



**Canoe Kayak Ontario
Sprint**

www.ckosprint.ca

NOTICE OF ANNUAL GENERAL MEETING

Take notice that the 2020 Annual General Meeting of Canoe Kayak Ontario Sprint will take place via:

Member of:



Zoom Teleconference:

Tuesday, November 3, 2020 7:30 pm

Supported by:



Join Zoom Meeting

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CANOE KAYAK
ONTARIO
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Sprint**
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**Annual General Meeting
Tuesday, November 3, 2020**

7:30pm – 9:30
Via Teleconference

AGENDA

Call to Order

Approval of the Agenda

Approval of 2019 AGM Minutes

Treasurer's Report – Auditor Approval

Chair's Report

Western Ontario Division Flag Officer Report

Eastern Ontario Division Flag Officer Report

Northern Ontario Representative Report

Technical Director's Report

Other Business



Canoe Kayak Ontario Sprint
 Minutes of Annual General Meeting
 Wednesday, November 6, 2019
 Teleconference

Board of Directors present: Joanne Bryant – WOD/chair; Gilles Cinq-Mars – WOD; Heather MacIntosh – EOD; Paul Vincent WOD/Treasurer; Kerri-Ann Redwood - EOD;

Ryan Blair — Technical Director

Club	Voting Rep.	Club	Voting Rep.
Burloak Canoe Club	Connie-Lee Oldershaw Hunter George	North Bay	Ed Hong Proxy to HMacIntosh
Cobourg	Jeremy Fowlie	South Niagara	Tracey Pigeon
Rideau C.C.	James Price	Pickering Rouge	Mary Anne Pietrusiak
EOD - DOC	Sherry Goodyear	Gananoque	Murray Higgs
Collingwood	Laura Clemenhagen	Ottawa River	Mark Hayman
Carleton Place	Kim Anderson	Carleton Place	Don Leverette

Quorum being declared, the meeting was called to order by the Chair, Joanne Bryant at 7:30pm

Approval of Agenda: Moved by Heather MacIntosh, seconded by Kerri-Ann Redwood. Carried

Approval of Minutes of 2018 AGM: Moved by Paul Vincent, seconded by Heather MacIntosh. Carried

Reports

Chair

Joanne Bryant referred to her written report in the AGM package. Thanks to all but special thanks to Ted Roworth and Kevin Howard, both from WOD, for their work on improving the safety of all Ontario paddlers. Both are stepping down this year.

Treasurer

Paul presented financials for March 31, 2018 which had been reviewed by auditing firm RLB.

Question from the floor as to where para boats that were purchased were currently being used; answer: currently being used by North Bay and Ottawa River

Paul moved that the we accept the Engagement Review report of RLB LLC as the financial statements for OCSRA (dba CKO Sprint) for the fiscal year ended March 31, 2018; seconded by Gilles Cinq-Mars. Carried

Paul presented financials for March 31, 2019 which had been reviewed by auditing firm RLB.

Paul moved that the we accept the Engagement Review report of RLB LLC as the financial statements for OCSRA (dba CKO Sprint) for the fiscal year ended March 31, 2019, seconded by Gilles Cinq-Mars. Carried

Paul presented the proposed budget for the fiscal year ended March 31, 2020.

Paul moved that the OCSRA (dba CKO Sprint) appoint RLB LLP of Guelph, On. to conduct our annual Engagement Review for the Fiscal Year ending March 31, 2020, seconded by Kerri-Ann Redwood, Carried

Chair noted that copies of the final financial statements are available upon request. Paul noted that he is available for any questions or discussions of the statements.

Division reports

Joanne referred to Ted Roworth's WOD Flag officer's report as included in the AGM package.

Heather MacIntosh presented the EOD Flag officer's report as included in the AGM package.

Rick Mroz, as northern representative, was not available.

Technical Director

Ryan presented his report on 2019 and noted that he would be conducting a thorough review of our operations over the winter to establish an operational plan for the next four years. Ryan's written report was included in the AGM package and his power point presentation is available on the website.

2020 Directors

The 2019 board of directors will serve in 2020 with the exception of Ted Roworth from the WOD. Rachelle Cheshire will be the new WOD representative. The board will be reaching out to the Northern Clubs to confirm that Rick Mroz, if willing, will continue as their representative on the board.

