Our biggest growth is among female referees – we had more than twice as many women registered to referee in 2024 as compared with 2018. Our active referees remain our focus as they travel the length and breadth of Ontario week in, week out during the season. In 2024, from Ottawa in the east to Sarnia in the south-west and everywhere in between, they fulfilled more than 2,000 fixtures for men's, women's, youths, 15s, sevens, clubs, universities, colleges, everything. It is a monumental collective effort, and we are very proud of their commitment.

At present, the Committee is concerned that too many of those 252 match officials are not involved in enough games through the season. Some referee only a handful of matches (or fewer), and we are working on ways in which we can encourage greater activity among our members for the season ahead.

2024 Awards and Hall of Fame

Each year, Rugby Ontario celebrates its referees by including two awards for match officials at the annual Rugby Ontario Awards, which was held in 2024 in Mississauga. The 2024 winners were:

- Young Match Official of the Year – Luca Iacovelli
- Senior Match Official of the Year – Moe Chaudhry

Moe was also presented with a framed Olympic rugby referees jersey in recognition of his achievement of representing Ontario and Canada on the very highest sporting stage.

Former Ontario referee Rose LaBrèche was also recognized for the significant impact she has had on our game here in Ontario and beyond, by being inducted into the Rugby Ontario Hall of Fame as part of the class of 2024.

Education and Development

At the conclusion of 2024, there were 12 World Rugby educators in Ontario. Four in the East, six in the Central and two in the West. These educators deliver Level 1 and Level 2 match official courses throughout the province, in collaboration with clubs who provide the facilities, and in line with international best practice as defined by the global governing body for the sport.

2024 was a very active year in terms of education. During the season, ROMO held 10 Level 1 courses, in theory producing 107 new referees as a result, although not all those who participate in the courses become active match officials. Follow-up is the key. Post-course activities and ensuring the new match officials are given opportunities to develop have been a focus, using U12 and U14 tournaments as well as assistant referee and shadow refereeing opportunities in other games and tournaments. In coordination with the coaching and appointment leads, educators are following up with their new charges to keep track of their on-field activity and improvement.

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The expectation is that for 2025 we will continue to see a rise in the overall numbers of registered match officials in the province.

It is crucial that active referees are constantly being challenged to improve and to go as far as their ambition and ability can take them. In 2024, we held two Level 2 courses, one in the Eastern Region and one in the Toronto Region, with a total of 14 match officials completing the course.

Coaching

While you cannot have a match without a referee, you won't have much of a ref without the coach of match officials (CMO). Just like players, officials do not become expert overnight. Consistent and regular coaching and development are as important in this part of the game as with playing. Prior to the 2024 season, ROMO identified this area as one that needed attention as there were a very small number of CMOs who were available and willing to do the job on a regular basis. Following a CMO course held at the start of the season, 13 new CMOs were added to the roster (six in Toronto, four in Niagara and three in Eastern). This new crop of CMOs fulfilled a total of 73 assignments during the season, involving 44 different match officials. In total, the province has 20 active CMOs, who were assigned to a total of 209 games and 18 tournaments/festivals during the season, with 114 referees seen at least once. CMO reports, especially when accompanied by video review, are our best single tool for match official development and retention. These numbers reflect a huge improvement as against previous years but further growth in this area is still a priority for ROMO.

Conclusion

ROMO is an active group of people, passionate about the game of rugby and determined to serve it as best we can. While we are justifiably proud of our accomplishments, we do not have a culture of resting on our laurels. We are driven to do better, and to contribute more to the game. We believe and subscribe to the rugby values mentioned earlier, and strive to continuously improve, both on and off the pitch. To that end, I am leading a project to draft and implement a multi-year Strategic Plan for ROMO that will complement Rugby Ontario's broader strategies and will identify priorities, specific objectives and key performance indicators that will capitalize on our strengths and deliver on our vision of supporting the development of rugby in Ontario. The intention is that this plan will be finalized in 2025 and implemented from the start of 2026. We look to the future with confidence.

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2025 ANNUAL GENERAL MEETING REPORT

REPORT NAME: MATCH OFFICIAL REPORT

SUBMITTED BY: JOHN HYLAND

Courses were delivered at clubs across all four of our branches. Thank you to all the clubs who offered their facilities and supported the promotion of our match official opportunities.

Number of Courses Delivered, and New Coaches Trained:

Course Type	Delivered	Total Course Attendees
World Rugby Match Official Fifteens Level 1	10	107
World Rugby Match Official Fifteens Level 2	2	14

The transition rate from course to registration was a key element studied. Comparing to the 86 participants in Level 1 courses in 2022 of which 51% registered as a match official in 2022, only 19% of those course participants registered as an official in 2023. In 2023, we saw 42% of Level 1 participants register as a match official. This transition rate resulted in the contracting of a Match Official Development Specialist in December 2023 to improve classroom to field transition and raise standard of match officials across the province. The 2024 numbers will be processed based on registration in May 2025 for Match Officials.

Number of Registered Match Officials:

	2018	2019	2020	2021	2022	2023	2024
Male	184	172		84	173	223	200
Female	25	35		9	23	53	52
Total	209	207		93	196	276	252

Thank you to our team of Match Official Educators and Coach of Match Officials for their continued support and dedication to fostering growth throughout the Match Official community in Ontario.

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2024 BRANCH UNION REPORTS

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2025 ANNUAL GENERAL MEETING REPORT

REPORT NAME: NIAGARA RUGBY UNION REPORT

SUBMITTED BY: CHRIS ATKINSON, PRESIDENT

In this past year the Niagara Rugby Union has seen many changes, from which clubs are connected to us, to ONCA compliance and policy changes. I remain steadfast in the belief that we will only get better when we honour the game with our enthusiasm, energy, and sustained effort.

I want to sincerely thank all the members of the NRU executive for their time and support this year. My colleagues in the Interbranch group have been a tremendous help in understanding the provincial landscape and how we can find areas of common ground for advocacy and assistance. As well, our thanks go out to ROMOC and Clive Slade for the work they have done to increase the number and professionalism of our referees. As always, our thanks go out to the Rugby Ontario professional staff and the lengths they go to assist us in our work. John Hyland has made many strides to understand and accommodate the needs of clubs, and the branches and has become an effective partner in our efforts.

