



**Canoe Kayak Ontario Sprint
Annual General Meeting
Tuesday, November 2, 2021**

Information Package

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**Canoe Kayak Ontario Sprint
Annual General Meeting
Tuesday, November 2, 2021
7:30 – 9:30 pm
Via Teleconference**

AGENDA

1. Call to Order
2. Approval of the Agenda
3. Approval of 2020 AGM Minutes
4. Chair's Report
5. Treasurer's Report – Auditor Approval
6. Western Ontario Division Flag Officer Report
7. Eastern Ontario Division Flag Officer Report
8. Northern Ontario Representative Report
9. Technical Director's Report
10. 2022 Directors
11. Other Business

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Canoe Kayak Ontario Sprint
Minutes of Annual General Meeting
Tuesday, November 3, 2020
Teleconference

Board of Directors present: Gilles Cinq-Mars (WOD) - Chair; Paul Vincent (WOD) - Treasurer; Joanne Bryant (WOD)- Secretary; Ed Hong - (EOD); Kerri-Ann Redwood (EOD); Michelle Bishop (EOD); Charles Slade (EOD)

Ryan Blair – Technical Director

Regrets: Rick Mroz (WOD) – Northern Representative; Rachelle Cheshire (WOD)

Club	Voting Rep.	Club	Voting Rep.
Carleton Place	Kim Anderson	North Bay	Bernie Vierich
Ottawa River	Joel Hazzan	South Niagara	Tracey Pigeon
Toronto Island	Ian Ramsay	Pickering Rouge	Mary Anne Pietrusiak Rebecca Fanok (8:15)
Balmy Beach	Eleanor McIntyre	Ak-o-Mak	Diane Young
HPC Athlete Rep	Hayley Plante	HPC Chair	Dana Morgoch

Quorum being declared, the meeting was called to order by the Chair, Gilles Cinq-Mars at 7:35pm

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Approval of Agenda: Moved by Gilles Cinq-Mars, seconded by Paul Vincent. Carried

Approval of Minutes of 2019 AGM: Moved by Gilles Cinq-Mars, seconded by Eleanor McIntyre. Carried

Reports

Treasurer Report

Paul Vincent presented financials for March 31, 2020 which had been reviewed by auditing firm RLB. He noted that copies of the financials were available upon request.

The Treasurer moved that 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, 2020; seconded by Michelle Bishop. Carried

The Treasurer moved that we appoint RLB LLC of Guelph, On. to conduct our annual Engagement Review for the Fiscal Year ending March 31, 2021, seconded by Kerri-Ann Redwood, Carried

Paul presented the financial outlook for fiscal 2021 which at the moment has been favourably impacted by the CEWS program (implemented by the federal government due to COVID)

Chair Report

Gilles Cinq-Mars referred to his written report in the AGM package. While COVID 19 has been a major factor in 2020 Ryan Blair did a great job with virtual training and competitions.

The Ontario Teams will remain substantially the same due to the lack of competitions.

A Diversity and Inclusion Committee has been formed under the direction of Kerri-Ann Redwood.

Gilles thanked Joanne and Ryan for their work and support.

Division reports

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Paul Vincent, WOD Flag Officer presented his report which was included in the AGM package. He noted his appreciation for the work CKC had done in leading amateur sport in their response to COVID 19 and thanked Ryan for his work in keeping athletes engaged through virtual events. He also thanked the members of the WOD board that were stepping down this year.

Ed Hong, newly elected EOD flag, referred everyone to the EOD Flag Officer's report that was prepared by Heather MacIntosh (former EOD Flag) and included in the AGM package. He also noted the difficulty that athletes experienced in coping with the lack of competition as a result of COVID. Ed noted that the EOD representatives to the CKO Sprint board would remain the same with the exception of himself replacing Heather as EOD flag.

Rick Mroz, Northern Representative, was not able to attend but his report is included in the AGM package.

Technical Director Report

Ryan presented his 2020 annual review that has been included in the AGM package.