Other Business

Kerri-Ann Redwood thanked Paul Vincent, Ryan Blair and Joanne Bryant for their work in the past year.

Joanne Bryant noted that the CKO AGM was scheduled for November 26 via teleconference and noted the importance of Sprint representation on that board.



October 26, 2020

2020 Annual General Meeting - Treasurers Report

The *Engagement Review* for F2020 has been completed, and accepted by the Board of Directors, and is presented today for review and ratification by our member clubs.

Financial results:

P&L

We ended the year with a deficit of \$8.1k.

The primary driver was the (cancelled) Florida camp, where we incurred a loss of \$8.8k, due to pre-camp expenditures that we could not cancel or defer.

The loss of the camp accounted for virtually all the revenue decline vs. prior year.

Regatta revenue and costs are both down by \$20k due to Ontario Summer Games.

Please note that we incurred amortization (non-cash) costs \$11.4k, so on a 'cash' basis, we had a modest surplus of \$3.3k.

Cash Flow

Our cash position declined by \$94k over the year; this traces to 3 areas:

- deferred income & contributions ~ \$25.6k
- Florida camp gyrations (prepaid expenses, A/P - \$31.3k)
- the purchase of a replacement van (\$38.6k)

Balance Sheet

Our Unrestricted Net Assets (Equity), declined by \$8k, reflecting the operating deficit.

Importantly, we ended the year with \$95k in cash, and \$96k in assets (Van, racing shells, motors, & trailers).

This is a strong balance sheet, and we are well positioned going forward.

Outlook for F2021

There are factors that are positively affecting the outlook for the current year:

- 1] OASF grant remained steady
- 2] OHPSI grant increased
- 3] the Emergency Wage Subsidy (CEWS) is providing a significant contribution

While many of our programming revenue streams have been eliminated, we have seen the concurrent costs also reduced or eliminated.

It is expected that we will finish the year with a substantive operating surplus, which is primarily related to the CEWS revenues.

Motion #1:

That we accept the Engagement Review report of RLB LLC as the final financial statements for OCSRA (dba CKO Sprint) for the fiscal year ended March 31, 2020.

Motion #2:

That we appoint RLB LLC to conduct the Engagement review for the F2021 financial year.

Respectfully submitted,

Paul Vincent
Treasurer
ocsra.treasurer@gmail.com



2020 Report from the Chair

2020 has been a unique and challenging year for us as a sport, and as a community. Following a successful 2019, I know everyone was looking forward to the competitive season, especially with the highlight of the Summer Olympics. Everyone had been prepping for an intense competitive season with many Trials and qualifying events that would get our athletes to the various “next step” competitions, at whatever level they were at.

Well, we all know that no matter how well something is planned and organized, situations may arise that make us rethink our strategy or adjust our course. In 2020, it was COVID 19, and it wasn't just our plans in the paddling world, but the world in general that came to a screeching halt.

When looking at the bigger picture, in the light of the tragedy that COVID 19 has been, and continues to be, some people will say that cancelling a competitive season is a small price to pay when trying to ensure the health and well being of our community. That may be true, but on the smaller scale, at the athlete, parent, club, volunteer and official's level, this has been an incredibly disappointing and painful year, full of very difficult decisions and many perceived lost opportunities.

The decisions made, especially those that resulted in the cancellation of events, both competitive and preparatory, were not made lightly. They were considered at length, debated at length, and then voted on by various Boards and Committees, always keeping one thing first and foremost, and that was the health and wellbeing of our community. That is a phrase that has been said many, many times throughout the year when discussions concerning how we could proceed occurred, and it has been our primary guiding beacon.

As a sport, adjustments are being discussed and implemented to minimize the amount of “lost opportunities”. Training camps are being modified, entry parameters of postponed competitions are being looked at to take into account the age group graduations and hopefully allow all athletes the opportunity to have their big competition at whatever level they were preparing for this year. It is a difficult and onerous process to go through, but one that every level of our community is undertaking, from CKC to CKO and the various competitive clubs.