Having come to the other side of COVID a bit battered, we are stronger in some senses. We know what we can endure as clubs, and have a better understanding of the need to shore up our club and branch finances. There is increasing evidence of a shift in how municipalities are treating sports groups, and the movement toward user fees has made long standing property ownership, leases, or property management less viable for many clubs and shifted us toward the need for more partnerships, outreach, and growth to make our budgets and, in the longer term, rugby viable. This may become the most important part of growing the game going forward. I urge us all to work together to be recognized as positive community members and contributors to help those around us understand what we contribute.

Despite these challenges, we have grown the game and have more clubs and teams participating. I look forward with a measured sense of relief and an understanding of the efforts that we must put in to find continual growth and success.

Sincerely,

Chris Atkinson
President
Niagara Rugby Union

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2025 ANNUAL GENERAL MEETING REPORT

REPORT NAME: TORONTO RUGBY UNION REPORT

SUBMITTED BY: SHELLEY INCE, PRESIDENT

Dear Membership,

Thank you once again for your support towards the board, and myself. The successes throughout the season are your successes and deserve to be celebrated. It was an exciting 2024 season all-around. Let's start with highlighting the successes throughout the season.

A big congratulations to the Belleville Bulldogs TRU 2024 Women's Cup Champions. What a fantastic season by these ladies and well-deserved championship. Belleville women will also be moving on to the OWL league.

With some changes to the women's RO league, we will be saying goodbye to the Toronto Scottish women as they move up to RO's division. Congrats ladies.

Following the Cup champions, we saw the Balmy Beach for the second year in a row successfully win the TRU 2024 Women's Bowl Championship position. Congratulations ladies, you earned it!

Congratulations to the Brampton Women with successfully winning the TRU 2024 Women's Plate Championship. What a great season for you.

Congratulations to the Men's Markham Irish team winning the TRU 2024 Men's Premiership Cup Champions and earning a spot back up to the Marshall league. Well done gentlemen, go get them!

Congratulations to the Bay Street RFC in taking home the TRU Men's Premiership Plate Championship!

A final congratulations to the Toronto Saracens winning the TRU Championship. These final match ups were hit with some very heavy rain but all teams persevered to make those final matches count. Congratulations to all clubs that played this past season and continue to make a difference to the future of rugby!

A big congratulations to the Georgian Bay Titans Rugby Club for being named by Rugby Ontario, "minor rugby club program of the year". A lot of hard work, dedication and a fantastic mix of volunteers and athletes makes Georgian Bay a winning minor club program of the year. Well done Titans!

Rugby Ontario

Toronto Pan Am Sports Centre
875 Morningside Avenue, Toronto, Ontario M1C 0C7
T: 647.560.4790 E: info@rugbyontario.com
www.rugbyontario.com





Congratulations to all the TRU Boys and Girls who participated in our competitions. The TRU produced multiple boys and girl's junior teams to play 15s between the branches and proudly and successfully competed in the fall 7's season with many wins and stellar skills being showcased. Tropical's, Great North 7s, New York and the B.C. Development tour had many fantastic moments for the TRU junior athletes. So many athletes and coaches were involved in this process. This could not have been successful without the dedication of so many and lead by our very own Donnie Maillet.

2024 Ontario Summer Games in London, Ontario, were a success for the TRU. We proudly sent both boys and girls teams, to compete in this fantastic opportunity. Great job TRU junior athletes.

The TRU Senior Women's 15s returned to the pitch this season for a few competitions. This could not have happened without the help of many volunteers of the TRU. Speaking of volunteers, a congratulations to our very own Khalil Ajram for winning "Volunteer of the Year" from RO.

While I am handing out congratulations lets continue with more spectacular TRU members, Damien Benedict from Toronto City Rugby Club for winning "Male Club Coach of the Year", Belleville Bulldogs named "Junior Female Club Program of the Year", and "Junior Male Club Program of the Year" goes to the Toronto Nomads. A final congrats to three amazing TRU Reds athletes; Austin Allen "Senior Male Provincial Player of the Year", Amber Edgerton "Junior Female Provincial Player of the Year" and Briar Barron Junior Male Provincial Player of the Year".

A shout out to the recipient of the 2024 Women in Leadership Fund awarded to Kelly Zacny from the Georgian Bay Titans RFC. Funding of up to \$2000 to pursue development within our sport.

The TRU was successful in securing a grant from JumpStart for the 2024 season. These funds were used for the growth and development of our rugby community. The TRU was able to fund the development for some youth match officials and purchase some headsets and mics which will contribute to further development in this area. We also contracted services from the Rainbow Griffins to deliver a top-notch DEI program to the membership. The board has also approved the purchase of a VEO system to continue to enhance the development and growth of the TRU youth. The JumpStart grant has definitely aided in the TRU's efforts in supporting, nurturing and the development of our sport.

Once again, I am very proud of the hard work my fellow board members always bring to the table and I would like to thank them for their efforts. Without them the TRU would not be what it is today and will continue to be as we serve our rugby community.

I would like to specifically thank the TRU Men's and Women's Conveyor's. We are exceptionally lucky to have individuals as dedicated as Lesley and Mike. Thank you, Lesley and Mike!

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I continue to work with the Branch Council and sit on the RO board of Directors as the Branch Council representative. The branches continue to work very hard to keep the lines of communication open and clear with each other and Rugby Ontario. The important work of the branch council to bring forward the voices of all our clubs within each branch is done by holding a seat on the Board of Directors of RO. This past year was my third year holding this position. Although there are times that some are feeling their voices are not being heard by RO, rest assured that the branch council is continuously speaking on all of the branch's behalf. I am confident that we continue to bridge the gap between the branches and the province.

As we approach the 2024 AGM the TRU will continue to evolve and provide exceptional leadership to our member clubs. Diversity, inclusion, acceptance and support will be at the core of all that we do for our members.

I look forward to seeing you all at our on-line AGM, and continue to be invested, excited and committed to rugby in your region, in your TRU!

