



## Canadian Weightlifting Fédération Haltérophile Canadienne

---

Memo Date:	June 21, 2021	
To:	<b>CWFHC Board of Directors</b>	
Re:	<b>Annual General Meeting</b>	
Location:	Online via Zoom	Room: N/A

### **PRELIMINARY AGENDA – *Content and order presented may change.***

**Date: Monday July 12, 2021**

**Times: *All times are subject to change***

<u>6:00pm</u>	Sign in on Zoom
<u>(Mountain Time)</u>	
<u>6:35pm</u>	Opening remarks
6:40 – 9:30	Agenda
9:30	Adjournment

### **BOARD OF DIRECTORS ANNUAL GENERAL MEETING**

1. **Approval of 2020 AGM Minutes**
  
2. **Business Arising from 2020 AGM Minutes**
  - .1
  
3. **Approval of Annual Reports of Executive Committee**
  - .1 **President**
    - Policy update
    - Tokyo 2020 update
    - Sport Canada update

**C. Walker**

- IWF and PAWF updates
  - Social Media update
  - CWFHC Risk assessment
  - USAW Collaborations
- .2 **Secretary – Treasurer** **D. Friesen**
- Financial Statements for Year Ended March 31, 2021
  - Appointment of Auditors for Year Ended March 31, 2022
- .3 **Vice-President – Administration** **R. Mason**
- Anti-Doping Review for 2020-2021
  - Other initiatives
- .4 **Vice-President – Technical** **J. MacLean**
- Coaches’ Committee Report
  - Technical Officials’ Committee
  - AAP Review
- .5 **Athletes’ Representative** **R. Leblanc-Bazinet**
4. **Report of the Nominating Committee & Elections (if required)**
- .1 **Election (if required)**
- President
- Vice President Administration
5. **Report of the Committee for the Advancement of Women in Sport**
- .1 2020-21 Gender Equity Audit
- .2 CWS advertising collaboration
6. **Report of the High-Performance Committee**
- .1 Update on review of qualification system proposals
- .2 Update on discussions with Own the Podium
7. **New Resolutions and Initiatives**
- .1 Appointment of Auditors – **D. Friesen**
- .2 Proposed Resolution on Bylaw Amendments **C. Walker**
- .3 Proposed Resolution on Name Change for CWFHC – **C. Walker**



**Canadian Weightlifting Fédération Haltérophile Canadienne**

## **2021 Annual General Meeting**

### **Report of the President**

The 2020/21 season present an array of challenges with the continuation of the COVID-19 pandemic while at the same time presenting new opportunities for Canadian lifters in online and live competition in the Pan Am region.

#### **International Competitions**

Canadian athletes competed in a wide range of international events despite the ongoing pandemic.

Lifters at all levels competed at the following events:

- 1<sup>st</sup> Online PanAm Cup LIVE by ZKC
- 1st Online International Weightlifting Cup dedicated to the Independence Day of Uzbekistan
- Oceania Eleiko Online Competition
- South American IberoAmerican Championships Colombia Cup Online
- 2020 South American, Ibero-American & CSLP Youth & Junior Championships U15-U17
- 2020 Pan-American Junior Championships
- 2020 IWF Online Youth World Cup
- 2021 Online Canadian Junior Championships
- 2021 Virtual Pan American Cup U15-U17
- 2021 South American, Ibero-American & OPEN Senior Championships
- 2021 USAW Garage Championships
- 2020 Pan-American Weightlifting Championships (Santo Domingo)
- 2021 IWF Junior World Championships
- 2021 Pan American U17 & U15 Championships

The record-setting performances of athletes Maude Charron and Boady Santavy at the 2020 Pan American Championships, along with Emma Friesen's bronze medals and Youri Simard's 6 for 6 performance the IWF World Junior Championships, were highlights over the past season. Those performances along with Canada's qualification of 5 athletes to the Tokyo 2020 Olympic Games highlights the resiliency and dedication of our athletes and coaches who trained in difficult circumstances throughout the year and still proved that the team ranks among the best in the world. But for an extremely short timeline to finalize registrations for Tokyo 2020, Alex Bellemarre might have been added to Team Canada following the positive drug test of a Chilean lifter.