As we make our preparations for next year, much remains up in the air, and much of it is beyond our community's control. Administratively, we are planning our training and competitive calendar, and we will adjust it as becomes necessary throughout the winter and into the spring. It will be a busy year, helping our athletes to catch up and move ahead from this year. Never has it been more important for our community to look to the health and wellbeing of our athletes, to maintain their motivation and love of the sport. I am so very proud to be part of this great community, everyone has done an amazing job this year, and I would like to thank you for your ongoing commitment and support of Sprint Paddling in Ontario.

COVID 19

The appearance and development of COVID 19 into the global pandemic that we are now experiencing necessitated that all training camps and competitions that CKO Sprint usually participates in be cancelled. This came into effect during the Spring Florida Training Camp period that Team Ontario and several other team camps had structured, and called for the immediate return to Canada of all athletes and coaches. From that period, and through the competitive season to date, there have been no in person head to head training camps or competitions.

Ryan Blair did a great job keeping athletes involved by setting up Social Media correspondents and having virtual competitions on a weekly basis. This culminated with the U12/U14 championship weekend which was very well received with a lot of positive feedback. As well, the Coast to Coast to Coast weekend was successful but had less social media coverage since the usual social media generators were competing.

Ryan also developed and published online training programs that were very well received, and social media traffic has increased on the various CKO Sprint platforms. Thanks to Grace Tsousidis (RHCC); Matthew O'Neill (RCC) and Hayley Plante (BBCC) for their efforts.

CKO Sprint invited Ontario member clubs to participate in various discussions to discuss the challenges faced as a result of COVID-19, including the fiscal impacts to the clubs, support to athletes and coaches during the crisis, guidelines for club activities, the possible impact on the competition schedule, as well as to give the opportunity to support each other as one community through this difficult time.

CKO Website

The new CKO Website has various resources listed on it including Rowan's Law and Safe Sport and has been the main resource for return to paddling protocols for both Special Olympics and CKO Sprint affiliated clubs.

Funding

The programs and competitions run by CKO Sprint are heavily reliant on the financial support of the Ministry of Tourism, Culture and Sport (MTCS) either directly or in partnership with the Canadian Sport Institute – Ontario (CSIO); other government grants; membership fees and entry fees.

CKC Database

Adoption of the new CKC database to replace PadTrac has been progressing. Feedback from clubs and administrators has been forthcoming and will be forwarded to CKC for discussion and adoption where necessary.

Coaching

Cheyenne Farquharson (Rideau) and Chris Mehak (Balmy Beach) were selected to take part in Apprentice Coaching Program.

Ryan Blair was awarded the CKC Coach Development award at the November CKC Summit.

Special Olympics

Like all other programs in CKO, the Special Olympics program was put on hold due to COVID 19. All return to training protocols published by the Ontario Government were followed.

Camps

Looking ahead to next year's training and competitive schedule is a difficult prospect due to the uncertainty that we are facing with respect to COVID 19. Ryan has tentatively booked training and accommodations in British Columbia for a potential Spring Training Camp.

December and February training camps are being planned but final decision on holding camps will depend on the pandemic situation.

HPC

HPC has met and established a set of guiding principles that will be used for team selection for next year. As there were no Team Trials this year, the decision has been made to continue with the current slate of athletes to make up Team Ontario. Additions and deletions to this current roster will be made as needed.

Strategic Plan

Ryan has been conducting an exhaustive consultation process with all stakeholders in the Sprint Discipline to develop our new Strategic Plan. As with everything else during the pandemic, the process has been slow but Ryan has reported that he has gotten excellent feedback.

Inclusion, Diversity and Equity

Kerri-Ann Redwood Wheeler has been appointed as chair of the Inclusion, Diversity and Equity Committee. The committee will examine the current situation in CKO Sprint and make recommendations to the BoD for inclusion in our Policies and Procedures.

CKO continues the work started with the Canadian Association for the Advancement of Women in Sport (CAAWS) to develop policies and programs to increase the retention rates of females in our sport.

2021 Schedule:

The 2021 Competitive Schedule is in the draft stages and will ultimately be dependant on the COVID 19 situation and what restrictions are being placed on us from the various levels of government. Changes can be expected as the situation changes.