Respectfully,

Shelley Ince

TRU President

Rugby Ontario

Toronto Pan Am Sports Centre
875 Morningside Avenue, Toronto, Ontario M1C 0C7
T: 647.560.4790 E: info@rugbyontario.com
www.rugbyontario.com



SUBMITTED NOMINATIONS FOR BOARD OF DIRECTORS

Rugby Ontario

Toronto Pan Am Sports Centre
875 Morningside Avenue, Toronto, Ontario M1C 0C7
T: 647.560.4790 E: info@rugbyontario.com
www.rugbyontario.com





Nomination Form for the 2025 Rugby Ontario Board of Directors

Nominee's Information

Name: Claude Germain | Gender: Male
Address: [Redacted]
Province: ON | City: Oakville | Postal Code: [Redacted]
Email: [Redacted] | Phone: [Redacted]
Affiliation: Beach | Occupation: Business Owner

Are you currently a registered participant of Rugby Ontario (Yes / No): YES

QUALIFICATIONS/REASON FOR STANDING: (please specify key skills / competencies as outlined in the Rugby Ontario Governance Manual)

- 1. Rugby experience and strong links to the rugby community across Ontario – 43 years of playing, at all levels in Canada; 33 years of that with the Beach, retired this year; and all 5 of my kids played; decades long sponsor
2. Coaching experience – Aurora U12/14/16
3. Deep passion and understanding of the sport
4. Strong interest in the grassroots and working to ensure there are option to extend the lifetime engagement of players (e.g. launching Beach Old Boys this year)
5. Experienced in non profit governance (e.g. Craigleith Ski Club, Balmy Beach Rugby Club Treasurer)
6. Experienced in governance overall (e.g. Canada Post Corporation, Triton International, Fleet Complete, SCI Group); have chaired many companies, and all of the committees over the years; currently sit on many Boards, most of which are companies I control via my holding company, Rouge River Capital
7. ICD designation
8. Interested in contributing to the Board as Treasurer. Am experienced in financial matters, for example as Chair of Audit on the Board of Canada Post / Purolator, and via my business as an acquirer of mid market businesses; I feel I can most effectively help the organization in this role


Nominated by: _____ Date: _____
I am a Member in Good Standing of a Member Club/Branch in Good Standing

Endorsed by: _____
Authorized Signatory of the Nominating Organization



**Nomination Form for the
2025 Rugby Ontario Board of Directors**

By signing this nomination form, I confirm that I am willing to stand for election for the Rugby Ontario Board of Directors and meet the requirements as stated in the Rugby Ontario By-Laws.

Claude Germain <i>Printed Name of Nominee</i>	 <i>Signature of Nominee</i>	Feb 26, 2025 <i>Date</i>
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Please send all nominations to the attention of Myles Spencer at m Spencer@rugbyontario.com.
Deadline to submit nominations is 5:00 PM on April 4, 2025. Nominations received after this date will not be accepted.



Nomination Form for the 2025 Rugby Ontario Board of Directors

Nominee's Information

Name: Domenic Scuglia Gender: Male

Address: [Redacted]

Province: ON City: [Redacted] Postal Code: [Redacted]

Email: [Redacted] Phone: [Redacted]

Club Affiliation: Vaughan Yeomen Occupation: Retired Educator

Are you currently a registered participant of Rugby Ontario (Yes / No): No

QUALIFICATIONS/REASON FOR STANDING: (please specify key skills / competencies as outlined in the Rugby Ontario Governance Manual)

Type here...

I have served within the rugby community for almost 50 years as a player, coach, administrator and member of the RO Board of Directors. I was a member of the Board of Directors for 15 years (13 as Director of Junior Rugby and 2 as President). I left the board in 2013 because my work schedule as a school district senior leader did not afford me the time to continue in that role. However, I continued to contribute to rugby in our province serving as the Chair of the Hall of Fame/Awards Committee. I have maintained that role since 2015 and continue as the Chair. In 2024, I retired from the role of Director of Education at the York Catholic District School Board. Prior to that, I served as Director of Education for the Regina Catholic School Division in Saskatchewan. In total, I have been in the CEO role for 8 years (5 in Saskatchewan and 3 in Ontario). As CEO, it was my job as the sole employee of the Board of Directors to fulfil the goals of the strategic plan and make sure that the Board received regular reports on the status of the outcomes of our plan. I feel that these experiences will serve me well as I am seeking to return to the RO Board and continue to share my knowledge and passion for the game. I am grateful to Brian Crothers for willing to support my nomination. I am committed to contributing to the excellent work that both the staff and Board of Directors have invested in growing our game and I look forward to supporting this work if I am elected.

Nominated by: Brian Crothers Date: March 31, 2025
I am a Member in Good Standing of a Member Club/Branch in Good Standing

Endorsed by:
Authorized Signatory of the Nominating Organization

Qualifications/Reasons for Standing

Domenic Scuglia

I have served within the rugby community for almost 50 years as a player, coach, administrator and member of the RO Board of Directors. I was a member of the Board of Directors for 15 years (13 as Director of Junior Rugby and 2 as President). I left the board in 2013 because my work schedule as a school district senior leader did not afford me the time to continue in that role. However, I continued to contribute to rugby in our province serving as the Chair of the Hall of Fame/Awards Committee. I have maintained that role since 2015 and continue as the Chair.

In 2024, I retired from the role of Director of Education at the York Catholic District School Board. Prior to that, I served as Director of Education for the the Regina Catholic School Division in Saskatchewan. In total, I have been in the CEO role for 8 years (5 in Saskatchewan and 3 in Ontario). As CEO, it was my job as the sole employee of the Board of Directors to fulfil the goals of the strategic plan and make sure that the Board received regular reports on the status of the outcomes of our plan.

I feel that these experiences will serve me well as I am seeking to return to the RO Board and continue to share my knowledge and passion for the game. I am grateful to Brian Crothers for willing to support my nomination. I am committed to contributing to the excellent work that both the staff and Board of Directors have invested in growing our game and I look forward to supporting this work if I am elected.



***Nomination Form for the
2025 Rugby Ontario Board of Directors***

By signing this nomination form, I confirm that I am willing to stand for election for the Rugby Ontario Board of Directors and meet the requirements as stated in the Rugby Ontario By-Laws.

Domenic Scuglia

Printed Name of Nominee

A handwritten signature in black ink, appearing to be "D. Scuglia", written over a horizontal line.

Signature of Nominee

March 31, 2025

Date

Please send all nominations to the attention of Myles Spencer at m Spencer@rugbyontario.com.
Deadline to submit nominations is 5:00 PM on April 4, 2025. Nominations received after this date will not be accepted.