The CWFHC continues to play an integral role in the development of online competitions at home and abroad. Our collaborations with the Pan American Weightlifting Federation and the International Weightlifting Federation have created more opportunities for athletes at all levels to compete

internationally, while at the same time we have fostered growth in online competitions at home at the national and provincial levels.

### **National Competitions**

The success of provincial and national-level online competitions has opened the door for an online national youth championship event to be held every year going forward. We wish to thank the volunteers who helped make the 2021 Online Canadian Junior Weightlifting Championships such a success, and we extend our appreciation to the OWA for hosting a superb 2021 Online Canadian Senior Weightlifting Championships this past weekend.

### **Relationship with Pan American Weightlifting Federation (PAWF)**

Following meetings in Pattaya, Colorado Springs, and Lima, the members of the PAWF have expressed a desire to have Canada be more involved in international projects and to continue collaborating with the PAWF to help build the sport throughout the continent. The CWFHC is committed to doing so and has taken meaningful steps to improve our integration in the PAWF. First, we have worked closely with our PAWF colleagues to ensure a change of leadership within the federation that will make a meaningful difference to PAWF governance and the opportunities for Canadian athletes and technical officials. The financial affairs of the federation will now be subject to much stronger anti-corruption legislation and better professional oversight. Of particular importance is that all registration and accommodation fees are now paid to the organizing committee by wire transfer from the CWFHC. Athletes no longer must bring thousands of US dollars in person to PAWF events, in contrast to several IWF events.

Second, the PAWF Executive Committee has renewed its request that Canada lead its efforts to develop coaching expertise in the English-speaking Caribbean over the next few years. Our proposal, which the PAWF has accepted, is for Canadian NCCP Master Facilitators to deliver coaching clinics *in the Caribbean* so as to create a foundation for growth of the sport in that region. The PAWF has committed \$6000 USD each year for that initiative, and the IWF has committed \$6000 USD out of its Development Fund for this program, as well. A date has yet to be set for the inaugural coaching course, but we expect it will take place in winter 2021/22.

Finally, by playing an active role in both the governance of the PAWF and serving on PAWF organizing committees for online competitions, we will create more opportunities for technical officials invited to participate in PAWF events and receive more invitations for Canadian athletes to compete across the Americas.

### **Collaboration with USA Weightlifting**

The CWFHC continues to work closely with USA Weightlifting to find areas where we can mutually support our efforts to grow the sport. At the core of these efforts is the view that both federations are stronger when we are working together, whether seeking alignment on Pan American issues, IWF elections, or cross-border initiatives. Following months of discussion, USAW and the CWFHC decided to delay the inaugural North American Open in Calgary until September 2022. This difficult decision was made easier by Tourism Calgary's commitment to maintain \$30,000 in support of the event, with a further commitment of \$5000 for any future events held in Calgary. We have also applied for \$40,000 in provincial funding to cover other event costs. This event remains an excellent opportunity to build organizational capacity in Western provinces, while at the same time creating a new revenue stream for the Federation and the clubs that provide volunteer support. If the event proves a success, USAW and the CWFHC aim to make this an annual event alternating between western and eastern cities.

### **IWF Matters**

The past year has been a tremendous challenge with respect to the IWF and our relationship with it. The exposure of systematic corruption at the IWF in the McLaren Report and subsequent reporting has put

the sport in danger of being removed from the Olympic Games in 2024. Compounding this risk, the delay of the Constitutional Congress, originally scheduled for March 2021, raised additional concerns at the IOC, as did last week's failure to secure a new constitution at the online. Work on adopting a new constitution continues. Despite near unanimous acceptance of stronger safeguards against doping in the sport, the IWF remains divided in two camps with respect to eligibility to serve on the Executive Board (i.e., age limits), athlete representation, and whether ethics should be addressed in the Constitution or in a bylaw. We remain aligned with our friends from the UK, Finland, Norway, Germany, the US, and other member countries that are committed to reform and clean sport, and we will continue to press the wider weightlifting community to signal a true commitment to reform.