Thank you

I would like to thank our Technical Director, Ryan Blair, the members of the CKO Sprint Board and the High Performance Committee for all of the work they have done throughout this very difficult year. As well, I would like to thank Joanne Bryant for her mentorship, advice and friendship, without which, I would have fallen on my face.

When speaking about the COVID 19 pandemic, we often hear the words "Unprecedented" and "Unique". This year has been that for sure, and it has called for the very best from our athletes, clubs,

and all the other associated people who make our sport great. Thank you so very much for your commitment to the development of our sport, for your work and for your time. Your dedication ensures that we will make it past this disappointing year and look forward to what we can accomplish in 2021.

2020 CKO Sprint Board:

Chair	Gilles Cinq-Mars (WOD)
Secretary	Joanne Bryant(WOD)
Treasurer/WOD Flag Officer	Paul Vincent (WOD)
Northern Representative	Rick Mroz (WOD)
Director	Charles Slade (EOD)
Director	Michelle Bishop (EOD)
Director	Kerri-Ann Redwood (EOD)
Director/EOD Flag Officer	Heather MacIntosh (EOD)
Director	Rachelle Burkholder (WOD)

High Performance Committee:

Chair	Dana Morgoch
WOD Representative	Bill Trayling
EOD Representative	Scott Kerrigan
Coaches Representative	Cheyenne Farquharson
Athlete's Representative	Hayley Plante
Member at Large	Marc Creamer
Technical Director	Ryan Blair

Respectfully submitted,
Gilles Cinq-Mars
Chair, CKO Sprint



**Canoe Kayak Canada
Western Ontario Division**



October, 2020

WOD Flag Officer
2020 AGM Report

Overview

Well, 2020 will go down in the books as the most unusual season in many decades, perhaps ever.

The one silver lining in this year has been the resilience of our clubs, coaches, athletes, parents, and volunteers.

Individually and collectively, we all found a way to move forward, and to stay engaged with our sport, thus ensuring what we hope to be a great rebound season in 2021.

In my capacity as Flag Officer, I was able this year to witness the incredible role that our leadership at Canoe Kayak Canada has played this year in the midst of the Covid-19 pandemic. CKC has not only led us in our sport, but indeed has been a leader of all Canadian amateur sports in responding to the pandemic, and also leading the way in return to play strategies and plans. A special shout out to Ian Mortimer, who has spearheaded CKC initiatives this year. I would also like to recognize Casey Wade, Graham Barton, and LA Schmidt for their leadership during this time.

Similarly, I would like to recognize and thank Ryan Blair of Canoe Kayak Ontario Sprint, who in my opinion also demonstrated great leadership this past year in working with our Ontario clubs coaches and athletes to ensure that we were able to keep everyone engaged with our sport. The various challenges added some fun and excitement, and gave us all a focal point.

Thanks

I would like to extend my thanks and gratitude to members of our 2020 Board of Directors who gave of their time and energy serving the Division this past year.

However, a few have decided to resign their positions: Cathy Low, Bill Trayling, Frank Yee, and Courtney Stott.

Thank you all for your service to the Division and to our clubs and athletes, and I hope that you may at some point in the future rejoin our Board and continue to be a vital part of our Division. I would further like to acknowledge and thank Joanne Bryant, who is also resigned her position as the Canoe Kayak Ontario Sprint representative.

Joanne has been serving our sport in a variety of capacities for many years, and I certainly relied on her for over the years for her judgment and insight on issues of the day. She has served on the Canoe Kayak Ontario board the Canoe Kayak Ontario Sprint board, and of course on our WOD board. Most recently she has been Secretary of the Sprint board, and is the Past Chair, a position she held for several years. She was also our go-to insurance specialist, and we will miss her in that important role.

Joanne has indicated that she will continue on as an official, so we will be able to look forward to seeing her at our regatta's next year

Thank you again Joanne for your incredible dedication to our sport.

Looking forward

As we look towards next season and the coming years, there are still many activities that need to be engaged by our club and divisions.

Critically we will need to ensure that our athletes and coaches remain engaged over the fall/winter, and we can restart a strong competitive season next year. This will be so important to ensure the health and vitality of our division.