**Nomination Form for the
2025 Rugby Ontario Board of Directors**

Nominee's Information

Name: Ian Royer Gender: Male

Address: [REDACTED]

Province: Ont City: Toronto Postal Code: [REDACTED]

Email: [REDACTED] Phone: [REDACTED]

Club Affiliation: Rainbow Griffins RFC Occupation: Publicist

Are you currently a registered participant of Rugby Ontario (Yes / No): Yes

QUALIFICATIONS/REASON FOR STANDING: *(please specify key skills / competencies as outlined in the [Rugby Ontario Governance Manual](#))*

Type here...

See attached

Nominated by: Nate Ives - [REDACTED] Date: 03/04/2025
I am a Member in Good Standing of a Member Club/Branch in Good Standing

Endorsed by: Nate Ives - President | Rainbow Griffins Rugby
Authorized Signatory of the Nominating Organization

As the current Vice-Chair of Rugby Ontario and a former Secretary, I bring both passion for the game and a proven commitment to strengthening the governance and strategic direction of our sport. My experience has allowed me to lead high-level oversight activities, support operational execution, and facilitate stakeholder engagement across clubs and regions.

From a skills matrix perspective:

- I demonstrate **advanced-to-expert capabilities in Strategic Planning**, having led cross-functional planning initiatives at Amazon, the MS Society, and HealthPartners Canada. In each role, I was responsible for translating long-term vision into actionable strategy, with clear KPIs, performance monitoring, and stakeholder buy-in.
- I possess **Issue/Crisis Management experience** from my roles in public relations and reputation management. I've led rapid response communications during global campaigns and understand the protocols, decision-making hierarchies, and communication flows required to navigate reputational risk.
- My leadership in **Media Relations** and **Sport Marketing** is rooted in two decades of experience developing public narratives and campaigns across corporate, non-profit, and sports sectors. I've increased brand visibility and engagement for local and global organizations, while mentoring teams to deliver lasting impact.
- I also bring a strong foundation in **Human Resources**, having led teams in hiring, training, and development, as well as advising on DE&I programs at Amazon and beyond. I hold a Certificate in Diversity, Equity and Inclusion from Cornell University and currently serve on Amazon's Black Media Engagement team with a focus on inclusive stakeholder strategy.
- Additionally, I bring **Program Development** experience as the co-founder of the Rainbow Griffins Rugby Club, an inclusive rugby program serving the 2SLGBTQ+ community. This grassroots initiative has grown to over 30 participants and earned recognition with the Challengers Shield at the 2022 Bingham Cup.

My presence on the board also enhances diversity of lived experience—bringing regional, racial, and LGBTQ+ perspectives that are currently underrepresented in provincial sports leadership. I remain committed to building Rugby Ontario into a stronger, more inclusive, and strategically driven organization.



**Nomination Form for the
2025 Rugby Ontario Board of Directors**

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Ian Royer		03/04/2025
<i>Printed Name of Nominee</i>	<i>Signature of Nominee</i>	<i>Date</i>

Please send all nominations to the attention of Myles Spencer at m Spencer@rugbyontario.com.
Deadline to submit nominations is 5:00 PM on April 4, 2025. Nominations received after this date will not be accepted.



**Nomination Form for the
2025 Rugby Ontario Board of Directors**

Nominee's Information

Name: Jeff Chan Gender: M

Address: [REDACTED]

Province: ON City: Kingston Postal Code: [REDACTED]

Email: [REDACTED] Phone: [REDACTED]

Club Affiliation: Occupation: Executive Director

Are you currently a registered participant of Rugby Ontario (Yes / No): No

QUALIFICATIONS/REASON FOR STANDING
See attached

Nominated by: Steve Hall Co-President Aurora Barbarians RFC Date: April 4th, 2024
I am a Member in Good Standing of a Member Club/Branch in Good Standing

Endorsed by: 
Authorized Signatory of the Nominating Organization

JEFF CHAN

- Currently serve as part-time Executive Director of the Canadian Rugby Foundation. Since joining the CRF in 2021, led the Foundation to an asset increase from \$5 million to \$22 million (+340%) and an increase in the number of Funds sponsored by clubs, groups and individuals from 50 to 83 (+66%). A major driver of this growth was the historic donation by Fletcher's Fields Limited and its shareholders, including **Rugby Ontario**, Markham Irish, Toronto Scottish, Toronto Saracens, and Toronto Nomads and the establishment of funds for each of those shareholders plus the creation and funding of the \$120K Fletcher's Patrons Fund (now \$174K). Completely recreated the Foundation's website at: www.canadianrugbyfoundation.ca [2024 CRF Annual Report](#).
- Developed the Canadian University Men's Rugby Championship(CUMRC) in 2016, recruited a founding committee including Mike Holmes, Chair of the CRF; Doug Tate, long-time University of Victoria head rugby coach, and Bishops rugby alumnus Keith Labbett, with the inaugural championship held in Guelph in 2017. Teams qualifying to compete in the tournament has grown from 29 to 34. For this first time. The 2024 championship featured two non-BC teams (ETS and Queen's) achieving one of its goals to grow competitiveness of high-performance university rugby across Canada. This year's championship will be hosted by École de technologie supérieure (ETS), an engineering affiliate of Université du Québec in Montreal, on November 12-16.
- Sports photographer focusing primarily on rugby and football. Website at <http://www.SportsPhotosEh.com> now has 82 million+ page views.
- President of Growth Alchemy Group, Inc, a management consulting consultancy specializing in growth strategy and organizational performance (<https://growthalchemy.com/>)

PREVIOUSLY

- Global Growth Practice Co-founder and leader at McKinsey and Company (10-year veteran)
- Sr. Advisor, Consulting at PWC
- Consulting Partner, SECOR (since acquired by KPMG)
- Sr. Vice President, Organizing Committee for the Vancouver 2010 Olympic and Paralympic Games (VANOC)
- Sr. Vice President, Human Resources, MD Financial (since acquired by Bank of Nova Scotia)
- Chair, Vanier Cup, Canada's University Football Championship
- Board member, Toronto Board of Trade
- Board trustee, Queen's University
- Board member, Variety Village, the Children's Charity of Ontario
- Chair and President, Toronto Junior Board of Trade

EDUCATION

- BA, Queen's University
- MBA, University of Western Ontario

NO FIXED ABODE!

