

Annual General Meeting 2018-19





Purpose of Mile Zero Ultimate

The purpose of MZU shall be:

- To provide an environment that supports the growth and development of Ultimate in the greater St. John's area through the creation of mixed adult leagues;
- To manage and operate Mile Zero Ultimate and all of its leagues in a non-profit manner;
- To uphold Spirit of the Game as the central guiding principle of the sport of Ultimate;
- To represent the interests of both the sport and the players;
- To facilitate open and continuous communication amongst MZU members;
- To represent the interests of its members as a league representative on the UNL Board of Directors, and;
- To promote social interaction amongst MZU members through various social events.



Board of Directors

The 2018-2019 Board of Directors for MZU was elected at the Annual General Meeting on November 14, 2018.

The results of the election were as follows:

- **President** Allan Johnson
- **VP, League** Jason Murphy
- **VP, Finance** Adam Drover
- **VP, Communications** Rachael Fitkowski
- **VP, Spirit** Jordan Kavanagh
- **Members at Large**

Dana Howse	Jess Wade
Michael Walsh	Gina Reid
Colin Martin	Jill Henderson



Committees

Committees were formed for the following purposes:

- League
- Finance
- Communications
- Spirit
- Gender Equity
- Membership
- Discipline



League Committee

Members: Jason, Colin, Adam, Jess, Allan

Leagues Overview:

- Winter Toque League
- Winter Build-It-Yourself League
- MZU Summer League
- Summer Pick-Up
- Fall Outdoor Hat League
- Fall Build-It-Yourself League
- Lessons Learned from 2018-19 MZU League Offerings



League - Winter Toque 2019

Dates: January 7th to February 18th - 7 weeks

Registration: 160 Players / 16 Teams

Format: 5v5 Hat League

Fields: Techniplex

Overview:

- Teams built with 6 male-matching and 4 female-matching players per team
- Gender ratio of 3M-M 2F-M for whole game
- Games scheduled for 8:00 PM, 9:00 PM or 10:00 PM
- Registration decline: there was space to accommodate up to 18 teams but only 96 male-matching and 64 female-matching registered
- Recommend that next board considers a 4v4 pilot league, including a Masters Division in this slot





League - Winter BIY 2019

Dates: February 25th to May 6th - 11 weeks

Registration: 329 Players / 26 Teams

Format: 5v5 BIY League

Fields: Techniplex

Overview:

- Used a variation of WFDF Rule A. Teams were required to have a minimum 5 female-matching and 5 male-matching players
Held a Captain's Meeting to discuss WFDF Rule prior to start of season
- Each team had 2 bye weeks in order to expand beyond 24 teams
- Made use of the 7pm slot for the last week to run playoffs for all 26 teams
- Overall feedback from this league and WFDF Rule A was positive, but some members did not like the variation of Rule A used (one half 3M-M 2F-M, other half 2M-M 3F-M)





League - Summer 2019





League - Summer 2019

Dates: June 4th to August 24th - 12 weeks

Registration: 410 Players / 26 Teams

Fields: Bowring, Mundy Pond, and Kitty Gaul

Overview:

- League ran similar to previous years in terms of rankings and schedule
- Used WFDF Rule A for all games, with teams required to be built with a minimum of 14 players, including a minimum of 6 male-matching and 6 female-matching players
- Captain's Meeting at Elks Club
- Other policy changes: opt out of jersey, halftime rule, attendance tracking form, and updated subbing policy to allow registered and unregistered players to play in up to 4 games
- Concern with Wager Ladder system, review initial rankings and impact of rescheduled games
- Loss of Capital Subaru Sponsorship for 2019



League - Summer Pickup 2019

Dates: June 19th to August 21st (no game Regatta Day) - 9 weeks

Time: Wednesday 7pm - 8:30pm

Field: Bowring Park

Overview:

- Free to all MZU players, and any non-MZU players that signed the online waiver form
- Run by Colin Martin, MZU Member at Large
- Average attendance approx 12-15 players per week, which was down considerably from 2018



League - Fall Outdoor 2019

Dates: September 8th to October 27th - 8 weeks

Registration: 173 Players / 18 Teams

Format: 5v5 Hat League w/ 18+ and Masters Divisions

Fields: King George V

Overview:

- Teams built with 5 male-matching and 5 female-matching players
- Lower numbers than previous years, many teams were short female-matching players
- Used WFDF Rule A for all games
- Scheduling games on Thanksgiving: Plan was to condense the league and not have games in November, but league received negative feedback. Recommend next board either keep games into November, or shorten the league to 7 weeks
- Recommend a review of age restrictions on Masters registration, especially for female-matching players



League - Fall BIY 2019

Dates: September 23rd to December 16th - 12 weeks

Registration: 327 Players / 24 Teams

Format: 6v6 BIY League

Fields: Techniplex

Overview:

- Change to 6v6 allowed us to set gender ratio at 3M-M 3F-M, and allow more players
- No lottery required
- Used 7:00 PM field space first 6 weeks of the league to reduce number of 11:00 PM games
- Exploring changes to ratings ladder (ongoing)
- League is still ongoing, Finals will be December 16th



Moving Forward (League)

- Explore possibility of a 4s hat league in Winter 2020, including a Masters Division
- Monitor wager ranking system to ensure competitive balance in games
- Continue to use WFDF Gender Ratio Rule A for all future 5v5 or 7v7 leagues
- Consider moving all current Indoor 5v5 leagues to 6v6, where numbers permit
- Find a title sponsor for Summer League 2020
- Review length of Fall Outdoor Hat League
- Work with City of St. John's and Techniplex to continue to improve field access



Gender Equity Committee

Members: Rachael, Jill, Michael, and Jess

- The Gender Equity Committee was formed to create initiatives focused on improving gender equity within the league
- Initiatives included:
 - Adoption of more inclusive language (female-matching and male-matching)
 - Implementation of WFDF Gender Ratio Rule A in all leagues



Gender Equity Committee

- Stat tracking during 25 Winter Toque League and 25 Winter BIY League games to compare the stats between a league with Rule A and a league without it
 - Stats taken during the Winter BIY League saw an increase in all stat categories for female-matching players (touches, assists, pick-ups, and goals)
 - Stats were posted on our Facebook page and in our newsletter and received a lot of interaction from our members on Facebook
- Posted a survey after both leagues, and there was overwhelming response from the membership to continue with Rule A, survey results were posted on our Facebook page



Gender Equity Committee

- Required male-matching and female-matching captains on each team to provide leadership opportunities and encourage equal representation on teams
- Organized 2 free (well-attended) clinics run by Tempest Ultimate (Newfoundland's traveling team for female-matching players)
- Went beyond gender equity and looked at league inclusion as a whole, completing other initiatives including:
 - Creation of an inclusion page on the website
 - Reviewed all rules and by-laws and updated any gender-specific language as necessary
 - Participated in St. John's Pride Parade



Finance Committee

Revenue	
Registration Fees - Winter	\$31,440.00
Registration Fees - Summer	\$21,745.00
Registration Fees - Fall	\$29,850.00
Disc Sales	\$315.00
Payment from MAUL/SWURL for Summer Fields	\$600.00
Total Revenue	\$83,950.00



Finance Committee

Less Operating Expenses	
Field Costs - Winter	\$30,820.00
Field Costs - Summer	\$12,300.00
Field Costs - Fall	\$26,588.74
Jerseys/Merchandise	\$3,608.70
Team Supplies	\$293.89
Spirit Events and Programs (Parties, Social Events, Photography)	\$4,747.85
Website	\$1,231.70
Donation	\$500.00
Meetings (AGM, Captain's Meeting, Town Hall, Board Meetings)	\$754.17
Refunds	\$3,251.20
Bank Fees	\$4.87
Paypal Fees	\$2,195.93
Communications/Advertising	\$106.12
Storage Locker	\$1,725.00
Total Operating Expenses/Remittances	\$88,128.17
Income	-\$4,178.17



Finance Committee

NET 2019			
	Revenue	Expenses	Income
Q1	\$9,659.85	\$1,387.63	\$8,272.22
Q2	\$39,264.85	\$22,100.28	\$17,164.57
Q3	\$2,489.98	\$21,680.45	-\$19,190.47
Q4	\$33,042.57	\$43,467.06	-\$10,424.49
			-\$4,178.17



