

Saturday, November 22, 2015, 9 a.m..  
Annual General Meeting



**Ontario  
Canoe  
Sprint  
Racing  
Affiliation**

[www.ocsra.ca](http://www.ocsra.ca)

**Member of  
CANOEKAYAKONTARIO**

**Supported by**



**AGENDA**

Call to Order

Approval of the Agenda

Approval of 2014 Annual Meeting Minutes . . . .Page 2

Chair's Report . . . . .Page 5

Treasurer's Report . . . . .Page 7

Technical Director's Report . . . . .Page 11

Western Ontario Division Flag Officer . . . . .Page 17

Eastern Ontario Division Flag Officer . . . . .Page 18

Election of directors to CKC Board

Other Business

Ontario Canoe Sprint Racing Affiliation

Minutes of Annual General Meeting

Sunday, November 2, 2014

Best Western

Cobourg, Ontario

Present:

Joanne Bryant – WOD

Ted Roworth – WOD

Kim Houston – EOD

Ryan Blair – Technical Director

Alan Potts – WOD

Paul Vincent - WOD

Club	Representative(s)	Club	Representative(s)
Balmy Beach	Botund Fejes	Ottawa River	Joel Hazan
Burloak	Adam Oldershaw		L.A. Schmidt
	Connie-Lee Oldershaw	Parry Sound	Cory Brunatti
Carleton Place	Patrick Lester	Pickering Rouge	Sue Cox
	Jessica Murphy-Burke		
Cobourg	Kim Zoldy	Richmond Hill	Charlie Stevens
	Carolyn Dawe		Kristine Tsaousidis
	Susan Cameron		
	Chris Proulx		
Mississauga	Shari Morgoch (proxy)	Rideau	Heather MacIntosh
			Mike Robinson
			Cheyenne Farquharson
Gananoque	Stacy Wilson	Sydenham	Helen Parfitt

Quorum being declared, the meeting was called to order by the Chair, Joanne Bryant at 2:15pm.

**Approval of Agenda**

A motion to approve the agenda made by Kim Houston, seconded by Charlie Stevens. Carried

**Approval of Minutes**

A motion to approve the Minutes of the 2013 OCSRA AGM with corrections to the attendance list made by Ted Roworth, seconded by Paul Vincent. Carried.

## Reports

### *Chair*

Joanne Bryant gave highlights from her written report in the AGM package:

- Continued OHPSI support
- Congratulations to Katie Vincent on Jr. Worlds medal.

### *Treasurer*

Paul Vincent referred to his written report in the AGM package and went over the financial statements in detail. Of particular note was the successful application for a retroactive HST/GST rebate.

Moved by Alan Potts and Seconded by Kim Houston that the Treasurer's report be accepted. Carried.

### *Division Reports*

Western Ontario Division – Ted Roworth referred to the WOD Flag Officer's report in the AGM package.

Eastern Ontario Division – Kim Houston referred to the former EOD Flag Officer's (Bevin Schmidt) report in the AGM package.

### *Technical Director Report*

Ryan Blair presented the 2014/2015 Ontario Team and reviewed the past year's programs.

Ted Roworth, on behalf of the WOD, thanked Ryan for all his efforts over the past year

## Appointment of Auditor

There will not be an appointment of an auditor.

## Other Business

The following members will form the 2014 OCSRA Board:

Western Ontario Division:

Ted Roworth (Flag Officer, WOD) Appointed through his position

Joanne Bryant

Alan Potts

Paul Vincent.

Eastern Ontario Division:

Kim Houston (Flag Officer, EOD). Appointed through her position

Stacy Wilson

Charles Slade

One appointee still outstanding

Northern Representation: Ian Adams

The Executive Committee of the Board will be decided at the next meeting of the board.

Joanne thanked retiring members: Sharon Mousseau, Bevin Schmidt and Cory Brunatti.

Joanne thanked Ryan Blair for his work over the past year and for organizing the agm's and summit.

### **Next Meeting**

The next meeting is at the call of the Chair.

### **Adjourn**

There being no further business, the meeting was adjourned at 11:30am

Minutes taken by

Joanne Bryant



## 2015 Chair Report to the OCSRA AGM, October, 2015

### Racing

Thank you to both EOD and WOD divisions and their clubs for hosting Ontario events in 2015.

The Grand Champion Cup was won by Rideau this year while Balmy Beach captured the Excellence Award. Both trophies will be presented today.

As is always the case, we would not be able to hold such successful and safe events without the help and support of the organizers, volunteers, officials, parents, and coaches.

### Camps

We were able to reinstate the Florida Spring Camp this year. 68 athletes from Ontario clubs attended the camp in Ocala. Ryan Blair has identified a new location for 2016 as the Ocala site is no longer available to us.

Ryan was also able to run three additional camps in 2015, each associated with national or international racing events. Through these camps Ontario athletes participated in Canada Cups 2 and 3 in Ottawa and Dartmouth and attended the PanAm canoe/kayak events in Welland as part of the Talent Acceleration Program camp that was held at the South Niagara Canoe Club.

### Funding

While there are fees associated with participation at Ontario events as well as a registration fee we rely heavily on the support of the Ministry of Tourism, Culture and Sport (MTCS) either directly or in partnership with the Canadian Sport Institute – Ontario (CSIO)

- **Base Funding Grant:** applied for annually and shared with our other CKO affiliates (Whitewater and Marathon).
- **Sport Priority Funding Grant:** applied for each year for special projects
- **Quest for Gold:** OCSRA identifies candidates for the annual Quest for Gold program. The grants are paid directly to the athletes
- **Canada Summer Games:** applied for in the years preceding Canada Games, money will be used for camps and equipment to train for the 2017 Canada Games
- **OHPSI:** ongoing funding to assist the development of nominated high performance athletes and coaches in Ontario; assists in funding the Ontario NextGen program in conjunction with CKC.