In addition he presented the draft 2024 strategic plan. The draft will be circulated to all stake holders for feedback and follow the steps below for implementation and follow up.

- November 30, 2020 - stakeholder review and feedback on goals, objectives, and desired outcomes.
- December 14, 2020 – implement communication strategy to share 2024 strategic plan based on feedback.
- December 31, 2020 – finalize operational plans to reach desired outcomes by 2024 and strategies to monitor progress.
- May 2021 – implement communication strategy to promote CKO Sprint's Mission, Vision and Strategic Objectives
- October 2021 – conduct stakeholder progress audit
- November 2021 - AGM
 - Provide stakeholder progress report and KPI review
 - Review Guiding Principles
 - Provide operational plan progress and adjust based on stakeholder progress audit
 - implement communication strategy to promote CKO Sprint's Mission, Vision and Strategic Objectives

2020/2021 Directors

The 2019/2020 board of directors will continue to serve with the exception of Heather McIntosh form EOD who is replaced by Ed Hong, the newly appointed EOD Flag Officer and Joanne Bryant (WOD) who is stepping down this year. The board will be reaching out to the

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Northern Clubs to confirm that Rick Mroz, if willing, will continue as their representative on the board.

Other Business

Joanne Bryant noted that the CKO AGM was scheduled for November 17 via teleconference and noted the importance of Sprint representation on that board.



Canoe Kayak Ontario Sprint

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October 29, 2021

## **2021 Annual General Meeting - Treasurers Report**

The *Engagement Review* for F2021 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 surplus of \$39k.

This was due entirely to the federal wage subsidy program (CEWS), which returned \$48.9k. Absent this program, we would have incurred a deficit of \$9.9k.

Excluding CEWS, revenue was down \$105k, owing to the lack of programs due to the pandemic shutdown. Essentially, our revenue was from government grants (OASF, OHPSI, and other minor grants), and CEWS.

On the cost side, our G&A remained in line with prior year. With the increase due to social media programming (\$8k), and the absence of a cost transfer to the OHPSI budget (\$20.5k). HP development costs were down primarily due to the lack of HP camps & tours (\$46k)'

Please note that we incurred amortization (non-cash) costs \$15.1k, up significantly due to a full year of amortization on the van.

### Cash Flow

Our cash position increased by \$59k, of which \$55k relates to the achieved surplus, and amortization.



# Canoe Kayak Ontario Sprint

## Balance Sheet

Our Unrestricted Net Assets (Equity) increased by \$39k, reflecting the achieved surplus. This is a strong balance sheet, and we are well positioned going forward.

## Outlook for F2022

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

- 1] OASF grant remained steady
- 2] Additional supports from the Ministry
- 3] The Emergency Wage Subsidy (CEWS) & the CEBA will also contribute to our revenue streams.

With a strong surplus, and a return to (mostly regular) programming (regatta's & camps) we are able to keep fees low, and in some cases offer no-cost programming – Coaches Education modules (Canoe Kids/ELCC) for example.

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 modest operating deficit of \$4.6k.

### **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, 2021.

### **Motion #2:**

That we appoint RLB LLC to conduct the Engagement Review for the F2022 financial year.

Respectfully submitted,

Paul Vincent  
Treasurer





## 2021 Report from the Chair

As we head into the closing months of 2021, there is a small part of me that wishes everything would just get back to normal. Another, larger part of me, suspects that we will never go back to “normal” as we knew it pre-COVID 19. That, however, is probably not the worst thing in the world. While it has been a very difficult year with respect to our ability to pursue and enjoy a competitive sport, it has also been a year of great progress and success in many areas that will allow us to reach further and to achieve more than we have before. I am very proud of the progress we have made to ensure the safety of our community on many different levels and how we have developed our sport despite the cloud of COVID 19 that has been hanging over us for almost two years. In the past year we have managed to overcome many of the challenges that we were faced with, we have developed new practices and processes which will ensure the continued success of our sport regardless of whether or not we ever do return to “normal “ times, and, most importantly, the safety of our athletes.

