



2021 AGM - President's Report

August 29, 2021

I would like to open with my best wishes towards everyone's health and safety during these unique times we now find ourselves in. I am excited to see some light at the end of the tunnel and wish all the best to those dojos who are working hard to return to play for September, and encourage those dojos who are struggling with factors outside their control to not give up. If at any time you find yourself in need or have questions on guidelines, available funding, programs, etc .. do not hesitate to reach out to someone on the KNS Executive and Board or send email to info@karatens.org.

It has been a long haul since the last AGM due to the timing of health restrictions imposed due to the Covid-19 pandemic. We have not met as an association since April 14th, 2019. Although Nova Scotia is technically still in a state of emergency which allowed us to delay any AGM, the current board felt it was time to regroup, refresh and get reassurance on the direction of the association. Due to challenges with facilities to host a larger group we decided to look into hosting a virtual AGM. As a board we have been meeting online at a minimum monthly since the pandemic started and felt we could manage this approach. An added bonus of the online AGM is more can participate as there is no need to drive hours to Halifax, and if you are busy you can jump on as soon as time permits.

I have been acting as President KNS since June 2020, because of the resignation of Jason Fields due to personal reasons. During this time the board has worked hard to move the association in a direction that we hope benefits the needs of the members. I feel the team has done a great job!

In my report I would like to outline some of the hard work the team has worked on since Feb 2020, however I encourage you to read their individual AGM reports for more detail.

Special thanks goes out to Pat Thompson, our Sports NS Administrative Coordinator who is responsible for relationship and activities between Sports NS and KNS. The relationship between our teams is great, and Pat has been able to champion much of the work noted in this notice.

TEAM EFFORT

Executive and Board meet online on a set schedule at least once a month, generally 2-hours, to discuss topics of concern for and from KNS members, updates from Sports NS, updates from Karate Canada and updates on the project and activities of the association. Being online has saved us on travel, cancellations due to bad weather, quick turnaround on action items and the ability to meet in our pyjamas, while sipping our favorite nighttime beverage. If you are every wondering who is on the board and their roles visit <http://karatens.org/kns/board-of-directors/>

COVID-19 & RETURN TO PLAY

2020 brought us a very difficult year, that has continued into 2021. We are lucky to live in such a strong province; our province is amongst the best when dealing with COVID. As such, KNS has been in a great position to return to play, after our initial shut down from the first wave and subsequent iterations. Although there are still challenges that face us, it was great to see dojos look at ways to share their skills with their members either via online or modifying class sizes to permit ongoing training.



POLICIES

The downtime due to COVID has allowed for the opportunity to tackle a long overdue task, policy review. Most of our policies have been reviewed and updated or created new, to provide guidelines for any situation that may arise both at a club and provincial level. These policies are available to all dojos within KNS and should be adopted. Once adopted we are making them available online at <http://karatens.org/dojo/governance-documents/>

The following approved policies have been revised or created:

- Appeals Policy
- Harassment Policy
- Privacy Policy
- Code of Conduct and Ethics
- Coaching Policy
- Travel Policy
- Bully Prevention Policy
- Concussion Policy

The following policies are still being worked on, near completion or pending approval:

- Discipline and complaints Policy
- High Performance Committee Policy
- Event guideline document
- Conflict of Interest Policy
- Equity and Access Policy (Inclusion Policy)

BYLAWS

The bylaws of the organization have been reviewed and updated. The board worked with Sports NS on aligning our bylaws with their guidelines and recommendations, along with input from Karate Canada. The original bylaws have been due for an overhaul for years as they are over 20 years old. We have chosen to simplify the bylaws from the original document and use a combination of bylaws and policies to govern KNS. You will notice the bylaws will reference policies often. We made the new version of the bylaws available to dojos (end of July 2021) who are in good standing. Dojos were asked to review and offer feedback either in advance of the AGM or during. The board is optimistic the new Bylaws will pass during the AGM as written or with some amendments that may be brought up during AGM.

ACCOUNTING PRACTICE

Our treasurer Mark Doubleday has introduced us to some technology to manage the books and we have also started to accept e-transfers. We have also adjusted accounting method from a cash method to an accrual method. More details will be included as part of Financial report.