On the administrative side, in the upcoming few months, we will need to fully transition to the new registration system, and also to move to implement the SafeSport policy (once finalized by CKC). We must also ensure that Rowans law requirements are being met by our clubs.

The other major activities that we need to be focused on are the Canada Summer Games, which were delayed by one year and will now occur (likely) in August 2022. In addition the national championships are also currently slated for August 2022, and discussions have already taken place with the domestic development to understand if the national championships hosting can be delayed (2024?) so as not to conflict with the Canada Summer Games.

The financial position of the division remains strong as we have significant cash reserves available to us. However we need to ensure excellence in the execution of the Canada Summer Games and Nationals and position us for the opportunity to achieve a financial surplus from these two major activities.

Fundraising from these types of events is a major part of our financial picture for the division over the past decade.

Lastly, as we think about the openings on the WOD Board of directors, and the need for leadership in the Canada Summer Games and Nationals host organizing committees, I do ask our clubs to promote & ask parents to consider serving in these various roles and positions, as we need to ensure the future leadership of our division

On a final note, it has been my honour and pleasure to lead the Western Ontario Division this past year, and I look forward to the opportunity to continue to serve and contribute in the coming year.

Respectfully submitted,
Paul Vincent
Flag Officer, Western Ontario Division



Eastern Ontario Division Flag Officer's Report for CKO Sprint - Oct 2020

COVID-19 Defines 2020

- 2020 has been a challenging year due to COVID-19. Starting in March, public health guidelines constantly changed as we learned more about the pandemic. The season was delayed with most programs not starting until June. Delays, lower than usual registrations, and smaller training/camp group sizes led to decreased revenues; increased costs resulted from the need for additional staff to coach and clean. EOD clubs got creative and implemented paddling programs and camps that met Ontario and local public health requirements. Multiple government programs were available to provide funding.
- The division's focus was on the implementation of public health protocols, the financial health of clubs, athlete retention and mental health, and maintaining a community of sport.
- CKC, CKO and CKO Sprint monitored and worked with public health and provincial sport authorities to get approval for sprint paddling to proceed and offer support to clubs, such as:
 - CKC and CKO Sprint offered guidelines for clubs on return to sport and safe paddling protocols.
 - On May 12, CKC hosted an online EOD town hall to provide a pandemic and competition update, and discuss how CKC and government programs can help clubs and coaches.
 - "Connect with CKC" webinars for coaches were held on Wednesday afternoons.
 - CKO held a webinar to discuss the insurance implications of COVID-19.
 - CKO Sprint held round table discussions about summer camps, Special Olympic and Para to discuss and share resources on how best to run these programs this summer.
 - To encourage athletes, CKO Sprint did a fantastic job running online workouts, webinars, and virtual challenges and events (more below).

Proactive Communications & Organizational Effectiveness

- The board/division intends to hold a meeting to discuss lessons learned from this unusual season. Many say that not having events scheduled every weekend was a relief, and could inspire changes to the 2021 regatta schedule.
- A fees committee considered models to ensure fees are commensurate with participation, and ultimately recommended to stick with our current fee structure.
- All board members and clubs learned about the new immediaC registration system; all clubs used PadTrac for the last time this year and then batch uploaded their athlete data into the new system.

- We plan to implement the Safe Sport policy once we receive further information from CKC.
- We were already using Zoom for all our board meetings, which served us well during the pandemic.
- In the future, we intend to continue to use Ivolunteer (fourth year) and keep our website current with event-specific pages. The website will need to be migrated to a new platform.

Enhanced Grassroots and Club Development

- Some but not all clubs had concerns about covering their fixed costs, such as rent and insurance. Rideau eliminated their Executive Director position.
- All but one club ran summer camps and programs; most had success due to limitations on other sports.
- Dragon boat training/festivals were not run in 2020 and these programs will need rebuilding.

Development Opportunities

- Athletes: U16+ athletes participated in spring training camps run by CKO-Sprint and RCC, but unfortunately had to return home early due to pandemic travel restrictions in March. ORCC's Masters spring training camp was cancelled.
- Officials: CKC held a successful online training program that will serve as a model for future training.