## **Tokyo 2020**

The postponement of the Tokyo 2020 Olympics was a blow to our sport as it was for all sports competing under the Olympic banner. It did, however, create an opportunity for more athletes to be added to the Olympic long list, with 8 Canadian weightlifters made eligible for consideration for Team Canada:

- Boady Santavy
- Alex Bellemarre
- Maude Charron
- Kristel Ngarlem
- Maya Laylor
- Rachel Leblanc-Bazinet
- Tali Darsigny
- Amanda Braddock

Multiple changes to the IWF's Olympic qualification system created a high degree of uncertainty for our athletes, as they entered the final two months of the qualification period not knowing which events would count towards Tokyo 2020. When the dust settled, five athletes qualified for Tokyo, with three athletes missing the cut by the slimmest of margins. The Canadian Olympic Committee named Boady Santavy, Maude Charron, Kristel Ngarlem, Rachel Leblanc-Bazinet, and Tali Darsigny to Team Canada.

We were also successful in lobbying the Canadian Olympic Committee to send three coaches to Tokyo. Our team was originally slated to receive only one coaching accreditation for the event because we had less than 7 athletes going to the Games. Over the course of several months, we were able to show the COC why a deeper bench of coaches would better ensure our athletes lifted to their potential. Educating them about the sport and working collaboratively with them to reduce the financial and physical footprint of the team in Tokyo led to a very positive result for the team.

## **Policy Developments**

The past year created a significant opportunity for the CWFHC to build its policy infrastructure, thanks in part to our success in securing new sources of federal funding to address safety in sport and gender equity in sport. A new Safe Sport policy suite is in the final stages of drafting. The policy suite covers a wider range of sport risks and creates clearer procedures for dealing with conduct issues. The draft Safe Sport policy suite is circulated with this report and includes the following:

- Code of Conduct & Ethics
- Discrimination, Harassment, and Bullying Policy
- Diversity, Equity, and Inclusion Policy
- Discipline and Complaints Policy
- Appeals Policy

The update of the Conduct Policy was necessitated in part by Sport Canada's requirement that we incorporate the new Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). The project allowed us to approach the best-in-class standard the larger, well-funded organizations like Swimming Canada have with their policy suites. While these represent steps in the right direction, we still have much work to do to mitigate the risks facing the organization. With a renewed focus on youth and

junior development, the CWFHC will need to create policies on chaperones for international competitions, in addition to creating policies that address operational gaps in the organization, such as the need for financial reserves, clear guidelines on logo use, national team athlete and staff agreements, and revised policies on funding of athletes and coaches.

### **CWFHC Risk Register**

In the coming year, the CWFHC build a risk register to identify and prioritize how to mitigate the various risks it faces. The following is a preliminary list of risks identified in the early stages of the review:

- 1. Core Funding Risk.** The vast majority of our funding comes from Sport Canada in the form of “Reference-level funding”, which targets our core mandate. The success we have had over the past two years in applying for “Non-Reference-Level funding” to address safety in sport and gender equity issues has paid dividends. However, as an organization we are over-exposed to the risk of cuts to federal funding. Our partners at the COC, Commonwealth Games Canada, and other NSOs have all identified post-COVID spending cuts as a key point of exposure. To address this, we must develop other revenue streams, both internal and external, and we must build a reserve fund. The timeline for building the reserve fund will be a topic of ongoing discussion as our revenue streams adjust to new realities.
- 2. Litigation Risks.** The organization has historically carried insurance for general liability and sport accident at the Senior Nationals and Junior Nationals. Most years this costs \$4000 to \$5000. The CWFHC has to date not carried any directors’ and officers’ (D&O) insurance. D&O insurance is important for protecting all directors of the corporation (including PSO heads) from liability should an accident or event occur that prompts someone to sue the CWFHC and its directors and officers for negligence. We would expect the cost of D&O insurance this year to be between \$1500 and \$2000.
- 3. Travel Risks.** The nature of our sport is such that international events often take place in less developed countries where personal risks accompany political risks. Athletes are always encouraged to carry their own medical insurance when traveling abroad for competitions. The CWFHC has largely ignored the risks it faces should an accident occur out of country or if the team is forced to evacuate or relocate on short notice due to political instability or physical danger. These are uninsured risks that could cripple the organization should they ever come to bear. As such, we have started taking out additional insurance for the organization when we send a team across borders to compete. The costs depend on the size of the team, the location of the event, and the risk mitigation policies and procedures we have in place at the time. For smaller teams, the cost to the organization is a few hundred dollars. For a larger event like a Commonwealth or World Championships, the cost is north of a thousand. This has not been a part of our budget in the past.
- 4. Corporate Risks.** The external review of the CWFHC bylaws by LBB Strategies in Montreal determined that the CWFHC’s existing bylaws did not comply with the *Canada Not-for-Profit Corporations Act*, contrary to our funding agreement with Sport Canada and contrary to the act itself. This review prompted the formation of the Policy & Governance Committee and the retention of Benoit Girardin to develop new bylaws to be presented for approval at the AGM.
- 5. Safe-Sport Risks.** To the extent that the CWFHC has gaps in its policy suite concerning safety in sport, especially with respect to minors, the organization is at risk if an incident were to harm an athlete and the CWFHC is found to be without effective safe-sport policies and procedures in place. The updated Safe-Sport Policy suite goes a long way to address the policy gap by creating a robust, independent review of conduct complaints. This comes at a cost. The CWFHC takes allegations of harassment and abuse seriously. Dealing with allegations requires paid investigators, case managers, legal fees, and disbursements. Even a relatively simple and straight-forward case can cost well over \$10,000 to reach a conclusion, and more complex cases