In addition this year the Ontario paddling community benefitted from the legacy left by the PanAmerican Games. Equipment purchased for the Games was given back to Ontario and the Divisions and preferential terms were negotiated for the future use of the Welland International Flatwater Centre for high performance events.

That we have managed to maintain or increase our funding through the above programs is due primarily to the work done by Ryan Blair, our technical director and Orest Stanko, the executive director of CKO. Their success is not only a result of preparing detailed grant applications but also in building relationships with our ministry consultant, our OHPSI representative and CKC.

It should be noted that all of these funding programs are provincial in nature. The province does not recognize the CKC divisions and is supporting the development and success of all Ontario paddlers.

## **Other**

I would like to thank the members of the OCSRA board of directors as well as the members of the High Performance Committee for their time and thoughtful contribution to our sport. I know I speak for the whole board when I commend Ryan Blair for his all his hard work this year and his dedication to our athletes.

### **2015 OCSRA Board:**

Chair	Joanne Bryant (WOD)
Treasurer	Paul Vincent (WOD)
Secretary & Northern Rep	Ian Adams (WOD)
Director	Kim Houston (EOD Flag)
Director	Ted Roworth (WOD Flag)
Director	Charles Slade (EOD)
Director	Stacy Wilson (EOD)
Director	Kerri-Ann Redwood (EOD)
Director	Alan Potts (WOD)

### **High Performance Committee**

Chair	Charles Slade
Coaching Representative	Cheyenne Farquharson
Athletes Representative	Dana Morgoch
WOD Representative	Bill Trayling
EOD Representative	Scott Kerrigan
Member at Large	Rob Stott

Respectfully submitted,

Joanne Bryant

Chair, OCSRA



## 2015 Treasurer Report to the OCSRA AGM

### F2015 Operations:

Our operating surplus was \$2.7k for the year, slightly ahead of our budgeted surplus of \$1.0k. This includes a non-cash charge of \$5k in lieu of depreciation on the van.

Overall, we were very close to our overall revenue & cost projections, with the following exceptions:

Major revenue & cost variances include the unbudgeted SPF grant (\$44k), and the Spring camp (+\$59.5k) due to 50% higher participation than budgeted.

On the cost side, major variances reflected the above revenue differences.

### Year-end Cash position:

At the end of F2015, our net cash position improved dramatically from F2014, growing from \$17.5k to \$70.6k (+53.1k)

This increase traces to the following areas:

F2014 unrealized accruals	\$ 1.7
F2015 Surplus	\$ 2.7
F2015 – Non cash expenses (van)	\$ 5.0
F2010-2014 HST Rebate	\$ 43.8

The HST rebate was officially approved after the year-end closing, and reflects a partial recovery of HST expenses from the noted fiscal years. Our cash position has recovered to the level from F2013, prior to the HST payouts to our previous provincial coach.

### Forward View:

F2016 is about half over at time of writing, and we are on track to post similar results to F2015.

We continue to benefit from CKC & Provincial (SPF/Can Games) grants which have enabled us to expand our services to the Clubs and the TAP identified athletes, and to undertake some limited fleet renewal.

We should however be cognizant that the ongoing expense for the CKO Executive Director (previously covered through CKO reserves ~ soon to be depleted) will likely result in OCSRA taking on a portion of this expense, either through reduced base funding transfer, and/or direct assessment. As well, the OCSRA van is approaching 6 years of use, and reserves need to be set-aside for an eventual replacement.

Respectfully submitted,

Paul Vincent,

Treasurer

**OCSRA FISCAL 2014-2015 P&L  
MARCH 31 2015**

**REVENUES**

	F2015 Budget	F2015 Actual	+/-	Comments
<b>General revenue</b>				
Provincial Grant - Base Funding QB	\$60,000	\$60,374	\$374	
Athlete Fees	\$17,500	\$17,850	\$350	
<b>Major Grants</b>				
OHPSI	\$65,000	\$60,932	-\$4,068	
SPF	\$-	\$44,255	\$44,255	
<b>Coach Development</b>				
Minor Grants	\$10,500	\$6,997	-\$3,503	
CanoeKids/ELCC Participant fees	\$6,800	\$9,424	\$2,624	
SubTotal	\$17,300	\$16,421	-\$879	
<b>Athlete Fees - Regatta's</b>				
OC#1	\$3,000	\$2,875	-\$125	
OTT	\$12,000	\$17,823	\$5,823	
Trillium/Ont Champs	\$15,000	\$15,240	\$240	
OC#4	\$5,000	\$2,350	-\$2,650	
Ont Summer games	\$-	\$-	\$-	
SubTotal	\$35,000	\$38,288	\$3,288	
<b>Athlete Fees - Camps &amp; Tours</b>				
Ottawa/LPlacid	\$6,000	\$7,700	\$1,700	higher rate
Ski Camp	\$5,000	\$-	-\$5,000	camp cancelled
Spring Camp (DEVELOPMENTAL)	\$80,000	\$139,526	\$59,526	rate/participation
Fall Camp - Fallapalooza	\$-	\$10,000	\$10,000	new activity
SubTotal	\$91,000	\$157,226	\$66,226	
<b>Flow Through Revenues</b>				
WOD/EOD Insurance	\$15,000	\$10,556	-\$4,444	
Canoe Ontario Fees	\$2,900	\$2,339	-\$561	
CAIP Insurance	\$-	\$1,458	\$1,458	
SubTotal	\$17,900	\$14,353	-\$3,547	
<b>Total Revenue</b>	<b>\$303,700</b>	<b>\$410,041</b>	<b>\$106,341</b>	