Sprint Regattas

- While an EOD regatta schedule was posted in Feb., ultimately no regattas were held this season. CKO withdrew from OSG, which then was cancelled.
- No crew boats were allowed, even in training.
- The National Championships were to be hosted by RCC in August, now been postponed to 2021. The HOC continues its work and has succeeded in maintaining the original sponsors.
- Upcoming Nationals rotation will be EOD (RCC) in 2021, WOD (Welland) in 2022 and Atlantic Division (Dartmouth) in 2023, and then resuming the normal five-year divisional rotation.
- To encourage athletes, CKO Sprint ran the Power Ranking (four weeks of time trials) in August, and CKC (in cooperation with CKO Sprint and all clubs across Canada) ran the Coast-to-Coast-to-Coast Paddle Challenge on Aug 29 as a virtual championship (time trials at each club) to reduce group sizes and travel.

Achieving Success / Enhanced Performance

- Special Olympics suspended all programs until Sept 1; as a partner, we were required to follow their directive.
- Most clubs trained throughout the season and kept an upbeat attitude.
- Winter 2020/2021 training will be a challenge due to regulations closing gyms.

Effective Leadership

- In fall 2021, EOD intends to update its bylaws to instate board member terms, among other things.
- A notice to audit (financial review) will be performed in fall 2020.

- As of the AGM, four board members are stepping down: me as Flag, Michelle Bishop as Vice Flag, Rowan Abraham as Treasurer and Alison Lunn as Secretary. In 2021, DOC is transitioning from Sherry Goodyear to Don Leverette. *We expect all open positions to be filled by the Nov board meeting.* Thank you to all 2020 board members for your time and talents.
- I was hoping to end 2020 with a successful Nationals in our division, but that was not meant to be in the unusual year that is 2020. I'd like to thank board members for their on-going support during my six years on the board (two as Secretary and four as Flag Officer). I'd also like to thank the many volunteers, officials, coaches and athletes that are essential to making EOD successful.

2020 → 2021 Executive Committee

Flag Officer - Heather MacIntosh → Ed Hong

Vice Flag Officer/Divisional Volunteer Coordinator – M. Bishop → OP

Past Flag Officer - Bevin Schmidt → Heather MacIntosh

Secretary - Alison Lunn → Liz Elton

Treasurer - Rowan Abraham → OPEN

Divisional Officials - Sherry Goodyear/Don Leverette

Registrar - Liz Elton

Divisional Coach - Pat Lester → OPEN

CKO-Sprint Reps - Charles Slade, Kerri-Ann Redwood, Michelle Bishop

Athletes Rep - Aidan Dumont

2020 EOD Commodores

Carleton Place - Kim Anderson

Cobourg - Susan Cameron

Gananoque - Joanne Carswell (Club Rep)

North Bay - Bernie Vierich

Ottawa River - Joel Hazzan (Exec Director)

Peterborough - Jim Stewart

Petrie Island - Sarah Kennedy

Rideau - James Price

Sydenham Lake - Helen Parfitt

Arnprior (assoc. club) - Susan Burns-McIntyr
(President)

Respectfully submitted,

Heather MacIntosh, Flag Officer

Eastern Ontario Division, Canoe Kayak Canada



Northern Representative Report

October 2020

Due of course to Covid 19 it was a quiet year in the North. In March the North Club Commodores communicated to share ideas on what was happening in their respective clubs. For example, my club: Muskoka Paddle Club, decided to sell some assets to pay fixed expenses and canceled all youth programming for the year and concentrated on recreational family paddling. In June of 2019 the North Bay Canoe club hosted a coaching course facilitated by Mr. Bill Trailing. This year the course was held online very successfully so we will have to examine the best way to hold a northern coaching course in the future. In June this year the Ministry of Heritage, Sport, Tourism and Culture sent me a Resource Reopening Tool Kit from Destination Northern Ontario. I redistributed this tool kit to all the northern clubs and received some positive feedback in return.

Rick Mroz, Northern Rep, CKO – Sprint.



Technical Director's Annual Report
Canoe Kayak Ontario (CKO) Sprint's Annual General Meeting
November 3, 2020

2020 was a year of uncertainty, change, and reflection. COVID-19 restrictions, the cancellation of our competitive season, Black Lives Matter and the Black, Indigenous, and People of Colour (BIPOC) movement, and our 2020-2024 strategic review and planning project has lead all of us to reflect on how we can be better, both on and off the water.