Canoe Kayak Ontario Sprint had a good year. We did not have the full slate of competitions that we had been hoping for a year ago, but we did manage to have some. Divisional championships were held, followed by the Ontario Championships, and then we went on to Nationals in Ottawa where we saw our community come together to make sure that the athletes had the opportunity to compete against others from all over the country in a venue that was specifically developed to ensure their safety. Ontario athletes competed at the Olympics and Paralympics, Worlds and Olympic Hopes and we saw continued progress in our efforts to provide a safe, diverse, inclusive, and challenging training and competing environment for all.

Like 2020, there were many hard decisions made about the cancellation of training and competitions. 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 2022, much still 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 necessary throughout the winter and into the spring. It will be a busy year, helping our



## CANOE KAYAK ONTARIO SPRINT

athletes continue to move ahead with this year's successes. Again, our primary concern is going to be 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.

### **Training and Competition**

As was the case in 2020, COVID 19 caused us to drastically modify our training and competitive schedule. However, unlike 2020, 2021 saw a large number of Canadians getting vaccinated, and the reduction of new COVID cases. This led the relaxing of restrictions, the development of rigorous safety and operating guidelines, and the resumption of group training and some competitions. We were able to hold both Divisional and Provincial Championships, and Ottawa did a great job of hosting a very successful Nationals where Ontario athletes enjoyed great success.

The Tokyo 2020 Olympic and Paralympic Games, which were held this past August, showcased several of our Ontario athletes. As well, there were World's (both Junior and Senior) and Olympic Hopes where our Ontario Athletes had great results. It is nice to finally feel that we are getting back on track.

Again, Ryan Blair did a great job keeping athletes involved by setting up Social Media correspondents and having virtual competitions throughout the summer.

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 CKO Website has various resources listed on it including Rowan's Law and Safe Sport and remains the primary resource for all things paddling.

### **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.

### **Special Olympics**

The summer of 2021 saw the return of Special Olympic paddling at the Division Championships as well as Ontario and National Champs. We are looking forward to continued development from this group of amazing athletes.



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## **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, however, we continue to make plans and adjust as needed. To that end, Ryan has published the registration Package for next spring's Florida Training Camp. Details about other Ontario Team training camps for the fall and winter will be published as they are ready.

## **HPC**

At this time, the HPC has met and they have developed their submission of the different Ontario High Performance teams. It has been a very difficult process due to the lack of Trials for the HPC to base their decisions. They have done a great job and I look forward to the announcements for our new Teams in the near future.

## **Inclusion, Diversity and Equity**

Kerri-Ann Redwood Wheeler led a great group of people as they developed the Terms of Reference for the EDI Committee and a great deal has been completed in the effort to address the issues of Inclusivity, Diversity and Inclusion within the paddling community. This will be an ongoing effort that needs to have center stage within and beyond paddling.

## **2022 Schedule:**

The 2022 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 evolves.

## **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 another very difficult year.

COVID 19 continues to provide challenges that require the best that the clubs, volunteers, athletes and parents are able to give, and I am proud to be involved with such a great community that continues to rise to the occasion. Thank you so very much for your commitment to the development of our sport, for your work and for your time. I look forward to what we can accomplish in 2022.

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Providing programs that are Athlete centric, Coach/Club led and PSO supported.  
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**2021 CKO Sprint Board:**

|                            |                         |
|----------------------------|-------------------------|
| Chair                      | Gilles Cinq-Mars (WOD)  |
| Secretary                  | Michelle Bishop (EOD)   |
| Treasurer/WOD Flag Officer | Paul Vincent (WOD)      |
| Northern Representative    | Rick Mroz (WOD)         |
| Director                   | Charles Slade (EOD)     |
| Director/EOD Flag Officer  | Edward Hong (EOD)       |
| Director                   | Kerri-Ann Redwood (EOD) |
| Director                   | Ted Roworth (WOD)       |
| Director                   | Rachelle Chesire (WOD)  |

**High Performance Committee:**

|                          |                 |
|--------------------------|-----------------|
| Chair                    | Dana Morgoch    |
| WOD Representative       | Bill Trayling   |
| EOD Representative       | Scott Kerrigan  |
| Coaches Representative   | Kathleen Fraser |
| 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, 2021

### **WOD Flag Officer - 2021 AGM Report**

2021 saw a return to competition as the Covid-19 pandemic abated. It was sincerely gratifying to be able to gather, compete, and to renew old friendships and start new ones!