## EXPENSES

	F2015 Budget	F2015 Actual	+/-	Comments
<b>Overhead/Operating Expenses</b>				
<b>Total Tech Director Comp Expense QB</b>	<b>\$67,800</b>	<b>\$69,731</b>	<b>\$1,931</b>	
Technical Director Expenses	\$5,500	\$7,604	\$2,104	
Assorted reimbursable expenses (Ohpsi/HPMP/Conferences)	\$500	\$ -	\$500	
Administration/Fees/Oheads/Board Meetings	\$2,500	\$2,748	\$248	
Insurance (Auto/Trailers)	\$5,000	\$4,268	-\$732	
Van/Trailer/ Boat Maintenance	\$6,000	\$6,755	\$755	
Van - Cost Recovery non-cash (15,000km @ \$0.20)		\$3,000	\$3,000	
HST Recovery		\$1,537	\$1,537	
SubTotal -QB	\$87,300	\$95,642	\$8,343	
Overhead	\$87,300	\$95,642	\$8,343	
<b>MAJOR GRANTS</b>				
OHPSI SubTotal -QB	\$55,000	\$50,553	-\$4,447	
HST Recovery		\$1,428	\$1,428	
OHPSI	\$55,000	\$51,981	-\$3,019	
SPF Grant Expenses		\$ -	\$ -	
SubTotal -QB		\$43,346	\$43,346	
HST Recovery hst		\$909	\$909	
SPF		\$- \$44,255	\$ 44,255	
<b>Capacity Development</b>				
Coach Training & Education expenses	\$11,100	\$7,110	-\$3,990	
Coach Development				
Q4G Grant - Dev. Coach Mentorship Program	\$6,000	\$ -	\$6,000	did not get grant
CAO - Q4G LF Training	\$3,000	\$3,000	\$ -	hold for grants
Q4G Grant - HP/OHPSI		\$1,436		hold for grants
Club Development	\$1,000	\$1,660	\$660	
TD Professional Dev		\$1,025	\$1,025	
Officials Development	\$900	\$725	-\$175	
SubTotal - QB	\$22,000	\$14,956	-\$7,044	
hst		\$236	\$236	HST recovery
	\$22,000	\$15,192	-\$6,808	
<b>Regatta Costs</b>				
OC#1	\$2,000	\$1,303	-\$697	closed
OTT	\$12,000	\$13,538	\$1,538	closed
Ont Championships/Trillium	\$14,000	\$14,354	\$354	closed
OC#2	\$5,000	\$1,390	-\$3,610	closed
SubTotal - QB	\$33,000	\$30,585	-\$2,415	closed
hst		\$2,929	\$2,929	closed
	\$33,000	\$33,514	\$514	
<b>Camps &amp; World Tour</b>				
Lake Placid Tour	\$8,000	\$10,046	\$2,046	
Ski Camp	\$4,500	\$ -	\$4,500	
Spring Camp -Ocala	\$75,000	\$129,452	\$54,452	
Spring Camp -Ocala Van cost recovery (non-cash)		\$2,000	\$2,000	
Fall Camp - Fallapalooza		\$- \$9,404	\$9,404	
SubTotal - QB	\$87,500	\$150,903	\$63,403	
hst		\$1,153	\$1,153	HST recovery
	\$87,500	\$152,055	\$64,555	
<b>Other</b>				
WOD/EOD Insurance	\$15,000	\$10,556	-\$4,444	
Canoe Ontario Fees	\$2,900	\$2,339	-\$561	
CAIP INSURANCE PREMIUMS		\$1,458	\$1,458	
HST CHARGES - OTHER		\$108	\$108	
GST Only Expenses		\$240	\$240	
Reconciliation Variance		\$11	\$11	
SubTotal	\$17,900	\$14,712	-\$3,198	
<b>Total Expenses</b>	<b>\$302,700</b>	<b>\$407,352</b>	<b>\$104,642</b>	
<b>OPERATING Surplus/Deficit</b>	<b>\$1,000</b>	<b>\$2,689</b>	<b>\$1,699</b>	

**OCSRA BALANCE SHEET**  
**As of March 31, 2015**

**Assets:**

Cash:	Total	GIC	Account
OCSRA Operating Fund # 9865	\$73,071.93	\$23,300.00	\$20,071.93
OHPSP/other Funds # 0605	\$-	\$7,700.00	
SPF Grant Funds # 0983	\$-	\$22,000.00	
RBC Bank Account	\$73,071.93	\$53,000.00	\$20,071.93
PayPal Account	\$-		

Sub Total \$73,071.93

Receivables:

CANOE KAYAK CANADA [CKC]	\$1,500.00		
Darling, Nate	\$50.00		
Fowler, Brendan	\$50.00		
Haines, Abigail	\$150.00		
Hurley, George	\$30.00		
Mailey, Phil	\$30.00		
CARLETON PLACE CC	\$120.00		
COLLINGWOOD CC	\$60.00		
NORTH BAY CC	\$570.00		
CKO/Q4G - LF TRAINING	\$2,997.06		
CKO/CSIO - COACH DEV	\$2,500.00		
WOD Insc	\$7,147.19		
Djurfeldt, Sam	\$350.00		
Guttermson, Hannah	\$900.00		
Rideau CC	-\$20.00		
REVENUE CANADA - payroll overpayment	\$327.97		
REVENUE CANADA - HST REBATE #1	\$16,512.99		
REVENUE CANADA - HST REBATE #2	\$27,263.77		
Sub Total		\$60,538.98	