2020 has also created opportunities. There was a renewed passion for the simple pleasures of getting outdoors and enjoying being on the water. Clubs were extremely innovative in modifying their programming to reflect public health restrictions and creating new activities to support the community demand.

I am immensely proud to be part of a sport where our athletes, coaches, clubs, and volunteers have come together as a community and to persevere during this difficult time. We know there is much work to do to provide a safer, more inclusive, and diverse sport for all people, all abilities. As we work through our strategic plan, I am excited about the positive opportunities we can provide to support our members.

System Development

Due to the COVID-19 pandemic, much of our focus in 2020 was centered around keeping our members engaged, supporting our coaches and clubs by keeping them up to date with government information and public health restrictions, as well as providing professional development opportunities. Some of the activities included:

- Creating our CKO Sprint @ Home and Return to Paddling resource webpages.
- Weekly fitness & paddle challenges, live workouts with Ontario National Team athletes, and live yoga sessions with RCC's Cheyanne Farquharson.
- CKO Sprint's Webinar Series.
- Assisting in the facilitation with Canoe Kayak Canada (CKC) on club and coach information sessions.

Thank you to CKC, our High-Performance Committee (HPC) and our Board of Directors for their leadership throughout the crises. I would also like to thank our Ontario National Team athletes and club coaches who lead many of these outstanding activities. Finally, on behalf of the paddling community I would like to thank our social media team, BBCC's Hayley Plante, RCC's Matthew O'Neill and RHCC's Grace Tsaousidis for keeping our community engaged in such a positive way.

Our Para Talent Identification & Talent Transfer Program has expanded with the addition of three (3) new athletes to the Para Team. To date, we have nine (9) athletes from six (6) canoe clubs participating in the program. To encourage growth and support for our clubs in their identification and recruitment, we have partnered with the Ontario Paraspport Collective (OPC) to develop system wide recruitment strategics, key performance and program indicators and a Para specific athlete pathway model.

CKO Sprint has created an Equity, Diversity, and Inclusion (EDI) advisory committee. The committee's role is to support staff and our Board of Directors in developing, promoting, monitoring, and providing recommendations on programs and policies that impact and address issues of equity, diversity, and inclusion. The newly created committee is currently identifying issues/gaps in our programming and developing strategies to address those issues. Our overall goal is to remove barriers to inclusion in our sport, understand the needs of the diverse

communities in Ontario and among our membership to safely participate in our sport, and provide opportunities for underrepresented groups to reach their full potential, both on and off the water.

Safe, inclusive sports environments help make sport rewarding and enriching for all. Safe Sport training provides us with the knowledge and skills to create those environments by recognizing, addressing, and preventing maltreatment in sport. To help facilitate that transfer of knowledge we have developed a Safe Sport webpage. Our Safe Sport page outlines our policies and guidelines, provides resources and tools to create a safe environment, includes information on training opportunities for coaches, members, and club administrators, and contains links to support services.

New this year, NCCP Safe Sport training is a requirement for completion of our coach education. To advance our progress in providing a safe and inclusive sport environment we are recommending that all Ontario coaches and Ontario Team members complete NCCP Safe Sport and Respect in Sport training. If we want to change behaviours, we need to start with the leaders in our sport.

CKO Sprint conducted a comprehensive program and services review to evaluate our current programs and services, identify current gaps, clearly define our goals over the next four (4) years, and develop a strategy and action plan to reach those goals. Sixty-nine (69) stakeholders, including athletes, coaches, officials, and club administrators, from seventeen (17) club clubs participated in the project. Their input provided the framework for our 2020-2024 strategic goals. A full report on outcomes of the review and our draft 2020-2024 Strategic Plan will be available at our Annual General Meeting.

Athlete Development

A key strategic objective is to be the national leader in athlete performance services with an “athlete first” approach. To that end, we continue to enhance our current programming to support the athlete pathway model, as well as develop new activities to address gaps in the system.