- Currently reside in Kingston, born and raised in Ottawa, and also lived in London, Toronto, Markham
- Resided in Edmonton, Vancouver, and Chicago
- Served consulting clients in 25 countries, including Canada, USA and Mexico, Europe, Australia, Asia and Africa.



**Nomination Form for the
2025 Rugby Ontario Board of Directors**

By signing this nomination form, I confirm that I am willing to stand for election for the Rugby Ontario Board of Directors and meet the requirements as stated in the Rugby Ontario By-Laws.

Jeff Chan

Printed Name of Nominee

A handwritten signature in blue ink, appearing to read "Jeff Chan", written over a horizontal line.

Signature of Nominee

April 4, 2025

Date

Please send all nominations to the attention of Myles Spencer at m Spencer@rugbyontario.com.
Deadline to submit nominations is 5:00 PM on April 4, 2025. Nominations received after this date will not be accepted.



**Nomination Form for the
2025 Rugby Ontario Board of Directors**

Nominee's Information

Name:	Kyle Nichols	Gender:	Male
Address:	[Redacted]		
Province:	ON	City:	Toronto
Postal Code:	[Redacted]		
Email:	[Redacted]	Phone:	[Redacted]
Club Affiliation:	Balmy Beach/Upright Rogues	Occupation:	Risk Management/Insurance
Are you currently a registered participant of Rugby Ontario (Yes / No):			
Yes			

QUALIFICATIONS/REASON FOR STANDING: (please specify key skills / competencies as outlined in the [Rugby Ontario Governance Manual](#))

Type here...

See Attached

Nominated by: Khalil Ajram Date: March 27, 2025
I am a Member in Good Standing of a Member Club/Branch in Good Standing

Endorsed by: *Khalil Ajram*
Authorized Signatory of the Nominating Organization

Addendum to Nomination Form for the 2025 Rugby Ontario Board of Directors – Kyle Nichols

I believe I would be a strong candidate for Rugby Ontario’s Board of Directors because of my extensive experience in leadership, governance, and rugby development at multiple levels.

As the Managing Director of an insurance brokerage, I bring expertise in financial management, risk assessment, and strategic planning—key skills that can help Rugby Ontario navigate challenges and grow sustainably. My ability to lead organizations and develop long-term strategies would be valuable in shaping the future of rugby in the province.

I have a deep understanding of the game, having been a former national team player and a current club and representative coach in Ontario. I know firsthand what it takes to develop athletes, from grassroots to high-performance levels; to get kids and parents/Adults to get introduced to the game and stay in the game. My coaching experience keeps me closely connected to players, coaches, and clubs, allowing me to build an understanding of and be a strong advocate for their needs.

Beyond coaching, I’ve worked to grow and support rugby off the field. As a founding board member of the Toronto Inner-City Rugby Foundation (TIRF), I helped build and sustain pathways for underrepresented youth to access the sport. As a current member of the Balmy Beach Alumni, I help sustain connectivity to the club and sport. I was also a player representative on the Board of Rugby Canada as well as a director of the Rugby Canada Foundation. My work with these various boards/organizations demonstrates my commitment to inclusion, community development, and securing resources for rugby programs.

With my combined experience in business leadership, rugby development, and community advocacy, I am well-positioned to help Rugby Ontario grow, modernize, and support players and clubs across the province. I am passionate about ensuring that rugby in Ontario remains competitive, inclusive, and sustainable, and I would be honored to contribute to its future as a board member.

Thank you for your consideration in this nomination and I look forward to the opportunity to continuing my support of Rugby in Ontario!



Kyle Nichols

KyleNichols12@hotmail.com

647.646.5309



**Nomination Form for the
2025 Rugby Ontario Board of Directors**

By signing this nomination form, I confirm that I am willing to stand for election for the Rugby Ontario Board of Directors and meet the requirements as stated in the Rugby Ontario By-Laws.

Kyle Nichols	<i>Kyle Nichols</i>	March 25th 2025
<i>Printed Name of Nominee</i>	<i>Signature of Nominee</i>	<i>Date</i>

Please send all nominations to the attention of Myles Spencer at mspencer@rugbyontario.com.
Deadline to submit nominations is 5:00 PM on April 4, 2025. Nominations received after this date will not be accepted.



Nomination Form for the 2025 Rugby Ontario Board of Directors

Nominee's Information

Name: Sean Rennie Gender: M

Address: [REDACTED]

Province: Ontario City: [REDACTED] Postal Code: [REDACTED]

Email: [REDACTED] Phone: [REDACTED]

Club Affiliation: Georgian Bay Titans Rugby Club Occupation: Elementary Teachers

Are you currently a registered participant of Rugby Ontario (Yes / No): Yes

QUALIFICATIONS/REASON FOR STANDING: (please specify key skills/competencies as outlined in the [Rugby Ontario Governance Manual](#))

I am very passionate about rugby and have been committed to the game of rugby for over 30 years as a coach, club president, referee, and most recently as a Rugby Ontario director. I was one of the co-founders of the Georgian Bay Rugby club in 2006 and have coached at every age grade in the club. I was the president of the club for 6 years and during that time, I gained valuable experience communicating with coaches, parents, and athletes. In addition to President, I have run our social media, been involved in very successful fundraising initiatives, and completed a wide range of paperwork for the club.

As an elementary school teacher, I have learned a great deal about diversity and inclusion and plan to use this experience to help grow the game of rugby in Ontario. I also run the Simcoe West elementary rugby league (8-10 teams) and in my role of convener for the past 15+ years, I have organized and run coaching clinics for teachers and refereed pre-season games to help new participants understand how to play the game of rugby in a fun and safe manner. In my role as convener, I have gained experience working with the school board on creating new laws for the game at the elementary level.

Currently, I am finishing up my first term as a Rugby Ontario director. As a director I have served on the HR committee, Grassroots committee, and High-Performance committee. Most recently, I have taken over as the chair of the Grassroots committee. I have also served on a couple of discipline appeal panels. I feel that after two years on the board, I have learned a great deal and feel like I am just finding my groove. I strongly believe that with another two years on the board, I will be able to help drive more positive initiatives for Rugby in Ontario.

My core strengths are my communication skills, leadership skills, and my ability to listen and use feedback to make improvements. I am very committed to everything I do and will continue to give the required time to be an effective director in a positive and forward-thinking manner.