Total Liquid Assets \$133,610.91

**Liabilities:**

Uncashed Payments

354 BURLOAK	\$4,500.00		
355 Weibe	\$350.00		
358 CKC	\$14,073.38		
359 Pearson Dunn/Aviva	\$60.00		
360 Buday	\$200.00		
361 Scott Oldershaw	\$1,000.00		
362 Rob Stott	\$200.00		
363 Larry Cain	\$100.00		
364 Paul Vincent	\$67.15		
Sub Total		\$20,550.53	

Accounts Payable:

Revenue Canada - Payroll holdbacks	\$3,121.51		
Athlete payments	\$2,500.00		
Blair - Ocala Expenses	\$4,613.13		
Blair -March Expenses	\$448.58		
Camp Ocala - final payment	\$2,769.95		
JMBurke	\$1,620.00		
CKC - assorted	\$1,769.00		
Hunter George	\$794.00		
CSIO	\$1,412.00		
Balmy Beach CC [Camps/Tours]	\$1,100.00		
Sub Total		\$20,148.17	

Carryover:

SPF Grant Funds	\$19,286.00		
Minor grants	\$3,000.00		
Sub Total		\$22,286.00	

Total Liabilities \$62,984.70

**CASH EQUITY**

**\$70,626.21**

# TECHNICAL DIRECTOR ANNUAL REPORT

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Ontario Canoe Sprint Racing Affiliation's (OCSRA) AGM, November 21, 2015

## A. INTRODUCTION

First, I would like to take this opportunity to thank Canoe Kayak Ontario's (CKO) Executive Director, Orest Stanko, for his guidance throughout the year. Orest is instrumental in ensuring we meet the needs of our partners, as well as finding new sources of revenues to support our ongoing growth. I would also like to thank the OCSRA Board of Directors for their leadership, event officials and volunteers, and coaches for their support in my role as Technical Director.

This year we all worked hard to support our athletes, coaches and clubs by continuing to provide programs and activities that are the foundation of our organization, improve on programs to better serve our members and create new programs and activities to strengthen our members potential for excellence.

## B. PURPOSE

The purpose of this report is to review our current practices and programs, outline specific improvements for each program, evaluate our 2015 goals, and outline target areas for 2016.

## C. SYSTEM DEVELOPMENT

### Athlete Development:

Based on our HPMP target goals, we developed and implemented a number of programs and activities to support our Ontario athletes, including:

- Providing financial and program support through the Canadian Sport Centre Ontario's (CSIO) Ontario High Performance Sport Initiative (OHPSI) program ( to \$100,000 & \$16,000 in VIK in 2015 from \$88,870 in 2014) and the Ontario Athlete Assistance Program;
- Created a NextGen program in Ontario with \$20,000 from the Canadian Sport Institute Ontario (CSIO);
- Received a \$21,000 grant from Canada Summer Games to purchase an IC4, K2 and C2;
- Received \$48,000 SPF grant (Year 2) to support athletes participating at the Cdn Cup Series and TAP U17 Pan Am Games Camp;
- Received a Ontario Ministry of Tourism, Sport & Culture (MTSC) \$98,000 grant to support our next generation of high performance athletes, including NextGen/Academy/Ontario Team mini camps, CKO Summit and coach education weekend, and coach professional development support;
- Providing athlete testing, race profiles and monitoring in the daily training environment (DTE);
- Providing the opportunity for 46 athletes to compete at the Canada Cup 2 regatta in Ottawa and 20 athletes at the Canada Cup 3 regatta in Dartmouth, NS. Ontario finished 1<sup>st</sup> at Cdn Cup 2, 2<sup>nd</sup> at Cdn Cup 3 and 2<sup>nd</sup> overall at the Cdn Cup Series;
- Provided Ontario members the opportunity to take part in the Canadian Athlete Insurance Program (CAIP).

Twelve-hundred Athletes competed at the 2015 National Championships in Ottawa. Thirteen Ontario clubs participated (from 10 in 2014).

Congratulations to all Ontario athletes who competed at international events for Team Canada, including 10 athletes at the World Cups (same as 2014), 15 athletes at the Junior/U23 World Championships ( 7 from 7 in 2014), 7 athletes at the Senior World Championships (same as 2014) and 5 athletes to the Olympic Hopes Regatta.

Nominations to the Ontario OHPSI, OAAP and Development Team programs will be provided at the AGM.

## Coach/Officials Development:

During the spring we hosted 2 Community Sport (Canoekids) and 2 Competition Introduction (ELCC) workshops and certified 74 Canoe Kids coaches, and trained 16 Competition Introduction (ELCC) coaches. We are also running a Multisport Theory Part A & B (prerequisite for ELCC) for 14 coaches this weekend during the Summit.

Through the OHPSI program we are in our 2<sup>nd</sup> year of the Apprentice Coach Program (ACP). Burloak's Hunter George will be completing the program this spring. OCSRA will be seeking support from OHPSI to run the program again and will be accepting new applications this spring. The program offers professional development opportunities, including attending Junior and Senior National Team training camps, working with mentor coaches in the DTE and taking part in an accelerated coach education program with CSIO staff.