We also were able to watch & celebrate as our elite WOD athletes competed on the world stage, and made us all proud.

Special recognition to our Olympians & Paralympians:

Alanna Bray-Lougheed (Burloak)

Courtney Stott (Balmy Beach)

Katie Vincent (Mississauga)

Nick Matveev (Balmy Beach)

Simon McTavish (Mississauga)

Roland Varga (Richmond Hill)

Andrea Nelson (Balmy Beach)

Special recognition is deserved for Katie Vincent, capturing the Olympic bronze medal in the inaugural Womans C2 500M, which she followed up by winning the World Championship in the C1 200m in September.

Special recognition is also deserving for Zackary Kralic (Mississauga) and Austin Pigeon (South Niagara) for their medal winning performances at the Olympic Hopes Regatta.

Finally, I would like to extend a welcome back greetings to the Sunnyside Paddling Club, who rejoined CKC in the Sprint discipline, and in turn, re-joined our WOD family!

### **Regatta's**

On the topic of medal winning performances, I would like to thank Rob Stott, Sue Cox, and Leigh Salter, for all of their hard work in the planning and execution of our regatta's.

I would like to also thank and recognize Kris Tsaousidis (Richmond Hill) who stepped up and took on the Regatta Safety Coordinator role mid season, and did a fantastic job. Kris was appointed to the Board at our September meeting, and has agreed to continue in this role in 2022.

Ted & Lynn Roworth did an amazing job managing our staging area, boat set-up, etc., and making sure we were ready to go every regatta.

OCSRA – dba *CKO Sprint*  
2039 Shawanaga Trail  
Mississauga, ON L5H3Z3

<http://www.ckosprint.ca/>  
treasurer@ckosprint.ca



## CANOE KAYAK ONTARIO SPRINT

Alison Darmon (Collingwood), a recent addition to our Officiating crew, took on the critical Results Management role at all our regattas - and was superb!!

Finally – Elsa Mihotic (Pickering Rouge) took on the volunteer coordination role for the Ontario Championships, and also did a fantastic job.

I am very excited that both Alison and Elsa have all agreed to serve on the WOD Board for the coming year.

Congratulations to the Mississauga Canoe Club, who won the WOD Championship Burgee for 2021.

### **Thanks**

I would like to extend my thanks and gratitude to members of our 2021 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: Sue Cox (Secretary), and Emma Zoldy (Co-Athletes Rep). Thank you both for your service to the Division and to our clubs and athletes, and I hope that you will continue to be a vital part of our sport, at some point in the future consider rejoining our Board.

In addition Chris Mehak (Paddle-All Rep), is also stepping down as he takes on the Head Coach position at Balmy Beach. Thank-you Chris for your service, and we wish you great success in your new position.

I too have decided to step down as Flag Officer. After careful consideration, I have concluded that it is time for a new generation of leaders to guide our Division.

I would further like to acknowledge and thank our Past Flag Officer Ted Roworth, who will be leaving the WOD Board after this AGM.

Ted has been serving our Division in numerous capacities for many years, and I certainly relied on him in the past two years. I am pleased to announce that Ted has put his name forward to join the Canoe Kayak Ontario board as one of the Sprint representatives.

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

Lastly, I would like to thank & recognize Ryan Blair, Technical Director, CKO Sprint, for his leadership of our sport, particularly during the pandemic.

### **Looking forward**

As we look towards next season and the coming years, the need for new leadership is critical. There are still vacancies on the Board which need to be filled.