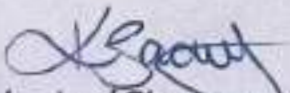
I am very excited to have the opportunity to apply for another term on the board of directors at Rugby Ontario. If elected I will use all my knowledge and expertise to help grow rugby in Ontario.

Sean Rennie

Nominated by: Kelly Zacny Date: April 2, 2025

I am a Member in Good Standing of a Member Club/Branch in Good Standing

Endorsed by:

 - President Georgian Bay Titans
Authorized Signatory of the Nominating Organization



**Nomination Form for
2025 Rugby Ontario Board of Direct**

By signing this nomination form, I confirm that I am willing to stand for election for the Rugby Ontario Board of Directors and meet the requirements as stated in the Rugby Ontario By-laws.

Printed Name of Nominee

Sean Rennie

Signature of Nominee



2024 REGISTRATION REPORTS

Rugby Ontario

Toronto Pan Am Sports Centre
875 Morningside Avenue, Toronto, Ontario M1C 0C7
T: 647.560.4790 E: info@rugbyontario.com
www.rugbyontario.com



REGISTRATIONS BY CLUB AND CATEGORY

2024 Registration Data By Club and Category	Board Member	Coach	Junior Contact	Junior Intro to Contact	Junior Non-Contact	Junior MAR	Junior 12-Week	Junior Temporary	Junior Off Season	Masters	Masters Non-Contact	Masters 12-Week	Masters Temporary	Match Official	Medical Manager & Volunteer	Minor Intro to Contact	Minor Non-Contact	Minor 12-Week	Senior	Senior Non-Contact	Senior MAR	Senior 12-Week	Senior Temporary	Senior Off Season	Social	TOTAL:	
Rugby Ontario	26	5	0	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	36
Eastern Ontario Rugby Union	80	117	720	204	0	0	24	20	31	91	4	0	5	42	55	147	304	12	624	0	0	53	106	4	16	2,463	
Niagara Rugby Union	72	101	453	182	3	0	0	4	7	31	0	0	13	35	31	174	427	0	495	7	1	0	150	1	41	2,432	
South West Ontario Rugby Union	64	107	840	186	9	0	4	4	4	32	11	0	0	43	40	172	366	57	601	35	0	14	51	0	5	2,847	
Toronto Rugby Union	162	310	2,341	700	4	0	28	21	17	124	4	0	35	132	153	439	999	76	1,720	67	90	52	333	1	36	7,846	
TOTAL:	404	640	4,554	1,272	14	0	60	56	59	278	21	0	53	252	279	934	2,094	145	3,640	109	91	119	640	8	98	15,824	

Note: Where a person has registered in multiple categories (e.g. Senior & Coach) each category is recognized here

2024 Registration Data By Club and Category	Registration Categories																										TOTAL:
	Board Member	Coach	Junior Contact	Junior Intro to Contact	Junior Non-Contact	Junior M&R	Junior 12-Week	Junior Temporary	Junior Off Season	Masters	Masters Non-Contact	Masters 12-Week	Masters Temporary	Match Official	Medical Manager & Volunteer	Minor Intro to Contact	Minor Non-Contact	Minor 12-Week	Senior	Senior Non-Contact	Senior M&R	Senior 12-Week	Senior Temporary	Senior Off Season	Social		
Eastern Ontario Rugby Union	80	117	720	204	0	0	26	20	31	91	4	0	5	42	55	147	304	12	424	0	0	63	106	6	14	2,663	
Barrhaven Scottish RFC	8	28	160	56				5		7			5	8	23	45	49		71				7		1	473	
Brockville Privateers RFC	7	7	54	8			15			6				2		7	44		44				32			226	
Bytown Blues RFC	15	13	125	33				6	15	1				7	9	12	6		82				12	5		341	
Canadian Jax Unified RFC	3	2					11								7				1			9		1		34	
Cornwall RFC	2									6									12				15			35	
Kingston Panthers RFC	11	27	179	50				1		20				11	2	24	57	11	108		44		9			554	
Lanark Highlanders RFC	6	8	25	16						18				4		21	68		51				2			219	
Ottawa Irish RFC	7	9	104	25				7	13					4	8	23	42		108				15		4	369	
Ottawa Ospreys RFC	6	16	72	16						3	1			5	5	15	38		51				5	1	1	235	
Ottawa Senators RFC	9	2								32	4														1	48	
Ottawa Wolves RFC	6	5												1	1				74				3		8	98	
Pembroke & Petawawa Valley RFC			1					1											23				6			31	
TOTAL:	404	640	4,554	1,272	14	0	60	56	59	278	21	0	53	252	279	934	2,096	145	3,640	109	91	119	640	8	98	15,824	

Note: Where a person has registered in multiple categories (e.g. Senior & Coach) each category is recognized here

Eastern Ontario Rugby Union	2,663
Barrhaven Scottish RFC	473
Brockville Privateers RFC	226
Bytown Blues RFC	341
Canadian Jax Unified RFC	34
Cornwall RFC	35
Kingston Panthers RFC	554
Lanark Highlanders RFC	219
Ottawa Irish RFC	369
Ottawa Ospreys RFC	235
Ottawa Senators RFC	48
Ottawa Wolves RFC	98
Pembroke & Petawawa Valley RFC	31

2024 Registration Data By Club and Category	2024 Registration Data By Club and Category																									
	Board Member	Coach	Junior Contact	Junior Intro to Contact	Junior Non-Contact	Junior MAR	Junior 12-Week	Junior Temporary	Junior Off Season	Masters	Masters Non-Contact	Masters 12-Week	Masters Temporary	Match Official	Medical Manager & Volunteer	Minor Intro to Contact	Minor Non-Contact	Minor 12-Week	Senior	Senior Non-Contact	Senior MAR	Senior 12-Week	Senior Temporary	Senior Off Season	Social	TOTAL:
Niagara Rugby Union	72	101	653	183	3	0	0	4	7	31	0	0	13	35	31	176	427	0	695	7	1	0	150	1	41	2,632
Brantford Harlequins RFC	5	18	200	55				7	8				5	1	71	151		120				13	1			655
Burlington Centaurs RFC	10	26	118	45			1						6	2	34	49		125				5				421
Crusaders RFC	11	37	212	51									9	17	37	89		144				12				619
Grimsby Gentlemen	2	1	4				1							2	12		20					66				108
Hamilton Hornets RFC	11	7	30	20			3						3	3	14	44		70				39		30		274
Niagara Old Boys RFC	4								23			13	2					1								43
Niagara Wasps RFC	13	8	55	6	3		1						5	8	8	26		107	7	1				10		258
Norfolk County Harvesters RFC	14	2	29	5									3		10	42		61				1				167
Stoney Creek RFC	2	2	5										2			14		47				14		1		87
TOTAL:	404	640	4,554	1,272	16	0	60	56	59	278	21	0	53	252	279	934	2,096	145	3,640	109	91	119	640	8	98	15,824