can cost tens of the thousands of dollars. Likewise, sending chaperones to international events will cost money. This must be part of the consideration when planning the annual budget and building a contingency fund.

## **Committees**

At the 2019 and 2020 AGMs we addressed the need for more committees to help support the organization following the departure of key personnel and to bring progress to new areas of concern of the CWFHC. We have been lucky to have talented individuals donate their time and expertise to serve on the following committees:

1. **Equality Committee: Amanda Thompson; Nadia Burke; Rachel Leblanc-Bazinet; Diane Boussada; Kathy Thompson.** This committee is taking the lead on new initiatives to bring more women into leadership positions throughout the sport. Their ongoing collaboration with Canadian Women & Sport is helping to build a new framework through which CWFHC policies and procedures can be reviewed and refined to ensure women in weightlifting have access to the same opportunities as men.
2. **High Performance Committee: Greg Chin; Mac Read; Don Macneill (now retired).** Own the Podium has singled out Weightlifting as a sport not taking full advantage of the programs and support that Own the Podium can provide high performance athletes. At the same time, we have identified areas such as international qualification standards that require a more integrated approach so that athletes and coaches alike have a development pathway through which they can progress from the youth level to elite senior competitions. The High-Performance Committee was active on both fronts. With new leadership in the Vice President – Technical office, we expect this committee to be reconstituted and expanded to address a wider scope of responsibility.
3. **Appeals Committee: Troy Walker; Walter Bailey; and Jacob Glover.** The institution of the Conduct Policy and an independent third party to receive and assess conduct complaints has made the appeals committee all the more important. We are lucky to have three experienced professionals serving on it.
4. **National Coaches' Committee: Francois Gravelle; Daniel Robitaille; Mirek Korkowski; Guy Greavette; Larry Mather; Chad Benko; Jocelyn Bilodeau; and Augie Westhaver.** The National Coaches Committee remains active in enhancing the NCCP program to make it more accessible in a time of COVID. Chaired by Francois Gravelle, members of the committee have worked on a new online NCCP module within the Comp Intro sphere, leading to a successful pilot project in New Brunswick in spring 2021. Likewise, the Committee made helpful recommendations on the creation of Provisional Certification of Competition Development coaches at the Online Senior National Championships, helping to ensure that coaches could continue on their development pathway despite the pandemic. Members of the committee include.
5. **Technical Officials Committee: Richard Mason; Jean-Francois Lamy; Joe Landreville**
6. **Policy & Governance Committee: Pierpol Bouffard; Ken Trofimuk; Lilli Carr; and Jacob Glover.** This new committee was formed with the specific mandate of working with the Executive Committee and external consultants to develop the Safe Sport policy suite and new bylaws for the organization. Their work spanned several months and involved detailed reviews of multiple documents, workshops with external counsel, and consultation with broader members of our community. The committee's work has largely come to an end (for now), and we wish to thank the committee members and external counsel Benoit Girardin for their contributions and guidance. Several members of provincial executive committees across Canada provided further helpful feedback on later drafts of the bylaws, for which we are similarly grateful.

7. **Nominations Committee: Ken Mazur; Ken Trofimuk; and Akos Sandor (now retired).** These individuals have served several times as the core members of the nominations committee over the past few years, and we thank them for their commitment and service. If new bylaws pass, this committee will need to be reconstituted with a clearer, more expansive mandate than currently exists in the bylaws.