COMMUNICATIONS

We regularly send emails out to our association distribution list regarding KNS activities, Sports NS, KC, Coaching Association of Canada and other related partners. Our distribution list is mainly made up of those who register for clinics and tournaments, and dojo contacts. We hope that you share the information we send to you with your members where you feel it is appropriate. If you are aware of anyone who would like to receive our emails directly please direct them to the following page to subscribe <http://karatens.org/contact-us/>. Anyone can always visit www.karatens.org



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In addition, we have expanded our social media platforms to include:

- Facebook [Karate Nova Scotia Group](#)
- Twitter [Karate Nova Scotia Twitter](#)
- Instagram [Karate Nova Scotia Instagram](#)
- YouTube [Karate Nova Scotia Channel](#)

EVENTS

As an association we were able to hold many of our regular events, clinics, tournaments, team training up until the start of the pandemic. The pandemic brought on challenges that cancelled most of our program offerings. We did eventually offer a few KNS delivered online sessions with Officials, Kata and Kumite athletes, and provided information to our members about online training sessions made available by Karate Canada, the Commonwealth Karate Federation, Sports NS, and others. We did put on one virtual e-tournament for Kata, thanks to the support from our Technical Director and the Mukashi Karate Club and a handful of other Officials who volunteered their time to judge. You can see all the kata video and results here <https://youtu.be/prY9Yc4atjU>. Things currently are looking much better for the 2021/22 Season to begin with training, tournaments, and clinics. Please visit our events page on the KNS website to stay informed (<http://karatens.org/events/>)

NCCP

We were unable to schedule any courses over the last few years but hope to in the future. Our Technical Director will be working hard with NCCP facilitators to make progress in this area moving forward. Karate Canada and Sports NS have also offered some free online sessions and likely will continue to do so moving forward. For more details on the coaching program you can also visit <http://karatens.org/programs/coaching/>

KARATE CANADA

KC regularly keeps the Provincial Presidents informed of all their events, activities, and program offerings. In 2020 they started bi-monthly online sessions with Provincial Presidents and members of the KC board to discuss issues, provide updates on global activities, such as Olympics, provide feedback to initiatives and keep in tune with everyone's 'Return to Play' programs and pandemic impacts. It was disappointing to see 2020 and 2021 Nationals cancelled, but we must hope the 2022 Nationals event will go forward July 1st to 3rd in St. John's, Newfoundland. I also want to thank Gary Walsh for his time and effort as a Director on the board of KC. He had spent 2 terms until the Sept 2020 AGM resulted in changes. The next KC AGM is tentatively scheduled for October 2021. To stay current with KC you can always check out <https://karatecanada.org/>

SPORTS NS

Pat Thompson regularly participates in our monthly executive meetings, is a key resource in the working to update the governance docs, helps with funding applications, keeps us informed of Sports NS programs and opportunities, and the list goes on and on. He is a great resource. Sports NS has also recently started a great fundraising program "Sport 50/50 Split" Online Raffle, that all dojos should take advantage of; any ticket bought goes into the monthly 50/50 pot for all tickets sold across all sports. If sold through a club, the club gets to keep 70% of the funds with 5% of the funds raised going to Karate Nova Scotia. The remaining 25% goes towards supporting Sport NS in the delivery of programs like Sport Fund, Parasport and KidSport. New to the AGM reports, Pat has provided us with 2021 AGM Sport NS Coordinator Report, please review. To check out the full mandate of Sports NS visit <http://www.sportnovascotia.ca/>



AWARDS

We have fallen down with the recognition and awards over 2020 and 2021. We will reintroduce these programs moving forward and play some catchup on awards that make sense. Sport NS did hold their **Support4Sport Awards** in 2020 and 2021 online. 2020 timelines encompassed our 2019/20 competitive season, Karate NS was recognized as:

- 2020 Coach – Mitchell German
- 2020 Official – Dave Griffin
- 2020 Volunteer – Cary Hollett
- 2020 Senior Female – Trysten Deveau
- 2020 Senior Male – Ryan O’Neil
- 2020 Junior Female – Angel Niet
- 2020 Junior Male – Gassan Alkurdi
- 2021 Volunteer – KNS Board and Executive

OFFICIALS

We had good participation from Officials in the few events held prior to the shutdown. As we prepare to return to the competition schedule it would be great to grow the Officials numbers as they are key to running safe, fair and efficient competitions. Officiating is another area in the association where it is great to look beyond Senseis, our club members can be valuable additions to all the various teams and programs offered. KC did offer a free online officiating course, KNS offered one prior to the Virtual Tournament. as more of these opportunities arise, we will be sure to communicate to the dojos. For details on the recent happenings read the Officials AGM report If you are interested in knowing more about the Officials program please visit <http://karatens.org/programs/officiating/>

TEAM

As an organization we had some high expectations working towards 2020 Nationals, only to have the goals of the athletes taken away due to the pandemic. We made it as far as team selection prior to the shutdown. Overall 38 athletes between Junior and Senior divisions made the team. The 2021 team tryouts were a wash, we did setup some development training sessions, and 2022 tryouts are gearing up to begin in October. For more details on the development of athletes and the team, read the AGM’s High-Performance Coach Report. You can also visit <http://karatens.org/programs/team/> and <http://karatens.org/programs/athlete-development/> for additional info.

