



Memo Date:	September 22, 2023	
To:	WCH Board of Directors and Members	
Re:	Annual General Meeting	
Location:	<p>Microsoft Teams meeting Join on your computer, mobile app or room device Click here to join the meeting Meeting ID: 276 282 356 516 Passcode: hm2fBU Download Teams Join on the web Learn More Meeting options</p>	Room: N/A

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

Date: Sunday July 24, 2022

Times: *All times are subject to change*

<u>6:00pm</u> (Mountain Time)	Sign in to Teams	
<u>6:05pm</u>	Opening remarks / Establishment of Quorum	Craig Walker
6:10 – 7:00	Agenda	
7:15	Adjournment	

WCH ANNUAL GENERAL MEETING

1. **Approval of 2022 AGM Minutes (Attached)**
2. **Approval of Agenda for 2023 AGM Meeting**
3. **Approval of Annual Reports of Board**
 - A. **President Report**

C. Walker

- | | |
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| <p>B. Secretary – Treasurer</p> <ul style="list-style-type: none"> • Secretary/ Treasurer Report (Attached) • Audited Financial Statements for Year Ended March 31, 2023 • Appointment of Auditors for Year Ended March 31, 2024 | <p>D. Friesen</p> |
| <p>C. Anti Doping</p> <ul style="list-style-type: none"> • Anti-Doping Report (attached) | <p>J. Landreville</p> |
| <p>D. Technical Officials</p> <ul style="list-style-type: none"> • Annual Report | <p>R. Mason</p> |
| <p>E. High Performance</p> <ul style="list-style-type: none"> • High Performance Committee Report (attached) | <p>M. Read</p> |
| <p>F. Coaching</p> <ul style="list-style-type: none"> • Coaches Committee Report (Attached) | <p>T. Cottrell</p> |
| <p>G. Athletes’ Representative</p> | <p>R. Leblanc-Bazinet</p> |
| <p>H. PSO Relations</p> <ul style="list-style-type: none"> • Report attached | <p>J. Landreville</p> |
| <p>4. PSO Reports</p> <ul style="list-style-type: none"> • British Columbia • Alberta • Saskatchewan • Manitoba • Ontario • Quebec • Nova Scotia • New Brunswick • Newfoundland | |
| <p>5. Elections</p> | <p>D. Friesen</p> |



Date: Saturday September 24, 2022

Times:

6:33 pm
(Mountain
Time)

Opening Remarks and Quorum Established
Individuals Present
Jacob Glover – Nova Scotia
Greg Doucette – New Brunswick
Jean Francois Roy – Quebec
Mike Miller – Ontario
Peter Rhone – Manitoba
Lucas – Saskatchewan
Lu Dong – Alberta
Raf Korkowski – British Columbia
Rachel Leblanc Bazinet – Athletes Representative
Richard Mason – VP Admin
Deanne Friesen – Secretary/Treasurer
Joe Landreville – Director
Jocelyn Bilodeau - Director
Trevor Cottrell - Director
Craig Walker - President

<u>Agenda Item</u>	<u>Discussion/Action/Decision</u>
1. Approval of 2021 AGM Minutes	6:35 Motion: Craig Walker Second: Deanne Friesen Unanimous Approval
2. Business Arising from 2021 AGM Minutes	None
3. Reports	Augie Westhaver: Safe Sport 6:36 – provided overview of work completed to date and reviewed code of conduct requirements. Spoke to risks of not having a safe sport policy suite and discussed upcoming program for PSO’s to adapt and adopt NSO policy.
	Craig Walker: President Report

Written report provided with verbal overview.

Deanne Friesen: Financial Report

6:58 – written report provided, reviewed verbally, draft financials provided with provision for year end audited to be posted as soon as available. Advised a membership fee increase was likely next year due to increasing costs of doing business. No changes to fees for this year.

Joe Landreville: Anti-Doping Report

7:09 – written report provided, reviewed verbally.

Richard Mason: Technical Official

7:20 – Verbal overview provided

Mac Read: High Performance

7:22 – Reviewed pan am games allocation
Total of 31 athletes competed internationally and 8 coaches.

Trevor Cottrell: Coaching Program

7:29 Written report provided. Discussed 2016 materials being redeveloped and edited. Overview of next steps provided

Jocelyn Bilodeau: Youth and Junior Development

7:30 – Overview of thoughts on role provided verbally

7:33

Motion to accept reports as presented – Trevor Cottrell

Second: Craig Walker

Unanimous Approval

7:34

Motion to use RHN as auditor for upcoming financial year – Craig Walker

Second: Deanne Friesen

Unanimous Approval

4. **Appointment of Auditors for 2023/2024**

5. **PSO Report**

BC

Seeing growth in seniors and Masters
30 clubs but more like 50 as some don't have NCCP registered coaches
5 comp intro sessions through the year provided
4 TO trainings provided through the year
Sent 42 athletes to Senior Nationals
Huge event with Island Invitational this year –

Alberta – 7:40

Recent turnover in Executive, will submit a written report.

Saskatchewan – 7:50

New president in Sask has been in role since January. Spoke to response to pandemic as successful

Manitoba – 7:58

Rebuilding right now. Some stable funding in place and trying to grow.

Ontario – 8:00

No report

Quebec – 8:01

FHQ has restructured – recent hire of Rachel Paradis as technical coordinator.

Newfoundland – 8:03

Trying to build a junior program. Primarily a masters group right now

6. Elections

Reviewed nominating committee results.