## New Initiatives

To grow the sport further in Canada we need to embrace new perspectives on the sport and create a more welcoming, inclusive community. That means turning the lens on ourselves to find areas that need improvement, and it means trying out new ideas to see if we can generate traction with a broader range of athletes. Here are some of the projects we undertook with that in mind:

- **Respect in Sport Initiative:** Effective January 2021, Sport Canada requires all funded NSOs to require its coaches and leaders to complete online training in anti-bullying and anti-harassment. Provinces that run their own program (e.g., Quebec, Saskatchewan) are not required to implement the national program in addition to their own. The program has rolled out first to all Olympic long list coaches, athletes, and other team support personnel. For the 2021/2022 season, all coaches participating in national or international events will be required to complete certification in Respect in Sport if they are not already certified in their home province or through another national sport organization. Athletes and support personnel on Team Canada will be required to complete the training as well. The costs of this project are for the time being covered by non-reference level funds from Sport Canada.
- **Canadian Women & Sport Gender Equity Assessment:** Over the course of several months starting in October 2020, the CWFHC participated in a Gender Equity Assessment with CWS. Encompassing online training modules, multiple consultations with the CWS team, and generation of a report providing recommendations on pathways to achieving greater gender equity in all aspects of our sport, we are entering the last stage of the program with facilitated action planning to take place later this summer. We believe that an external perspective on ways we can improve how the organization operates in this sphere is of vital importance to the growth of our sport. Participants in the program included Amanda Thompson, Nadia Burke, Rachel Leblanc-Bazinet, Diane Boussada, Deanne Friesen, and Craig Walker. The costs of this project are covered by non-reference level funds from Sport Canada.
- **New Website Initiative:** The CWFHC was pleased to launch a new website in March 2021. Working with EPIC Designs out of Vancouver, the creation of a professional-looking, effective website has provided all of our community members with access to timeline information on events, access to all existing policies in both official languages, a platform to showcase our national team athletes, and a much attractive platform for co-branding with sponsor. Not only is the website far more secure than its predecessor, but it can also be expanded and improved upon without significant redesign as our capacity and resources grow.
- **Social Media Initiative:** In year two of our social media initiative, Sean Mazur of the MWA has expanded the reach of our two social media accounts by 50%. For Tokyo 2020, with the help of a Social Media/Administration grant from the COC, Sean Mazur and Tali Darsigny have been able to significantly increase the scope and impact of our social media posts in the run-up to the Games, and we greatly appreciate their efforts.
- **CWFHC Rebranding Initiative:** We continue believe that changing the organization's name to *Weightlifting Canada Haltérophilie* will make the organization and sport more marketable, and it will align us with most other NSOs under the Sport Canada umbrella. While this initiative has taken a backseat to other projects, we expect to revive it over the course of the summer to better align with our long-term goals and interests of our sponsorship partners.



- **Strong Like a Girl Initiative:** With our success in securing a larger block of Non-Reference Funding from Sport Canada for gender equity initiatives, in Fall 2021 we expect to launch the Strong Like a Girl Initiative to with a series of local, weekend weightlifting camps for girls across Canada with the aim to host a national, open-access weightlifting development camp for women and girls in spring 2022.

### **Commercial Partnerships and New Funding**

The Executive Committee believes strongly that if we are going to grow the sport, we need to develop new revenue streams and find new ways to interest and excite the athletes. While COVID stifled the collaboration with Kahunaverse in early 2020, that project's demise opened the door to new opportunities that will serve us better in the long run. The work in this space is far from complete, and we will continue to seek out new sponsors to better support our athletes, coaches, technical officials, and operations.