2022 will be a very busy season, as we will have both the Ontario Summer Games (July 21-24, location TBD), and the Canada Summer Games (August 14-21, Welland) being hosted within our Division.



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SPRINT

This will be a significant stretch on our leadership, officials, and volunteers. Special recognition to Marc Pigeon (South Niagara), who is the Canoe-Kayak lead for the CSG.

On the horizon, the 2024 National Championships have been assigned to WOD, and we will need numerous people to serve on the HOC (Host Organizing Committee). We need to ensure excellence in the execution of the Nationals and capitalize on the opportunity to achieve a substantial financial surplus

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/volunteers to consider serving in the various roles and positions, as we need to engage the future leadership of our division.

Lastly, it has been my honour and pleasure to lead the Western Ontario Division the past two years.

Respectfully submitted,  
Paul Vincent  
Flag Officer, Western Ontario Division



## Eastern Ontario Division Flag Officer's Report for EOD AGM - Oct 2021

### INTRODUCTION

What a year! This time last year a major turnover occurred in the EOD Board with 4 new executives along with transition of DOC and Divisional Coach responsibilities. The ongoing pandemic continued to create obstacles in training through the winter and spring, resulting in cancellation of Florida camps and more restrictive participation to high performance camps in British Columbia. Attendance at Olympic Team Trials in B.C. was also limited and modifications to team selections occurred throughout the year. Thankfully, by mid-summer we did see some competition at all levels.

While I am saddened to announce that I have chosen to step down as Flag Officer due to personal commitments, I am glad that I had some involvement with EOD this year. The exposure helped me look at CKC, EOD and our member clubs from a new perspective. And the dedication of our volunteers in the division are unparalleled. Thank you everyone for what you do supporting our sport and our athletes!

I cannot express strongly enough my gratitude to Liz Elton, Sue Creighton and Heather MacIntosh for their support through this year. My sincerest hope is that in the future I will be able to contribute to the success of EOD and will always offer to help if I can. Best of luck everyone!

### SEASON OVERVIEW

#### Covid-19 (Round 2)

- Restrictions affected some programming early in the season including Ontario high performance camps and cancellation of some EOD regattas including Gananoque, Carleton Place and Ontario Summer Games
- Additional protocols remained in place at clubs, but programs were able to run
- Financial support from government continued

#### Competitions

- While the ongoing pandemic affected activities early in the season, competition was able to occur starting with Rideau Canoe Club offering to host events leading up to the championship regattas:
  - EOD Qualifiers, EOD Championships, Ontario Provincial Championships, Nationals
  - Olympics!
  - World Championship, Olympic Hopes
- Most regattas were limited to singles events only, with some crew boat competition included at the Provincial championships in Welland
- Regatta committees were an essential part of the success of all these regattas





## CANOE KAYAK ONTARIO SPRINT

### Communications

- A revamped EOD website was created thanks to the efforts of Bernie Vierich and Heather MacIntosh.
- A CKCEOD Instagram account was created by our athlete rep, Aiden Dumont with the intent to build a presence and grow camaraderie across the division.

### Successes

- Programs
  - All clubs returned to offering programs this year in EOD.
  - General strength and growth expressed by all clubs despite limitations imposed by pandemic protocols.
- Regattas!
  - Thank you to all the clubs for hosting regattas and putting in the extra effort to run programs and compete
  - Special thanks to Rideau for hosting several regattas for all age groups, right up to Nationals and CanMas
- Club Development
  - Of particular note was success by Petrie Island in securing funding and approvals to construct a clubhouse. Congratulations and kudos to Sarah Kennedy for all the hard work and dedication!

### The Future

- Building on the CKO-Sprint strategic plan EOD invested in consulting services to develop our own EOD strategic plan. Thanks to the participants of the committee that worked on the development of the EOD strategic plan; Special thanks goes to Sue Creighton for spearheading and leading this effort and to Hector Carranco for his expertise and professionalism as our consultant.