Finance Committee

Opening Balance: \$45,541.40

Net Movement: \$4,178.17

Closing Balance: \$41,363.23



Communications Committee

Members: Rachael, Allan and Dana

- Increased our presence on social media by posting more regularly on Facebook, and created an Instagram account
- Currently 1423 likes on Facebook and 140 followers on Instagram
- Used a combination of sponsored Facebook posts and regular posts to advertise events and important info, as well as newsletter and website
- Posters put up in community centres, gyms, etc to advertise some leagues
- Very responsive to inquiries by Facebook and Email
- Created a Facebook Subbing Group that has been very successful connecting teams with potential subs, currently has 215 members



Communications Committee

- Hired a photographer for 3 different leagues and received photos of many teams and levels of play, photos were posted on Facebook and will also be used for future advertisements
- MailChimp “MZU Times” newsletters
 - 9 newsletters sent out this year
 - Grew from 996 to 1113 subscribers since December 2018
 - Average open rate of 37%
- Updated Sponsorship Package, and have started reaching out to potential sponsors to secure sponsorship for 2020 (future board will have to continue this)



Spirit Committee - Initiatives

Members: Jordan, Gina, Jill, Michael

- Initiatives this year included:
 - Participation in International Spirit of the Game day with Ultimate NL
 - Aimed to increase rule knowledge of the membership using “Rule of the Week” posts on social media
 - Continued with Spirit Awards for each league
 - Created a Harassment Policy



Spirit Committee - Events

- Three social events were hosted during the 2018-2019 year
- Winter
 - St. John's Edge Game - well attended
- Summer
 - Season Kick-Off Party - Co-hosted with MAUL and SWURL at Bier Markt
 - End of Season Party - held at Swilers, good attendance, but mixed reviews about venue



Spirit Committee - Overall Spirit

Spirit Scores

- Overall League Spirit was ranked well. Summer league team averages from last year were up from 12.47 to 13.24
- More input from captains regarding any positive/negative comments during spirit entry.

Improvements

- Fewer instances of unclear spirit scores - if scores were high/low, reasons were provided and captains were contacted if there were any concerns
- Continue to promote and explain WFDF Spirit scoring through social media channels



Membership Committee

Members: Allan, Dana, Colin, Jordan, and Gina

Formed to collect feedback from members to ensure that everyone has a positive experience on and off the field

- Initiatives included:
 - Creation of a contact form on the website where members can submit feedback anonymously
 - Had board members at the field during the Winter BIY League for “Ask Us Anything”
 - Creating a survey for summer and fall leagues to be posted in the next few weeks



Demographics:

Overall Number of Unique Players by Year

Year	# of Players
2014	548
2015	561
2016	598
2017	546
2018	573
2019	567



Demographics:

Overall Number of Unique Players by Year

Year	Female-Matching	Male-Matching	Overall
2017	227 (41.6%)	319 (58.4%)	546
2018	256 (44.7%)	317 (55.3%)	573
2019	271 (47.8%)	296 (52.2%)	567



Demographics: Average Player Age by Year

Year	Female-Matching	Male-Matching	Overall
2015	29	31	30
2016	29	31	30
2017	30	32	31
2018	29	32	31
2019	30	32	31



| Age-related Bylaw Changes

Since adopting “18 years their first day of play in any league” language in November 2015:

- 7 new players in 2016
- 8 new players in 2017
- 23 new players in 2018
- 9 new players in 2019

Since adopting “any person who will be 18 years of age by December 31st in their first year of play in the league” language in November 2018:

- 3 new players in 2019



Demographics: Individual Registrations by League

Year	Winter Toque	Winter BIY	Summer League	Fall Outdoor	Fall BIY
2017	180	290	419	179	298
2018	179	355	414	175	291
2019	160	329	410	173	326



Demographics: Individual Registrations by League

Female
Matching
Players

Year	Winter Toque	Winter BIY	Summer League	Fall Outdoor	Fall BIY
2017	72	118	172	71	121
2018	71	143	177	85	129
2019	64	153	193	83	156

Male
Matching
Players

Year	Winter Toque	Winter BIY	Summer League	Fall Outdoor	Fall BIY
2017	108	172	247	108	177
2018	108	212	237	90	162
2019	96	176	217	90	170



Demographics: Number of Teams by League

Year	Winter Toque	Winter BIY	Summer League	Fall Outdoor	Fall BIY
2017	18	24	26	18	24
2018	18	30	26	18	24
2019	16	26	26	18	24