Chris Tabri (RCC) is completing an athlete development project as a guiding resource for coaches, athletes, and clubs. The project strives to build on CKC’s Long Term Athlete Development (LTAD) model with more considerations for life balance, performance results and overall trends in the sport. The project will provide best practices from successful international sprint programs, performance benchmarks along the athlete pathway, and strategies to address gaps in our system.

Ontario Mentoring Program (OMP) creators Courtney Stott (BBCC) and Maddy Schmidt (RCC), along with the Ontario National Team mentors completed the second year of the athlete-to-athlete mentoring program. The program helps to build a community among Ontario athletes that supports each other through shared experiences. Fourteen (14) Ontario Team members participated in the program this year. A big thanks to Maddy, Courtney and the mentors for having such positive impact on our sport.

Ontario Team athletes also had the opportunity to work with mental performance consultants (MPC) through the University of Ottawa. Supporting our athletes by developing their mental fitness is key in being a leader in performance services and we have committed to continue to support this initiative.

Thanks to the great work completed by BBCC’s Hayley Plante, we have created a NxStage program to assist our athletes in a positive transition from high-performance sport. A resource hub was developed with strategies and tools at each stage of transition. We are currently building our capability for a CKO Sprint alumni network, NxStage mentoring program, an intern program, and a coaching/officiating/volunteering pathway.

Finally, I would like to congratulate the 2020-2021 Ontario Team program members. Due to our inability to provide any in-person competitions, the 2019-2020 Ontario Team is carried over to the 2020-2021 team. Additional athlete nominations will be provided during the Annual General Meeting.

Coach & Officials Development

Another key strategic objective is to be the national leader in coach and official's development with a focus on a growth mindset. Building upon the success of our coach mentoring programs, we will be creating an official's mentoring program that allows new and experienced officials to learn from each other as they progress through the official's pathway.

In addition, based on the responses in our program and services review, we are creating a CKO Sprint Coaching Pathway that recognizes certification, experience, and ongoing professional development. Similar to a trades apprenticeship and teachers education program, the pathway will be based on the following performance indicators:

- NCCP certification
- years coaching
- type of experience (part-time, full-time, seasonal)
- number of mentoring hours (either as a mentee or mentor)
- completion of a professional development learning plan

COVID-19 provided the opportunity for us to develop an online learning platform through our virtual coach education workshops and professional development webinar series. Bill Trayling and Apprentice Coach Program (ACP) coaches Cheyanne Farquharson (RCC) and Chris Mehak (BBCC) developed and implemented the Community Coach (Canoe Kids) and Competition Introduction (ELCC) virtual workshops using Google Classroom and Zoom. The blended learning format of both 'in-person' and independent/club-based learning provided an improved course experience. Coach candidates can now effectively track their progress through Google Classroom, complete the practical components in their home club environments and participate in remote, video-based evaluations. In the future we will continue with the virtual coach education approach, with a greater focus on the practical learning in the home club environments.

Our Webinar Series provided professional development opportunities for our paddling community. The live and recorded sessions included discussions on sports science from top professionals in Canada and internationally, Q & A's with Olympic and National Team athletes, and a Leading the Way: Working with LGBTQ2S+ Athletes & Coaches session. Starting in November, we will continue with the series on a monthly basis.

Event Management

Prior to the start of the pandemic, we hosted three (3) successful Ontario Team training camps in October, December, and February. In conjunction with the training camps, CKO Sprint hosted three (3) Ontario Winter Cup events, including an on-water time control, a swim competition, and a ski race.

Although we did not have any summer in-person paddling competitions, it was great to see the level of involvement in our online challenges and virtual competitions. The Ontario Virtual Championships and CKC's Coast-to-Coast-to-Coast Challenge provided the opportunity for our members to showcase their skills and club spirit. Good job to all those who participated and a special thanks to the club social media contacts for sharing your club activities. One of the lessons learned during COVID-19 is our ability to connect virtually with activities to promote paddling across the province. Therefore, we will be running monthly challenges to continue to encourage the competitive spirit and provide a sense of community.

It is unclear what type of events we will be able to host in 2021. What is clear is that we will need to be flexible, innovative, and put the health and well-being of our athletes and paddling community first and foremost.

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