# CANOE KAYAK ONTARIO SPRINT

## Leadership

- The year started with a significant turnover in board members, including new people in 4 executive positions (Flag, Vice-Flag, Treasurer, Secretary) and turnover in key appointed positions (DOC, Divisional Coach).
- Unfortunately, this year concludes with the need for both Sue Creighton and I to step down as Vice-Flag and Flag officers for personal reasons.
- Special thanks go out to Sherry Goodyear-Stein for her many years serving as EOD DOC. Also thanks to Don Leverette for taking over DOC responsibilities.

### **2021 Executive Committee**

Flag Officer – Edward Hong  
Vice Flag Officer – Sue Creighton  
Past Flag Officer – Heather MacIntosh  
Secretary - Liz Elton  
Treasurer – Gary Quartermain  
Divisional Officials - Sherry Goodyear  
Registrar - Liz Elton  
Divisional Coach – Aiden Stead  
CKO-Sprint Reps –  
Charles Slade,  
Kerri-Ann Redwood-Wheeler,  
Michelle Bishop  
Athletes Rep - Aidan Dumont

### **2021 EOD Commodores**

Carleton Place – Don Leverette  
Cobourg - Susan Cameron  
Gananoque - Joanne Carswell  
North Bay - Bernie Vierich  
Ottawa River - Joel Hazzan (Executive Director)  
Peterborough - Jim Stewart  
Petrie Island - Sarah Kennedy  
Rideau - James Price  
Sydenham Lake - Helen Parfitt  
Arnprior (assoc. club) - Susan Burns-McIntyre (President)

*Respectfully submitted,*

Edward Hong, Flag Officer  
Eastern Ontario Division, Canoe Kayak Canada



## **Report from the Northern Representative**

November 1, 2021

This year was a relatively quiet year for the Northern Rep.

Communications were passed on to the northern clubs in regards to progress with the Covid-19 Emergency Fund.

There were not any problems or concerns that were identified with the Northern Rep from the Northern Member paddle clubs.

Rick Mroz, Northern Rep, CKO – Sprint.

## **Technical Director's Annual Report - Canoe Kayak Ontario (CKO) Sprint's Annual General Meeting, November 2, 2021**

The postponement of regular programming due to COVID-19 restrictions allowed CKO Sprint the opportunity to redefine how best to support our athletes, coaches, clubs, and paddling community through the development of our 2025 Strategic Plan and the implementation of clear strategies, objectives, and benchmarks that support our desired outcomes. Before the new year, members will be asked to participate in a stakeholder progress report to ensure our guiding principles are aligned with the plan's goals and objectives.

After 18 months of limited in-person events it was extremely exciting to return to competitions this past summer and fall. On behalf of CKO Sprint, I want to thank the clubs and Divisions who were able to overcome many obstacles and provide competition opportunities for our paddling community. I also want to congratulate clubs and coaches for providing tremendous support to their members throughout the pandemic. The successes of your paddlers at the local, provincial, national, and international stage are a testament to the passion, dedication, and expertise we have in our sport.

Finally, I would like to recognize the contributions of three key individuals who are transitioning from their leadership roles in our sport. After 40 years of experience in the sport system, Graham Barton is retiring. Graham has played a pivotal role in developing athletes and coaches in Ontario as a club coach, Ontario Team Head Coach, Olympic coach, and Chief Technical Officer for CKC. BBCC's Peter Martinek is also retiring after 45 years in Canoe Kayak. Peter was an Olympic coach for two different nations and has led Balmy Beach to many successes over the last fourteen (14) years under his leadership. After eleven (11) years as Head Coach at MCC, Kyle Jeffery is also moving on from his role. Kyle has seen tremendous success on both the international and domestic level, culminating with MCC's Katie Vincent's Olympic Bronze medal and World Champion title, and Mississauga's second place finish at the 2021 National Championships.

### **Athlete Development**

A big congratulations to the thirty-eight (38) athletes from Ontario and their coaches who were nominated to represent Canada at the 2021 Sprint World Championships, Junior & U23 World Championships and Olympic Hopes Regatta. A special moment for all of us was watching and cheering on the nine (9) additional athletes from Ontario who competed at the Tokyo 2020 Olympic & Paralympic Games.

