

CKO Sprint Summit Series – Reconnect – Round Table Sharing of Best Practices & Networking for Club Administrators

Target Area	Obstacle	Solutions
Coach/Staff Recruitment & Retention	<ul style="list-style-type: none"> Limited number of coaches/staff available and/or remaining in role Athlete-coach fatigue/burnout Athlete-coaches missing work due to their own competitions 	<ul style="list-style-type: none"> Salary structure based on certification, experience, and on-going PD. Provide a work schedule that allows athletes to recover between workouts and coaching. Modify Friday/Monday schedules to reflect capacity. Hire addition staff for those days.
Paddler Development Model (A4L)	<ul style="list-style-type: none"> Limited non high-performance paddling opportunities between the ages of 15-25 Expense sport 	<ul style="list-style-type: none"> Provide C-15, dragon boat, non-Sprint, and non-performance programming that integrates those on the Development/A4L Pathway with those on the HP Pathway. Create a club equipment rental program (paddles, gear). Reduce fees for those transferring from recreational/camp programs.
Recreation & Camps Transition to Competitions and Competitive Programming	<ul style="list-style-type: none"> Competitions can be a difficult experience for the first time (for paddlers & parents) 	<ul style="list-style-type: none"> Hold mini regattas at the club before they attend a regional event. Provide a regatta ‘how-to-guide’ so parents understand what to expect at competitions. Create a positive social experience where new members feel welcome (club snacks/meals, parent introductions, new members assigned a ‘mentor’ paddler or parent).
Paddlers Need a Social Centre	<ul style="list-style-type: none"> Creating a welcoming space where all participants feel the club is there ‘home away from home’ 	<ul style="list-style-type: none"> Build social experience into programming. Provide non-structured play opportunities. Provide social activities for all members.
Volunteer Recruitment	<ul style="list-style-type: none"> Volunteer management and recruitment is an on-going problem. Volunteers are needed to run operations and events. 	<ul style="list-style-type: none"> trackitforward.com – volunteer management software. Volunteer schedule should be available early in the year for summer planning. As much as



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		<p>possible, include volunteer needs throughout the year (off-season activities).</p> <ul style="list-style-type: none">• Provide boat drivers the opportunity to practice their skill at the club before regattas.
Athlete Support	<ul style="list-style-type: none">• Limited support and resources to support the development of the whole athlete/person.	<ul style="list-style-type: none">• CKO Sprint developing Person-Athlete-Performance framework for programming and services (focus of next Summit Series on April 27th).• New CKO Sprint Athlete Services Manager position to support Ontario Team athletes physical & mental health, and student-athletes. Tools and recourses developed will be provided to all coaches and clubs.