Through our TAP program we offered a mentor coach training to PRCC's Jaclyn Gardiner at the 2015 TAP Pan Am Games Training Camp in Welland.

Finally, OCSRA is offering to pay 50% of the CKC Coaches Conference registration fee next weekend in Ottawa, ON.

## Club Development:

For the 2<sup>nd</sup> year OCSRA offered our Club & Coach Development Program (CCDP) to our member clubs. The program's objective is to provide clubs with targeted services that best fit their individual needs. Clubs had the opportunity to choose from a number of projects within the 3 main categories: equipment support, services & program support and coach development support.

OCSRA expanded upon the CCDP to include a Northern Outreach project. The project followed the same principles of the CCDP but focused on the specific needs of our clubs in the north. Thanks to a grant from CanoeKayak Canada we will be able to contract Bill Trayling as project lead.

Over the next year OCSRA will be introducing the Club Excellence Program [www.clubexcellence.com](http://www.clubexcellence.com) to our member clubs. The program's framework will be the template for our club management plan. Through the use of the Club Excellence strategies we will provide a gap analysis on clubs current program/policies and work with the clubs to target completion dates.

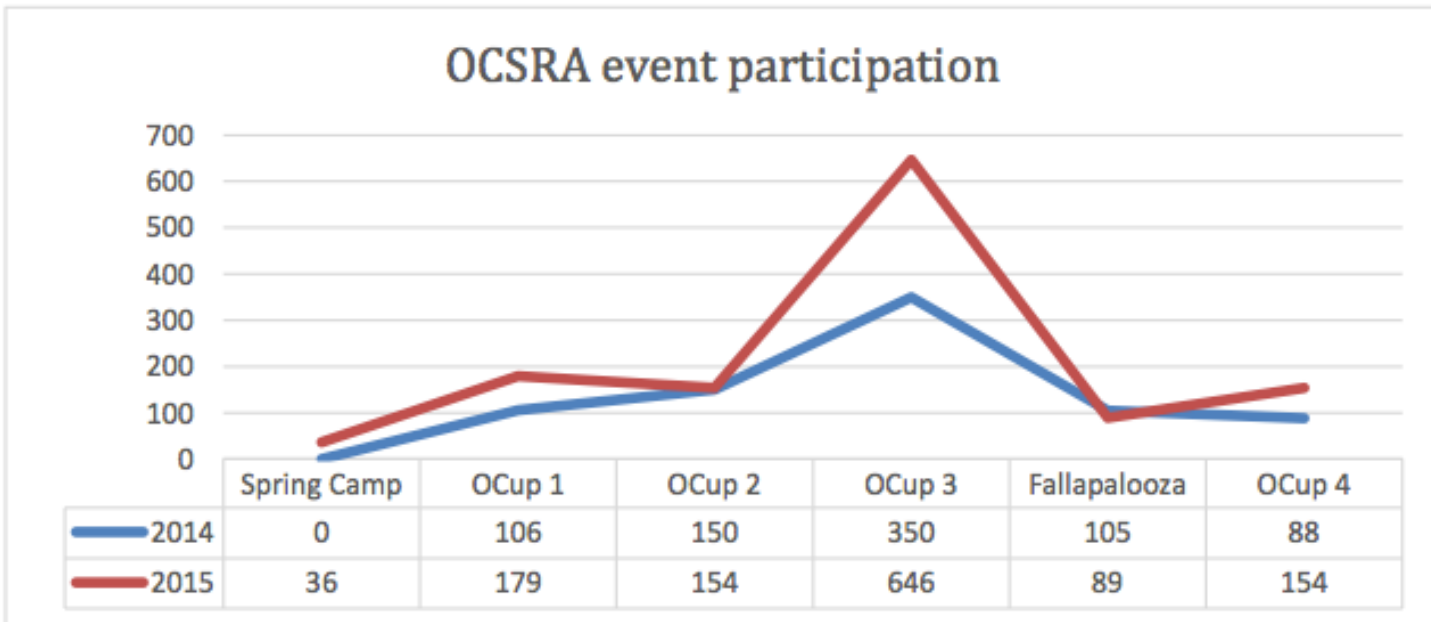
## Event Management:

OCSRA ran a number of events throughout the spring and competition season, including:

- Spring Development camp in Florida;
- 4 OCup Series regatta & camps
- 2 NextGen/Academy/Ontario Team mini camps (2 more this winter)
- TAP U17 Pan Am Games Training Camp

Spring Development Training Camp was a great success after a year of not hosting the camp. 68 paddlers took part in the camp. Due to Camp Ocala closing, OCSRA had to relocate the camp to Homosassa at [www.riversideresorts.com](http://www.riversideresorts.com). 2016 registration is currently full with 8 paddlers on our waitlist.

OCSRA again hosted our OCup Series. OCup 1 - Long Distance Regatta was hosted by Carleton Place Canoe Club, OCup 2 – Ontario Team Trials was hosted in Welland, OCup 3 – Ontario Championships by Rideau Canoe Club and OCup 4 – Long Distance Regatta in Welland. We also co-hosted the Fallapalooza training camp with KC Fraser before OCup 4, as well as created the Spring Camp (same format as Fallapalooza) in Carleton Place before OCup 1. Please see the graph below comparing event participation from 2014 to 2015.



Congratulations goes to Rideau Canoe Club for being the OCup Series **Grand Champion**. OCup Series **Grand Champion** points combine a clubs total points from all four (4) OCup events. Congratulations also goes out to Balmy Beach Canoe Club for being the OCup Series **Excellence Award** winner. OCup Series **Excellence Award** points combine a clubs total points from all four (4) OCup events, divided by the number of club participants in each events.