STAFF MEMBERS

Originating under Gary Walsh when he was president and continue over the last few years, members of the board put in long hours working with Sports NS (SNS) and the Canadian Sports Centre Atlantic (CSCA) to gain funding to support the hiring of a part-time Technical Director and a part-time High-Performance Coach. We are glad to say the hard work paid off! This has been a big step for KNS, one that we feel is necessary. A Job committee was setup to define the parameters of the roles, and the process by which a selection would be made. The committee worked closely with SNS and CSCA. A Hiring Committee was established and chaired by Pat Thompson (SNS), the committee also included a SNS HR Manager, and a representative each from CSCA, KNS, and KC.

Close to 20 people applied for the two positions; resumes were received from local, national and international applicants. The Job Committee used an anonymized hiring process where identifying characteristics were removed from all applications before they were handed off to the Hiring Committee for consideration. It was from these applications that the candidates to be interviewed were selected. Five applicants were invited to be interviewed as a result.



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The Hiring Committee has made recommendations towards the Technical Director, and High-Performance Coach positions. The KNS Board and Executive reviewed the recommendations of the Hiring Committee and voted unanimously to approve the selection.

February 1, 2021 saw Jeff Murphy start as Karate Nova Scotia's first Technical Director, and Mitchell German start as our first High Performance Coach! Congrats to the both of you!

Contract Durations: February 1, 2021 to March 31, 2023.

The **Technical Director** is responsible for initiating, developing and implementing Karate Nova Scotia's technical programming including coaching, officiating and athlete development programs while providing leadership to clubs in implementing related initiatives; and help create the supporting structure and system to foster the growth of the sport of karate.

The position of **High Performance Coach** is to lead and create both high performance coach and athlete development programs and services across Nova Scotia in accordance with direction provided by the Board of Directors; and help create the supporting structure and system to foster and sustain a culture of performance excellence. Performance program overarching goal: Develop athletes through the Karate Nova Scotia system that consistently finish on the podium at Junior and Senior National Championships qualifying those athletes for Karate Canada National Teams and the opportunity to represent Canada at International competition.

The addition of these positions represents a very significant step forward, and we are excited to see our organization rise to the next level in the coming years! Please reach out to them directly at any point via td@karatens.org or hpc@karatens.org

We also established a Staffing Oversight Committee (SOC), to provide a level of governance over these roles. As these staffing positions are a new experience for KNS, we continue to evolve the mandate of the SOC as well as the relationship with the staffed positions. The members of the SOC include Theresa Griffin, Kevin Jones and Kristen Amirault. Their roles and efforts are very much appreciated!

MEMBERSHIP

As with any association, membership registration is always a challenge. We are no different. The biggest challenges have been timely and complete registration information and prompt payment. As a result, we spent much of 2020 investigating an alternative approach or tool to assist in making this process better for everyone. Our hope is that we found it in "**Martial Member**" and since its introduction to the association in 2021, the feedback has been positive for the majority. We have added a page on the KNS website should you forget how to navigate to your account (<http://karatens.org/dojo/martial-member/>)

Reminding you of the importance of the demographic information as it informs participation populations, instructor levels and credentials, and regional breakdowns; this is very important to support KNS, Sports NS and Karate Canada for funding requests and program planning. This data is also used to validate Karate Canada membership and governance around all their events and programs. Birthdate has been a contentious data item to collect, but it is important for the age demographics. If you are concerned with sharing exact birthdates, please put in January 1 and the year of birth so we have at least the year to assist in the age metrics. Please, when filling out the details, make every effort to ensure it is complete and accurate.



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As part of the membership process, we will be **reinforcing compliance** in NCCP training, First Aid, Police and Vulnerable sector checks. More details will be shared via updates to our policies and guidelines.

Covid-19 pandemic put challenges on many dojos and members in various ways; for 2021 we offered discounts on membership! Karate Canada in turn offered KNS similar discounts. Insurance company was slightly accommodating 😊. We provided **a 35% discount** on all fees for all members for 2021.

Please read the 2021 AGM Membership report for all the demographic info, and for all the governance documents and additional info on this topic visit <http://karatens.org/dojo/membership/>

FINAL THOUGHTS

I hope you found this info informative and perhaps gave you a better understanding of the work that is going on in the association; Most definitely I have still missed a few items, events names, etc ... apologies if so. I am sure through the rest of the AGM reports these will be covered.

I hope as a membership you were happy with what the team was able to achieve and will support the future team as well!

I also want to provide my condolences to all members who may have lost any loved ones over the last few years. We lost a great karate person in Paul Oliver, from Karate NB, this summer, but he will not be forgotten.

Stay safe, healthy, train hard and stay engaged!

Yours in Karate

Greg Da Ros

President Karate Nova Scotia | president@karatens.org

KNS is the recognized Provincial Sport Organization (PSO) responsible for creating a framework where everyone from casual participants to international champions can develop in a safe and fair environment. KNS's member clubs/dojos adhere to standards set by KNS, Sport Nova Scotia, and Karate Canada.

******* The Olympics ... I forgot the Olympics!!!
Great show of skill and talent! Awesome that Canada was
able to represent!!! Congrats to everyone!**