Note: Where a person has registered in multiple categories (e.g. Senior & Coach) each category is recognized here

Niagara Rugby Union	2,632
Brantford Harlequins RFC	655
Burlington Centaurs RFC	421
Crusaders RFC	619
Grimsby Gentlemen	108
Hamilton Hornets RFC	274
Niagara Old Boys RFC	43
Niagara Wasps RFC	258
Norfolk County Harvesters RFC	167
Stoney Creek RFC	87

2024 Registration Data By Club and Category	2024 Registration Data By Club and Category																											
	Board Member	Coach	Junior Contact	Junior Intro to Contact	Junior Non-Contact	Junior MAR	Junior 12-Week	Junior Temporary	Junior Off Season	Masters	Masters Non-Contact	Masters 12-Week	Masters Temporary	Match Official	Medical Manager & Volunteer	Minor Intro to Contact	Minor Non-Contact	Minor 12-Week	Senior	Senior Non-Contact	Senior MAR	Senior 12-Week	Senior Temporary	Senior Off Season	Social	TOTAL:		
South West Ontario Rugby Union	44	107	840	184	9	0	4	4	4	32	11	0	0	43	40	172	344	57	601	35	0	14	51	0	5	2,447		
Bruce County RFC	2	3	10	2										2	2	7		14								42		
Fergus Highland RFC	12	25	186	30				4	25				5	15	32	71		74	10					2		491		
Guelph RFC	6	16	154	37									9	4	22	61		102	7		7	7				432		
Kent Havoc RFC	8	2	3	13									2		5	9		10								52		
London St. George's RFC	5	19	153	23	6			2		4	11		12	10	30	62		103	5			10				455		
Middlesex-Huron Youth Rugby Club	1	2	52	15	1		6	2					2	1	10	2										94		
Owen Sound Rugby Club	3	6	30	5									1	2	23	41										111		
Sarnia Saints RFC	10	8	46	12									2	4	15	63	7	83	6		7	9		3		275		
South West Rugby Union	2	3	1											2				1								9		
Stratford Blackswans RFC	2	1	28	2									3					32				4				72		
Waterloo County RFC	5	19	177	47	2					3			5	1	33	50		128	7			1				478		
Windsor Rogues RFC	8	3												1			50	54				20				136		
TOTAL:	404	640	4,554	1,272	16	0	60	56	59	278	21	0	53	252	279	934	2,096	145	3,640	109	91	119	640	8	98	15,824		

Note: Where a person has registered in multiple categories (e.g. Senior & Coach) each category is recognized here

South West Ontario Rugby Union	2,647
Bruce County RFC	42
Fergus Highland RFC	491
Guelph RFC	432
Kent Havoc RFC	52
London St. George's RFC	455
Middlesex-Huron Youth Rugby Club	94
Owen Sound Rugby Club	111
Sarnia Saints RFC	275
South West Rugby Union	9
Stratford Blackswans RFC	72
Waterloo County RFC	478
Windsor Rogues RFC	136

2024 Registration Data By Club and Category																					TOTAL:					
	Board Member	Coach	Junior Contact	Junior Info to Contact	Junior Non-Contact	Junior M&A	Junior 12-Week	Junior Temporary	Junior Off Season	Masters	Masters Non-Contact	Masters 12-Week	Masters Temporary	Match Official	Medical Manager & Volunteer	Minor Info to Contact	Minor Non-Contact	Minor 12-Week	Senior	Senior Non-Contact		Senior M&A	Senior 12-Week	Senior Temporary	Senior Off Season	Social
Toronto Rugby Union	142	310	2,341	700	4	0	28	21	17	124	4	0	35	132	183	438	999	74	1,720	47	90	52	333	1	36	7,844
Ajax Wanderers RFC	3	11	83	17						6				5	2	12	28		79				7	1	1	255
Aurora Barbarians RFC	8	28	175	49			1	3					11	13	6	37	40		150			25	10			554
Balmy Beach RFC	3	29	157	47										9	3	51	83		159				8			549
Barrie RFC	8	18	153	44										6	26	26	41		92				20			434
Bay Street Pigs RFC		1											2	2	2				48				16	2		73
Belleville Bulldogs RFC	11	15	250	73				1		6			9	9	15	37	91	69	91				21		2	700
Brampton Beavers RFC		2	9					2						3	1				47				25		4	93
Brock RFC	4	16	86	45										6		25			57				3			242
Caledon Cavaliers RFC	9	20	58	13					4					2	16	11	36				20					189
Canada Mifflin Rugby		2	7	2											1											12
Canada Touch Rugby																						7				7
Colourg Saxons RFC	2	3	56	24						34			4	2		23	36		43				9			236
Georgian Bay Titans RFC	7	14	71	64			27	1						7	25	40	114			42						412
Lindsay RFC	6	7	80	58										1		25	67		38			18				300
Markham Irish Canadian RC	12	18	32	21										5	5	10	22		74				38			237
Mississauga Blues RFC	5	11	92	2				1						7		14	18		64				1			215
North Halton Highlanders RFC	1	7	66	6					1					2	3	13	17		23				21			160
Oshawa Vikings RFC	9	18	259	67	2			8		37				3	4	28	93		138		23		8		4	701
Peterborough Pagans RFC	10	32	164	61				3		1				7	17	2	30	91	124	17	11		14		1	585
Rainbow Griffins RFC	5	1																	6	8						20
Scarborough RFC	3	3	37	3										5		1	1		34		4		16			107
The GIFS RFC	3									37	6		2	3											3	54
Toronto Buccaneers RC	7	1	4							3				4					61				12	10		102
Toronto City Youth RC	4	19	136	45	2			2	1					7	11	30	51							7		315
Toronto Dragons RFC	4	3	19	3										1	2	3	9		32				2			78
Toronto Inner-City Foundation (TRF)	4		200	24										1	20	2	100									351
Toronto Muddy York RFC	5																61		54		32		6			158
Toronto Nomads RFC	12	24	106	32					11					6	2	21		3	122			2	36		2	379
Toronto Rugby Union														2												2
Toronto Saracens RFC	7	1												1					47							56
Toronto Scottish RFC	5	2	12											2					98				60			179
Upright Rugby Rogues	1	3	29												2											35
Vaughan Yeomen RC	4	1												1	5					4	39					54
TOTAL:	404	440	4,554	1,272	14	0	40	56	59	278	21	0	53	252	279	934	2,094	145	3,640	109	91	119	440	8	98	15,824