OCSRA and CKC have partnered to host four (4) mini camps for targeted athletes. The camps include on-water and dry-land testing at the Canadian Sport Institute Ontario (CSIO), as well as enhanced training. Targeted athletes include CKC NextGen nominated athletes (podium potential for 2020), CKC Academy nominated athletes (Top 8 2016 Junior World potential) and Ontario Team nominated athletes. Support for the camps is provided by CKC, CSIO and through MTCS' SPF funding.

OCSRA also hosted a 4 day U17 camp during the Pan Am Games in Welland, Ontario. Selected from results at the Ontario Team Trials, participants took part in enhanced training at the South Niagara Canoe Club, while cheering on Team Canada during the Pan Am Games events. Funding for this event was through our SPF Talent Acceleration Program (TAP) grant.

A big thank you to all the coaches who took part in these events and to the clubs who volunteered their staff in order to raise the performance of our athletes in Ontario. Without your support we would not be able to provide such valuable opportunities to our athletes.

## D. 2015 GOALS - Review

Goal Statement	Expected Completion Date	Actions/Comments
<i>Athlete Development</i>		
Increase communication of Athlete Pathway (AP)	Aug 15	Included in coach meeting, criteria, and parent meetings.
Re-develop programming & implementation structure of AP	Aug 15	CKC & OCSRA are redesigning structure.
Increase capabilities to provide race analysis	July 15	Performance Analysis at OTT's & NTT2
Create Talent ID program with clear Key Performance Indicator's (KPI)	Mar 15	TAP program created. Need to collect KPI data.
OHPSI, OAAP, Dev. Team – ensure programs meet the needs of our targeted athletes	Mar 15	2015-16 OHPSI plan based on individual athlete gap analysis. Program delivery reviewed/modified with coaches and athletes.
TAP – provide support to next generation OHPSI/ OAAP athletes	July 15	Provided competition/training opportunities, testing and monitoring
<i>Coach &amp; Officials Development</i>		
Create a Coach & Officials Pathway (COP)	Oct 15	Level 2/3 Officials training reviewed. Level 4 certification provided to officials. Coach pathway needs to be developed.
Create a recruitment strategy for coaches & officials	Mar 15	Official's recruitment strategy created. Coach recruitment strategy to be of the Club Excellence program.
Develop employment standards for coaches	Oct 15	Part of the Club Excellence program.
Expand ACP to two (2) coaches	Mar 15	Funding only available to support one (1) coach.
Develop mentorship program for officials and development coaches	Mar 15	Official's mentorship program created. Coach mentorship project – TAP Pan-Am Games Camp.
Increase coach certification by 15%	Aug 15	48 CanoeKids & 14 ELCC in 2014, 74 CanoeKids & 14 ELCC in 2015 (29% increase)
Increase officials/ volunteer training	Oct 15	Volunteer information session at CKC Summit
Provide PD workshops & projects for coaches & officials	Feb 15 / Oct 15	Monthly coach PD session at CSIO during winter months. Coach and PD at the 2015 CKO Summit & CKC Coaches Conference. Coach PD at CSIO – Feb 13, 2016
<i>Club Development</i>		
Expand available programs and level of support to clubs	May 15	CCDP modified based on club feedback. Northern Outreach project created
Create Club Management Plan	Oct 15	CMP = Club Excellence program
Increase the number of member clubs in Ontario through the 'CanoeKids on Wheels' program	Mar 15	Unsuccessful in Ontario Communities grant. Will apply for grants in 2016/2017
Improve level of communication through social media	Jun 15	Website is being redesigned. Improved communication during Winter Development Camp. Use of other social media is slightly increased
Redesign website to better act as the main hosting agent for PSO programs & activities	Jun 15	Currently working on the redesign.
<i>Competition</i>		
Create competition structure based on LTAD model	May 15	LTAD implementation and competition review scheduled for 2015 (based on successful grant application)
Ensure OCup Series meets the needs of our members	May 15	OCup regatta's redeveloped based on Ontario coach's conference. New points system – OCup Series Grand Champion points, OCup Series Excellence Award points. 36.5% participant increase in Ontario events

Provide training camps for athletes along the AP	May 15	Winter Development Camp, Spring Camp, NextGen Camps (4), Fallapalooza.
Provide financial assistance to targeted athletes competing for Cda	Mar 15	Increased OHPSI competition support from \$7007 to \$15000.
Provide opportunities for next generation athletes & coaches	Mar 15	Creation of the Ontario NextGen program. NextGen coach, NextGen camps (4). ACP continued into 2015-16. TAP program. Development mentor coach project.
<i>DTE</i>		
Bring CKC's NextGen Program to Ontario	Mar 15	Support provided by CSIO OHPSI program.
Increase KPI monitoring	Oct 15	Increased monitoring at competitions, DTE and training camps through OHPSI/SPF support.
Develop gap analysis for targeted athletes	Jan 15	Gap analysis created for all OHPSI/OAAP targeted athletes.
Provide CKC's online training log, Smartabase	Jan 15	Completed for athletes and coaches
Ensure athletes have access to on-water & dry-land facilities that meet their training needs	Mar 15	Increased OHPSI support in the DTE. TAP camp.
<i>SS/SM Support</i>		
Provide SS/SM services that address targeted athletes gap analysis	Oct 15	Increased OHPSI support.
Provide Canadian Athlete Insurance Program (CAIP) to targeted athlete	Dec 15	OHPSI program paid for targeted athletes. CAIP program made available to general membership.
Provide athlete transition services	Oct 15	Not started
Provide athlete & parent PD with CSIO staff	Oct 15	Athlete PD provided at NextGen/Academy/Ontario invited camps
Provide regular S&C support	May 15	Increased OHPSI support in DTE for Ottawa and Toronto area athletes
Provide coach consultations and PD with CSIO staff	Feb 15	Monthly sessions with CSIO staff. Increased level of debriefs by CSIO staff after competitions/camps/testing.