In alignment with our strategic objective of being a national leader in athlete performance services with an athlete's first approach, the following programs and activities have been implemented:

- A High Performance Plan that outlines a pathway for both able-bodied and para athletes.
- A sport science service plan that supports sustained success for athletes and coaches by focusing on a staged approach to services that will build a strong foundation of knowledge and skills, provided targeted services based on individual needs and provide enhanced services for podium potential athlete and coaches.
- Funding for targeted athletes.
- An updated Para talent ID/transfer program with a focus on Paris 2024.
- An updated Ontario Team Program that supports the development of U16, Special Olympic and U14 Academy Team athletes.

The next evolution in our athlete services is to support our three pillars of Person – Athlete – Performance. We believe an athlete first approach means supporting the Person first. Health and Wellness are key strategies under the Athlete pillar that produce Performance. Performance should be measured on & off the water and should have a positive impact on the Person.



## CANOE KAYAK ONTARIO SPRINT

### **Organizational Excellence**

Our Equity, Diversity, and Inclusion (EDI) advisory committee continued to provide support to our programming with a focus on resource development and knowledge transfer. Strategies included our Leading the Way campaign with posts that amplify the voices of minorities in the paddling community, and our Connected by Canoe page that shares and celebrates Indigenous history and its influence on our sport.

Other initiatives include CPC's Diversity and Inclusion self-assessment tool used to help evaluate how best to provide targeted support to clubs, and our Family Plan and Childcare Fund. The Family Plan and Childcare Fund goals are to provide additional support to coaches and athletes with young children to help support childcare cost while at training at camps and competitions, as well as encourage significant others to accompany coaches and adult athletes at camps and competitions.

2021 was a mixture of in-person and virtual provincial events. Our @ Home Virtual Training Camp provided athletes, coaches, club administrators the opportunity to come together virtually and share their knowledge and experience. August to October saw paddlers back on the water, lining up against each other at the Ontario Championships, National Championships and Ontario Cup – Long Distance Regatta.

### **Grassroots & Growth Development**

Our efforts in grassroots and growth development this year are concentrated on supporting the sustainability of clubs throughout the pandemic, strengthening the connection between clubs, creating collaborative partnerships, and raising the profile and awareness of our sport. Initiatives include:

- \$59,000 in funding to clubs to support COVID-19 relief and Safe Sport training expenses.
- Funding to clubs and divisions to undertake their own strategic planning.
- Club administrator networking.
- CKO's Summit on November 13, 2021.
- Partnerships with Special Olympics Ontario (SOO) and the Indigenous Sport & Wellness Ontario (ISWO) for online training.
- Development of a communication plan to improve community engagement, elevate visibility of all disciplines to the public, and continuing to build the CKO Sprint brand.

Moving forward, we need to elevate the community-based resource sharing between clubs and better support athlete and coach grassroots development by re-instating our Club & Coach Development Program and Development Coach Mentoring Program.

### **Technical Leadership**

CKO Sprint was a national leader in developing and implementing our new 'Creating an Inclusive Environment in Sport' coach education module. The module was delivered at all coach education workshops and shared with other PTSOs for their coaching education sessions.

Our coach education platform and delivery were highly successful this year with the highest number of participants in one year. In 2022, we will focus on refining our certification evaluation process to decrease cost and increase accessibility.

We continued to provide professional development opportunities through our Apprentice Coach Program (ACP) and our online Webinar Series. In partnership with the Canadian Sport Institute Ontario (CSIO), we are currently



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building a sports science resource video library for athletes and coaches. The video library will provide easily accessible training strategies and technical skills development.

A priority in 2022 is to provide coaches and clubs with a resource tool that outlines a competitive and equitable coach salary structure that rewards coaches based on their club location, role, knowledge, experience, and commitment to ongoing learning. This tool will align with a coaching pathway that promotes excellence at each stage of athlete development.

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#1Community1Team