Note: Where a person has registered in multiple categories (e.g. Senior & Coach) each category is recognized here

Toronto Rugby Union	7,846
Ajax Wanderers RFC	255
Aurora Barbarians RFC	556
Balmy Beach RFC	549
Barrie RFC	434
Bay Street Pigs RFC	73
Belleville Bulldogs RFC	700
Brampton Beavers RFC	93
Brock RFC	242
Caledon Cavaliers RFC	189
Canada Misfit Rugby	12
Canada Touch Rugby	7
Cobourg Saxons RFC	236
Georgian Bay Titans RFC	412
Lindsay RFC	300
Markham Irish Canadian RC	237
Mississauga Blues RFC	215
North Halton Highlanders RFC	160
Oshawa Vikings RFC	701
Peterborough Pagans RFC	585
Rainbow Griffins RFC	20
Scarborough RFC	107
The GITS RFC	54
Toronto Buccaneers RC	102
Toronto City Youth RC	315
Toronto Dragons RFC	78
Toronto Inner-City Foundation (TIRF)	351
Toronto Muddy York RFC	158
Toronto Nomads RFC	379
Toronto Rugby Union	2
Toronto Saracens RFC	56
Toronto Scottish RFC	179
Upright Rugby Rogues	35
Vaughan Yeomen RC	54

REGISTRATIONS BY GENDER

By Category - By Gender			
Category	Female	Male	Total
Board	133	271	404
Coach	172	468	640
Junior Contact	2,089	2,465	4,554
Junior Intro to Contact	537	735	1,272
Junior Non-Contact	11	5	16
Junior Mixed Ability Rugby	0	0	0
Junior 12-Week	46	14	60
Junior Temporary	21	35	56
Junior Off Season	30	29	59
Masters	9	269	278
Masters Non-Contact	0	21	21
Masters Temporary	11	42	53
Masters 12-Week	0	0	0
Match Official	52	200	252
Medical, Manager & Volunteer	127	152	279
Minor Intro to Contact	303	631	934
Minor Non-Contact	711	1,385	2,096
Minor 12-Week	42	103	145
Senior	1,234	2,406	3,640
Senior Non-Contact	25	84	109
Senior Mixed Ability Rugby	53	38	91
Senior 12-Week	78	41	119
Senior Temporary	197	443	640
Senior Off Season	1	7	8
Social	20	78	98
Total	5,902	9,922	15,824

Note: Where a person has registered in multiple categories (e.g. Senior & Coach) each category is recognized here.

2024 RUGBY ONTARIO MEMBERSHIP – UNIQUE NUMBERS BY CLUB

Club	Total
Ajax Wanderers RFC	244
Aurora Barbarians RFC	523
Balmly Beach RFC	541
Bathaven Scottish RFC	447
Batte RFC	418
Bay Street RFC	70
Belleville Bulldogs RFC	665
Brampton Beavers RFC	90
Brantford Harlequins RFC	636
Brock RFC	230
Brockville Privateers RFC	205
Bruce County RFC	35
Burlington Centaurs RFC	398
Bytown Blues RFC	308
Caledon Cavaliers RFC	154
Canada Misfit Rugby	12
Canada Touch Rugby	7
Canadian Jax United Rugby Club	25
Cobourg Saxons RFC	232
Comwall RFC	33
Crusaders RFC	599
Fergus Highland RFC	412
Georgian Bay Titans RFC	370
Grimsby Gentlemen	106
Guelph RFC	468
Hamilton Homets RFC	253
Kent Havoc RFC	43
Kingston Panthers RFC	520
Lanark Highlanders RFC	201
Lindsay RFC	292
London St. George's RFC	410
Markham Irish Canadian RC	216
Middlesex-Huron Youth Rugby	91
Mississauga Blues RFC	202

Club	Total
Niagara Old Boys RFC	38
Niagara Wasps RFC	221
Norfolk Harvesters	156
North Halton Highlanders RFC	152
Oshawa Vikings RFC	676
Ottawa Irish	355
Ottawa Ospreys RFC	216
Ottawa Senators RFC	37
Ottawa Wolves RFC	86
Owen Sound Rugby Club	101
Pembroke & Petawawa Valley RFC	30
Peterborough Pagans RFC	538
Rainbow Griffins RFC	15
Rugby Ontario	33
Samia Saints RFC	255
Scarborough RFC	94
Southwest Rugby Union	6
Stoney Creek RFC	65
Stratford Blackswans RFC	71
The GITS RFC	46
Toronto Buccaneers RC	88
Toronto City Youth RC	302
Toronto Dragons RFC	71
Toronto Inner-City Rugby Foundation (TRF)	351
Toronto Muddy York RFC	91
Toronto Nomads RFC	415
Toronto Saracens RFC	54
Toronto Scottish RFC	173
Upright Rugby Rogues	34
Vaughan Yeomen RC	48
Waterloo County RFC	489
Windsor Rogues RFC	119
Total	14,862

Note: Each member is counted once, regardless of their number of categories

RECOGNITIONS

Rugby Ontario

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AWARDS AND RECOGNITIONS

2025 CLUB ANNIVERSARIES

Club	Anniversary
Aurora Barbarians RFC	75 th Anniversary
Brantford Harlequins RFC	75 th Anniversary
Toronto Nomads RFC	75 th Anniversary
Balmy Beach RFC	70 th Anniversary
Markham Irish Canadians RFC	45 th Anniversary
Eastern Ontario Rugby Union	45 th Anniversary
Cornwall RFC	20 th Anniversary
Petawawa-Pembroke & Valley RFC	10 th Anniversary