**\*Status: NS=Not Started S=Started OG=On Going C=Completed**



## E. TARGET AREAS FOR 2016/2017

Objective: Provide programs that are Athlete centered, Coach/Club led and PSO supported					
ATHLETE DEVELOPMENT	COACH & OFFICIALS DEVELOPMENT	CLUB DEVELOPMENT	COMPETITION	DTE	SS/SM & IST
<b>Athlete Pathway (AP)</b>	<b>Coach &amp; Officials Pathway (COP)</b>	<b>Club &amp; Coach Development Program</b>	<b>Event Management</b>	<b>NT Support</b>	<b>Athlete Services</b>
<ul style="list-style-type: none"> <li>✓ Increase communication of AP</li> <li>✓ Re-develop programming &amp; implementation structure</li> </ul>	<ul style="list-style-type: none"> <li>✓ Create COP</li> <li>✓ Create a recruitment strategy for coaches &amp; officials</li> <li>✓ Develop employment standards for coaches</li> </ul>	<ul style="list-style-type: none"> <li>✓ Improve programs and level of support to clubs</li> <li>✓ Provide Club Excellence program to clubs</li> </ul>	<ul style="list-style-type: none"> <li>✓ Create competition structure based on LTAD model</li> <li>✓ Ensure OCup Series meets the needs of our members</li> <li>✓ Provide training camps for athletes along the AP</li> </ul>	<ul style="list-style-type: none"> <li>✓ Bring OTP's NextGen Program to Ontario</li> </ul>	<ul style="list-style-type: none"> <li>✓ Provide SS/SM services that address targeted athletes gap analysis</li> <li>✓ Provide Canadian Athlete Insurance Program (CAIP) to targeted athlete</li> <li>✓ Provide athlete transition services</li> </ul>
<b>Testing &amp; Monitoring</b>	<b>Mentorship Programs</b>	<b>Expansion</b>	<b>International Competition</b>	<b>Monitoring</b>	
<ul style="list-style-type: none"> <li>✓ Provide race analysis</li> <li>✓ Create clear Key Performance Indicator's (KPI) for TAP</li> </ul>	<ul style="list-style-type: none"> <li>✓ Continue ACP for 2016-2018</li> <li>✓ Develop mentorship program for officials and continue program for coaches</li> </ul>	<ul style="list-style-type: none"> <li>✓ Increase the number of member (satellite) clubs in Ontario through the 'Canoekids on Wheels' program</li> </ul>	<ul style="list-style-type: none"> <li>✓ Provide financial assistance to targeted athletes competing for Cdn</li> <li>✓ Provide opportunities for next generation athletes &amp; coaches</li> </ul>	<ul style="list-style-type: none"> <li>✓ Increase KPI monitoring</li> <li>✓ Develop gap analysis for targeted athletes</li> <li>✓ Provide CKC's online training log, Smartabase</li> </ul>	<ul style="list-style-type: none"> <li>✓ Provide athlete &amp; parent PD with CSIO staff</li> <li>✓ Provide regular S&amp;C support</li> </ul>
<b>Programming</b>	<b>Education &amp; PD</b>	<b>Communication</b>	<b>Program Support</b>	<b>Facility Access</b>	<b>Coach Services</b>
<ul style="list-style-type: none"> <li>✓ OHPSI, OAAP, Dev. Team – ensure programs meet the needs of our targeted athletes</li> <li>✓ TAP – provide support to next generation OHPSI/ OAAP athletes</li> </ul>	<ul style="list-style-type: none"> <li>✓ Maintain coach certification levels</li> <li>✓ Increase officials/volunteer training</li> <li>✓ Provide PD workshops &amp; projects for coaches &amp; officials</li> </ul>	<ul style="list-style-type: none"> <li>✓ Improve level of communication through social media</li> <li>✓ Redesign website to better act as the main hosting agent for PSO programs &amp; activities</li> </ul>	<ul style="list-style-type: none"> <li>✓ Develop a creative revenue generation outside of membership fees and gov't grants</li> </ul>	<ul style="list-style-type: none"> <li>✓ Ensure athletes have access to on-water &amp; dry-land facilities that meet their training needs</li> </ul>	<ul style="list-style-type: none"> <li>✓ Provide coach consultations and PD with CSIO staff</li> </ul>





Western Ontario Division

CanoeKayak Canada

Western Ontario Division

## Flag Officer, Western Ontario Division

### WOD 2015 Report

I would like to take this opportunity to thank all of our special volunteers who made 2015 an amazing year in the division. From the Ontario Team Trials in May, to the lead up and facilitation of the 2015 Pan Am Games in Welland, WOD U15 Championship in Parry Sound and National Championship in Ottawa, and all of the regattas in between, WOD volunteers were front and centre at all of these events and more.

We have become a group that can be relied on to “Step Up” where and when it counts! Of that, I’m very proud of you all and enjoy working with you.