- **Virus International sponsorship:** A Request-for-Proposal event in late 2020 generated several proposals from major players in the field. Virus International's proposal went far beyond that of the other proponents and led to a multi-year deal for the provision of national team gear and broader sales of Virus apparel. For the first time in decades, all national team athletes now receive a package of national team gear, including a national team singlet, helping to create a more cohesive team identity at international competitions. Not only has Virus provided aggressive pricing, the quality of the apparel and gear is second to none. Virus has also designed and provided the Tokyo 2020 team singlet. The Virus partnership has been a significant step forward for our organization.
- **Untamed Grange sponsorship:** Untamed Grange is small soap company based in Alberta. After sponsoring a junior national team member, Untamed Grange broadened its sponsorship to create small revenue stream for the CWFHC through the sale of **Lift Clean** soap. The initial response has been very positive, and we look forward to continued collaboration with them.
- **Tokyo 2020 Fundraising Initiative:** We have secured \$7000 in grant funding from the Canadian Olympic Committee for administrative and social media support in the runup to Tokyo 2020. This has helped free up resources for other objectives and allowing us to spend more time promoting our Olympic athletes and coaches.
- **Collaboration with Major Equipment Supplier:** The CWFHC has reached a 3-year agreement with a major supplier of weightlifting equipment for a deal that would cover the next Olympic cycle and allow CWFHC-affiliated clubs and PSOs to buy equipment at a significant discount while a creating modest commission for the CWFHC. While we do not expect this to generate significant income for the CWFHC, the potential savings offered to clubs and PSOs would be very significant. An announcement of this agreement will be forthcoming in coordination with our counterparty.
- **North American Open Fundraising Initiatives:** With the postponement of the North American Open to September 2022, the CWFHC redoubled efforts to re-secure local funding for the event. Every dollar we raise helps to offset hosting costs and creates more profit margin to be split between USAW and the CWFHC. We are pleased to announce that Tourism Calgary has renewed its commitment to provide \$30,000 to cover the cost of renting the 7 Chiefs Sportsplex & Jim Starlight Centre for the event and has provided the CWFHC with an additional \$5000 to host a large event in Calgary in the future. We have also applied to the Alberta Community Initiatives Program for a \$40,000 grant to cover other host costs of the competition. We will not know the outcome of our application for several months, but we are confident it will be viewed favourably.

# SECRETARY-TREASURER'S REPORT TO THE BOARD OF DIRECTORS FOR THE YEAR ENDED MARCH 31, 2021.

Report Dated: July 12, 2021

I was appointed to the Board on an interim basis in November 2020. On July 3<sup>rd</sup>, my appointment was confirmed for the remainder of the normal term to expire in 2022 by the Board of Directors at a Special Meeting. I am honored to be able to fill this role and look forward to great things in the future for the Federation as well as the sport in this Country.

When I assumed the role, it had been vacant for a few months and it took some time to get “up to speed” on many of the files that were being handled. Financial matters needed to be prioritized as some funding reports were overdue. In collaboration with the President, we successfully completed all outstanding reports and were able to secure our CORE funding for the 2021/2022 fiscal year. During that process we improved our ability to be timely in payments by setting up our bank to permit Electronic Fund Transfers (EFT) with a dual approval system in place for proper risk mitigation.

As part of my role as Secretary/Treasurer I was also tasked with finishing the new website. This was a large initiative that had been a long time in the making. We continue to make improvements to the site; however, it is up and functioning well. We have received great feedback on it so far.

Other initiatives that I have been involved with or have led include:

- Gender Equity Audit
- Policy and Bylaw review
- Competition coordination
- Official Apparel Supplier RFP and Award
- Membership order for Virus Apparel
- National Team Member kit order and distribution
- Junior National Championships
- Various sponsorship opportunity development (Untamed Grange, Western Management Consultants, etc.)
- Records Secretary and New Process Identification – including new certificates and distribution
- Annual Audit
- Federation strategy materials

As a guiding principle, I will always work towards what is in the athlete's best interest. I have a daughter that is still new to the sport and has recently returned from her first international competition at Junior Worlds where she won the bronze medal in snatch and total. She hopes to continue in the sport for many more years and my goal will be to ensure all athletes competing in the sport have the best experience possible. I would also like to see the sport grow both in numbers and in funding. It is no secret that our sport is not well funded and we will need to find ways to generate more revenue to continue with the initiatives that we have started (e.g. funded team Canada kits, increased competitions for all levels (youth, junior, senior)).

## 2021 Audited Financials (Appendix A)

Audit for 2021 was completed successfully and auditors reported no areas of significant risk.