Demographics: New Player Retention Numbers since Fall 2018

Fall Outdoor League

- 37 new players, of which 16 played in >1 league and 10 are playing in a Fall 2019 league

Fall Build It Yourself

- 33 new players, of which 22 played in >1 league and 13 are playing in a Fall 2019 league

Winter Toque League

- 11 new players, of which 8 played in >1 league and 5 are playing in a Fall 2019 league

Winter Build It Yourself

- 14 new players, of which 7 played in > 1 league and 4 are playing in a Fall 2019 league

Summer League

- 70 new players, of which 44 played in > 1 league AND are playing in a Fall 2019 league



Discipline Committee

Members: Allan, Adam, Rachael, Jason, and Jordan (MZU Exec)

- Deal with reports and complaints throughout the league, as necessary



Questions?



Election

PRESIDENT

The President shall have active executive management of the operations of MZU, subject however to the control of the Board of Directors. The President shall:

1. Serve as Chair of the Board;
2. Be the chief executive officer of MZU;
3. Preside at all meetings of members and Directors;
4. Pursue the business of MZU;
5. Be authorized as a signatory on the MZU bank account; and
6. Perform any other duties as the Bylaws or Board of Directors may prescribe.

<u>Candidates</u>	<u>Elected</u>
Allan Johnson	Allan Johnson



Election

VP, LEAGUE

The Vice President: League shall:

1. Assist the President in the business of MZU;
2. Perform all duties incumbent upon the President during the absence or disability of the President;
3. Chair the League Committee and fill the role of League Commissioner for at minimum, the Summer League;
4. Be authorized as a signatory on the MZU bank account; and
5. Perform any duties as prescribed by the Bylaws or the Board of Directors.

<u>Candidates</u>	<u>Elected</u>
Jason Murphy	Jason Murphy



Election

VP, FINANCE

The Vice President: Finance shall:

1. Assist the President in the business of MZU;
2. Chair the Finance Committee;
3. Keep correct and complete records of account, showing accurately at all times the financial condition of MZU;
4. Be an authorized signatory on the MZU bank account;
5. Be the legal custodian of all moneys, notes, securities and other valuables that may from time to time come into the possession of MZU;
6. Immediately deposit all funds of MZU into a reliable bank account or other depository to be designated by the Board of Directors and keep this bank account in the name of MZU;

<u>Candidates</u>	<u>Elected</u>

7. Keep statements of the financial condition of MZU and furnish at meetings of the Board of Directors, or whenever requested, a statement of financial condition of MZU;
8. Be the custodian of the records, including the membership lists and the current voting memberships list;
9. Transfer required monies to affiliated organizations; and
10. Perform other duties as the Bylaws or Board of Directors may prescribe.



Election

VP, COMMUNICATIONS

The Vice President: Communications shall:

1. Assist the President in the business of MZU;
2. Chair the Communications Committee;
3. Attend all meetings of the members and the Board of Directors and shall keep and maintain a true and complete record of the proceedings of these meetings;
4. Disseminate all correspondence to the membership;
5. Coordinate all advertising for MZU events; and
6. Perform other duties as the Bylaws or the Board of Directors may prescribe.

<u>Candidates</u>	<u>Elected</u>
Rachael Fitkowski	Rachael Fitkowski



Election

VP, SPIRIT

The Vice President: Spirit shall:

1. Assist the President in the business of MZU;
2. Chair the Spirit Committee;
3. Work with players, teams and the Board to promote Spirit of the Game;
4. Distribute and manage spirit awards and prizes;
5. Schedule and organize all non-sporting activities;
6. Maintain a database of all volunteers who aid in the running of any MZU activities; and
7. Perform other duties as the Bylaws or the Board of Directors may prescribe.

<u>Candidates</u>	<u>Elected</u>
Colin Martin	Colin Martin



Election

MEMBERS AT LARGE (x6)

The Members at Large shall:

1. Assist the Executive in the running of MZU;
2. Serve on a minimum of one committee, including at least one of the League, Social or Communications committees; and
3. Perform other duties as the Bylaws or the Board of Directors may prescribe.

<u>Candidates</u>	<u>Elected</u>
Dana Howse	Dana Howse
Lesley Butler	Lesley Butler
Jill Henderson	Jill Henderson
Rebecca Price	Rebecca Price
Jordan Kavanagh	Jordan Kavanagh
Chris Downey	Chris Downey