A special thank you to outgoing Directors, Sue Cox (Divisional Officials Coordinator), Karen Roe (DDRA Rep and Masters Coordinator), Adrienne Skinner (Paddle-All Coordinator). You were professional in all aspects and diligent in your tasks.

With the leadership of Kevin Howard, Divisional Safety Director, we holding safer regattas, have more volunteers trained as safety boat drivers and have started to implement the “High Competition Procedures” developed and used in the Atlantic Division and COPAC events in North and South America. We have a way to go, but I’m confident that these processes and procedures will be embraced and incorporated into training sessions at WOD clubs and all regattas held in our division.

Our athletes deserve to be safe and our parents need to know we are doing everything we can to ensure we are implementing and holding ourselves to the highest standard.

Moving forward to 2016, WOD will be hosting the Ontario Championships and we look forward to continuing to engage the Parry Sound Canoe Club and other Northern Ontario clubs by holding the 2016 WOD U15 Championship in Parry Sound.

The Welland 2017 Steering Committee has started to meet regularly and has identified the Host Organizing Committee Chairs and will facilitate the first all HOC Chair meeting on November 7<sup>th</sup>.

I would like to personally thank, Adam Oldershaw, Mary Ellen Bench, Allan Potts, Dean Jenkins and the incomparable Paul Vincent, for their ongoing support and dedication to WOD and our executive team.

Respectfully Submitted

Ted Roworth



Flag Officer, Eastern Ontario Division

## EOD 2015 Report

### **Overview**

The Eastern Ontario Division made further progress on the divisional goals of (1) providing training to coaches (led by OSCRA) and officials, (2) building our regatta schedule with stated objectives, allowing athletes to excel following LTAD model, and (3) managing safe, well run events within our division.

EOD hosted many divisional and provincial regattas during the summer of 2015, including OCUPs 1 and 3, all of which were well attended by athletes, coaches, officials and volunteers.

Sydenham Lake Canoe Club hosted the EOD U15 Championships and it was a huge success.

The Eastern Ontario Division also hosted Nationals at the Rideau Canoe Club. This was a massive undertaking, with RCC providing leadership, and other divisional clubs helping out with key activities. The vast number of volunteer hours that went in to hosting made this event such a success.

### **Healthy Clubs**

The multi discipline/multi age paddling model is continuing to build momentum in EOD. Stand up paddling, dragon boat, outrigger canoe and surf-ski are becoming common place at a number of EOD clubs bringing in new members of all ages and are generating revenue for the clubs.

Paddle All and adaptive paddling continues to develop in the division. EOD currently has 4 adaptive paddling programs. NBCC, RCC, CP and ORCC are all running adaptive programs. ORCC hosted a para coach workshop in October with 7 participants.

As noted above, Sydenham Canoe club hosted a key event this summer. This is considered critical in the development of these small clubs.

### **High Performance**

Once again EOD had great representation at Nationals in Ottawa. RCC won the overall burgee, ORCC finished 18<sup>th</sup> and CPCC finished 21<sup>st</sup>. RCC also won the Masters overall burgee with ORCC finishing a strong 3<sup>rd</sup>.

EOD has 3 clubs with full time coaching staff that continue to work with athletes year round.

### **Leadership**

Coaching education courses / professional development commenced early spring through the fall. EOD will assist our coaches in attending the CKC coaching conference this fall.

The DOC hosted one Level I/II officiating course at CPCC in conjunction with OCup 1, allowing new officials to get experience immediately. New officials were paired with experienced officials, facilitating mentoring and sharing of best practices

### **Organizational Effectiveness**

Our volunteer base has also improved and with the VOCAL spreadsheet tool, EOD events ran quite smoothly. However, the Division struggled to provide enough volunteers and officials for provincial events hosted by EOD; thankfully WOD kindly stepped in to help. The strain put on our volunteer base preparing for Nationals was a contributing factor but it continues to be a struggle getting new people to step up and volunteer at the Divisional level.

### 2015 Executive Committee

Flag Officer	Kim Houston	ORCC
Vice Flag Officer	Ivonne Soucair	RCC
Past Flag Officer	Bevin Schmidt	ORCC
Secretary	Heather MacIntosh	RCC
Treasurer	Stephen Moir	RCC
DOC	Kim Houston	ORCC
Registrar	Ivonne Shoucair	RCC
Awards	Vacant	
Coaches Representative	Stuart Wilson	RCC
OCSRA Representative	Charles Slade	EOD
Athletes Representative	Rowan Hardy-Kavanagh	RCC

### 2015 EOD Commodores

Carleton Place	Kelly Parson
Gananoque	Stacy Wilson
North Bay	Ed Hong, Bob Everest
Ottawa	LA Schmidt
Rideau	Ron Sibthorpe
Sydenham	George Jones, Helen Parfitt

Moving in to 2016, I recommend a divisional volunteer coordinator. The task of organizing volunteers and officials together is too much for the DOC to coordinate. I also recommend establishing a divisional safety coordinator who would work closely with the DOC to ensure a consistent standard of safety at all regattas. CKC is reviewing their national guidelines and it would be beneficial for EOD to continue to participate in the revision, and to commit to development of division-specific guidelines if appropriate.

In closing, I would like to personally extend my appreciation to the members of the Board of Directors for all of their work this past year. My goal was to strengthen the division by endorsing the smaller clubs. Having these small clubs host key events increases the visibility of canoe kayak in their communities, particularly in Sydenham Lake. There is still much work to do to support clubs as their membership numbers decline but increasing community awareness is a positive step.

Respectfully submitted

Kim Houston