### 2021/2022 budget

- Confirmation has been received from Sport Canada to renew our funding amounts for this fiscal year. We continue to be overly reliant on this primary source of funding and need to consider other alternatives
- Membership fees were not collected for 2020/2021 from the Provincial Sport Organizations. Due to covid and our ability to carry forward the unused funds from 2020/2021 into this fiscal year from Sport Canada, we will not charge membership fees for that year. Provincial Sport Associations can expect to receive invoices for this year's (2021/2022) membership fees in the coming weeks. Membership fees will be re-evaluated for the 2022/2023 fiscal year.
- In person Competitions continue to resume across the world. We have the following competitions slated for Team Selection/Funding decisions (to March 31, 2022)
  - Junior Pan American Championships: Columbia – July 9-15 (2 athletes attending)
  - Youth Pan American Championships: Mexico – Aug 16-23 (4 interested athletes)
  - Youth World Championships: KSA – October 5-12 (1 athlete interested)
  - Youth, Junior and Senior Commonwealth Championships: Singapore Oct 20-24 (70 interested athletes: 11 youth, 17 Junior, 42 Senior)
  - Senior World Championships: Date and location to be confirmed
  - Senior Pan American Championships: Ecuador – Nov 1-7
  - Junior World Championships: Greece

Due to the volume of competitions, we may identify different funding models than previously used where maximum amounts are set. Any changes will be clearly stated in the introductory memo's that are circulated once we receive competition regulations and distribute the information to the PSO's

- 2020 Tokyo Olympics – Funding will be required to offset costs of Team Lead for Olympics.
- Female Training Camp: Funding is available through our Gender Equity Grant to offer an all-female training camp for athletes qualified to compete, or within 5kg of qualification after Senior Nationals, at the Commonwealth Championships. This camp will be by invitation only and will be held in St. Hyacinthe Quebec from September 10-12. The FHQ along with Yvan Darsigny have graciously agreed to support this initiative which I believe will be an excellent opportunity for our youth and junior athletes to get to know and train with some of their role models as they prepare for the commonwealth championships in October. Some funding will be provided to athletes attending this camp, the exact amounts have not yet been determined and will depend on level of interest. Invitations to participate will be sent later this week directly to the athletes and their coaches.
- 2022 Commonwealth Games – Planning is well underway, and we believe that we may have athletes invited to each of the weightlifting sessions (Total 16 athletes). Ticket pre-purchase is going to be made available soon.

#### General Note:

Reminder to all PSO's if you are planning to hold a competition that you are seeking to serve as a qualifier for any of the international events on the calendar you must:

1. Notify the CWFHC
2. Provide details on timing, location (including a facility that includes accommodation for doping control), as well as a clear plan for levels of officiating that will be used throughout the competition. Where an acceptable level of officiating is not identified, CWFHC reserves the right

to refuse to apply the totals achieved by athletes in the competition towards their event qualification.

3. Clearly state that guest lifters from other provinces are welcome (with the exception of Youth, Junior and Senior Provincial Championships)

\*\*Please note that online competitions will no longer be accepted for qualifying events

If you have any questions related to this report, please feel free to contact me at [dfriesen@cwfhc.ca](mailto:dfriesen@cwfhc.ca)

Thank you,  
Deanne Friesen

Membership Numbers Provided to Date:

Province	2019/2020	2020/2021	Male	Female	Youth	Junior	Senior/ Masters
British Columbia	219	Y/E 137 162 current					
Alberta	260	113			11	21	81
Saskatchewan	150	171					
Manitoba							
Ontario	863	554	306	248	75	34	208/237
Quebec							
New Brunswick	53	23	12	11			
Nova Scotia							

**Canadian weightlifting Federation Haltérophilie Canadienne  
National Weightlifting Coaching committee  
Annual Report 2020–2021**

By

François Gravelle  
Chairperson of the CWFHC National Coaching Committee

**Introduction**

This report will highlight major accomplishments during the years 2020–2021 related to the coaching of Weightlifting in Canada. More specifically the present report will highlight efforts put forth in different regions of the country towards the development of high-quality weightlifting coaches. The second section will present progress to date in reaching final approval for the Competition Development Context as well as the challenges brought by the Covid19 pandemic; projects for the upcoming year followed by the list of individual members of the CWFHC national coaching advisory committee.

