



2022 PRESIDENT'S YEAR END REPORT - by Kyle Clifford

2022 was a year to return to normal operations as the GRS transitioned out of the Covid 19 pandemic. It was a year of new beginnings for our two dedicated staff, Erin and Jenny, to work through the four seasons together as a team to provide GRS services to our Community, Gabriola.

2022 was a mid-term year for the two major contractual agreements the GRS has with SD 68 and the RDN. 2023 will see both up for renegotiation.

2022 was a year to set the stage for a major planning exercise for the GRS. With encouragement from the GRS, significant funding has been set aside in 2023 for a Recreation and Parks Master Plan for Gabriola in cooperation with the Regional District of Nanaimo.

2022 was a year of financial stability for the GRS which resulted in a modest surplus at years end. This budget process is greatly influenced by the revenue generated from program offerings and is always a great unknown when putting together these programs. One is never sure how well the programs will be attended and what the associated revenues will be. This year most of the programs were very well received and, in many cases, oversubscribed.

In 2022 two new Board members, Lesley Hazeldine and Irene Fraleigh played important roles in the functioning of the Board, Lesley as Recording Secretary and Irene as Treasurer. Their efforts are greatly appreciated and this is a sendoff of thanks to Irene who helped to get Erin up and running with GRS financials. Unfortunately for us, Irene has decided not to continue as a member of the board for 2023.

2022 was a challenging year for many employers to hire new staff, especially young seasonal staff, and the GRS was no exception. This seems to be a trend and I expect it will be a challenge again to hire qualified summer staff. This puts additional strain on our permanent staff to train inexperienced staff to lead summer programs although hopefully this will not be the case this coming year.

Performance reviews are an important duty of any Board or employer. These reviews are easily delayed or put off indefinitely. The GRS Human Resources sub-committee conducted employee reviews for both of our staff which hopefully leads to better communication and solidifies the long-term nature of these quality people.

As President I try to work closely with, and support, our staff, to help facilitate the work that they do.

During 2022 our newly elected Vice-President, Phil Purnell, took a leave of absence and quickly passed away from a very aggressive form of cancer. Phil was just becoming familiar with the Board and our work and his passing was a tragedy.