I would like to take this opportunity to recognize the work of members of the national coaching committee for the work fulfilled on their part to help maintain and improve the quality of coaching in Weightlifting in Canada. Thank you to Jason MacLean for his ongoing support and contribution to the work of our committee in his role of CWFHC VP technical. I would like to recognize the work of Mr. Chris Wellsman our CAC consultant for his constant encouragement and advice to help us progress towards the development of high-quality weightlifting coaching contexts and maintenance of certification.

**Coach’s training and certification**

Table 1: Update statistics, of coach certification events, that took place between May 1, 2020, and July 12, 2021, across Canada.

<b>Year: 2021</b>		
<b>MODULE</b>	<b>DELIVERY</b>	<b>ATTENDANCE</b>
Weightlifting Competition Introduction Workshop	5	45
Weightlifting Competition Introduction Online Workshop	1	4
Weightlifting, Competition-Development, Competition Evaluation	1	10
Weightlifting, Competition-Development, In Training Evaluation	1	10
Weightlifting, Competition-Development, Portfolio Evaluation	1	10
<b>Total:</b>	<b>9</b>	<b>79</b>

\*Based on CAC locker information

A total of 9 coach certification events reaching 79 participants have been offered between May 1, 2020, to July 12, 2021, across Canada. More specifically, 3 Competition Development evaluation events and 5 Competition Introduction events.

### **Competition Development Context**

This year most of our energy was again invested in consolidating this context.

Due to the Covid19 pandemic online provisional competition development practical evaluation has been conducted at the National Senior Championships. A total of 10 coaches' candidates have been evaluated and received provisional certification to be officialised at an in-person national championship.

#### *Competition Development Final Approval:*

The context is essentially ready to be submitted for final approval. This year was productive in advancing this file as we received the final evaluation, we are hoping to receive final approval by this fall as a major hurdle was to finalize the coach's web site which is now done.

#### *National Weightlifting Coaching Webpage:*

Required coaching information namely by the CAC has been uploaded to the new CWFHC web site. I would like to thank Deanne Friesen for her precious help in this matter.

#### *Online Weightlifting Competition Introduction certification courses:*

I would like to highlight the leadership of Jill Miller in spearheading the adaptation of Competition Introduction online material and offering of an online pilot seminar. The CWFHC received a \$5,000.00 grand from the CPVOD19 support fund managed by the CAC to continue our work in this project.

### **Projects for the Upcoming Year**

- In the upcoming months, we need to address the challenge of maintenance of certification of our coaches. As it is required by NCCP coaches need to be recertified every 5 years. I am in the process of finalizing a "discussion" paper that will be submitted to the coaching committee and the executive committee of the CWFHC.
  - We are namely planning on developing online modules for maintenance of coach's certification.
- As we are moving towards the final requirements for final approval of the Competition Development coaching context, this activity still remains a priority for 2021–2022.
- We will continue developing the Weightlifting Competition Introduction Online Workshop in accordance with the requirements of our COVID19-CAC grant.

### **National advisory committee**

The national Weightlifting Coaching advisory committee has been formed to advise and promote excellence in coaching of Olympic Weightlifting throughout all regions in Canada. The work of

the committee has proven to be instrumental in maintaining integrity and quality of our coach's development again this year.

Members of this committee are

Nova Scotia:

- Augie Westhaver <[augie.westhaver@gmail.com](mailto:augie.westhaver@gmail.com)>;

Québec :

- Jocelyn Bilodeau <[jocebilodeau@hotmail.com](mailto:jocebilodeau@hotmail.com)> ;

Ontario :

- Daniel Robitaille <[robidan@sympatico.ca](mailto:robidan@sympatico.ca)> ;
- François Gravelle <[fgravelle@me.com](mailto:fgravelle@me.com)>

Saskatchewan :

- Chad Benko <[chad@synergystrength.ca](mailto:chad@synergystrength.ca)>;

Alberta:

- Larry Mather Clarece Mather <[matherpair@gmail.com](mailto:matherpair@gmail.com)>;
- Michael Souster <[vpstech@albertaweightlifting.com](mailto:vpstech@albertaweightlifting.com)>;

British Columbia

- Guy Greavette <[guygreavette@shaw.ca](mailto:guygreavette@shaw.ca)>;
- Mirek Korkowski <[mirum2@shaw.ca](mailto:mirum2@shaw.ca)>

New Brunswick

- Jill Miller [jill@trainpotential.com](mailto:jill@trainpotential.com)