Nomination of Deanne Friesen accepted

Vote:

5 yes

2 abstain

Suggestion made that the nomination review process needs to be revised (BC)

Deanne Friesen elected to Board for 3 year term

8:04 pm

7. Adjournment

8:08 pm Motion to Adourn: Lucas

Second: Joe and Peter

Unanimous



2023 High-Performance Report: Mac Read

Highlights of 2023

High-Performance Manager

- Weekly communication with athletes and coaches
- Developed athlete specific YTP in collaboration with each athlete and coach
- Developed team YTP
- Developed athlete's individual performance plans (IPP) in collaboration with athlete and coach
- Served as Team Leader for each Olympic qualifier
- Organized two training camps
- Team leader at training camps
- Regular communication with OTP advisor, Marc-Andre Moreau
- Coordinated athlete/OTP budgets
- Chaired WCH High-Performance Committee

High-Performance Committee

- Appointed by WCH Board of Directors in September 2022
- Committee members include Yvan Darsigny, Jocelyn Bilodeau, Mario Vachon, Guy Greavette, Quinn Everett and Mac Read
- Quinn Everett joined the High-Performance Committee in August 2023 as the representative of the National Athletes' Council
- Developed current marker system in January 2023
- Current markers were implemented July 1, 2023 (allow membership an adjustment window) and are updated annually
- Qualifying markers designed to align with AAP program
- Committee developed a transition plan from a qualifying window for International competitions and to qualifying competitions effective July 1, 2023

Team Selection Document

- Added a "readiness to compete" clause

- Effective July 1, 2023, all national team athletes must submit training videos of snatch and clean & jerk representing 90% of their qualifying total one month prior to International competition
- 2023 IWF World Championships was the first competition where the submission of the “readiness to compete” videos was required

Competitions

2022 IWF World Championships – Bogota, Colombia

- 1st Olympic qualifier
- Women finished 7th overall
- Men finished 22nd overall
- Maude Charron 3rd w59kg, placing her in Olympic Qualifying Ranking (OQR)
- 2 other top 8 finishes: Josee Gallant 8th w55kg, Shania Bedward 8th w76kg
- Jocelyn Bilodeau and Yvan Darsigny served as team coaches
- Marie-Claude Fournier traveled with the team as a physiotherapist

2023 Pan American Championships – Bariloche, Argentina

- 2nd Olympic qualifier
- Women finished 2nd overall
- Men finished 4th overall
- 3 medals on women’s team (Maude Charron 1st w59kg, Josee Gallant 2nd w55kg, Nadia Yangui 3rd w64kg)
- 2 medals on men’s team (Samuel Guertin 3rd m81kg, Alex Bellemarre 3rd m89kg)
- Hani Kanama and Mario Vachon served as team coaches
- Marie-Claude Fournier was team physiotherapist

2023 Grand Prix I – Havana, Cuba

- 3rd Olympic qualifier
- 2 medals (Josee Gallant 3rd w55kg, Samuel Guertin 3rd m81kg)
- 5 other top-10 finishes for women and 5 for the men (excluding medalists)
- Yvan Darsigny, Jocelyn Bilodeau and Mario Vachon served as team coaches
- Marie-Claude Fournier was team physiotherapist

2023 IWF World Championships – Riyadh, Saudi Arabia

- 4th Olympic qualifier
- 1st of the group of 2 mandatory qualifiers with 2024 IWF World Cup
- Women finished 8th overall
- Men finished 25th overall
- 3 top-8 finishes, Josee Gallant 8th w55kg, Shania Bedward 7th w76kg, Maya Laylor 8th w81kg
- Jocelyn Bilodeau, David Ogle, Mario Vachon and Clance Laylor served as team coaches

2023 Pan American Games – Santiago, Chile

- Official team announcement with the Canadian Olympic Committee is Monday September 25 at 10am EST
- Weightlifting competition takes place October 21-24

National Team

- Over the first 4 Olympic qualifiers, 25 athletes competed, and 6 coaches were funded
- 14 women and 11 men
- Demonstrates the depth and quality of the weightlifters and coaches in Canada

Remaining Olympic Qualifiers

- 2023 Grand Prix II – Doha, Qatar, 5th Olympic qualifier
- 2024 Pan American Championships – Caracas, Venezuela
- 2024 IWF World Cup – Phuket, Thailand

Training Camps

- 2 National team training camps: Calgary and Paris
- Goals were to develop team structure, familiarity, and trust amongst athletes and coaches
- By fostering a team environment increases motivation and brings out the best in everyone

Calgary Training Camp

- April 16-22, 2023
- 11 athletes attended the camp (7 women and 4 men)
- Testing at CSI-Calgary included body composition, functional movement screen, vertical jump and an isometric pull
- Nutrition for weight-cutting presentation by CSI-Calgary sport dietician Kelly Drager
- Support provided by CSI-Calgary massage therapist Ivan Phillion
- Evolve Strength Royal Oak was the training centre for the camp
- Hani Kanama, Mario Vachon and David Ogle served as team coaches
- April 17, 19, 21: 2 training sessions/day
- April 18, 20: 1 training session/day
- April 18: CSI-Calgary testing and nutrition presentation

Paris Training Camp

- July 1-12, 2023
- 11 athletes attended the camp (7 women and 4 men)
- Familiarization, Simulation and Test Event
- Applied for a COC grant in October 2022
- COC grant approved January 2023

- WCH proposed project – team training camp with Olympic hopefuls in Paris, including an Olympic site visit and sightseeing
- 5 coaches: David Ogle, Mario Vachon, Jocelyn Bilodeau, Hani Kanama and Yvan Darsigny
- July 3, 5, 7, 10: 2 training sessions/day (10th heavy snatch and clean & jerk)
- July 4, 6, 8, 11: 1 training session/day
- July 4: Eiffel Tower
- July 6: Olympic site visit

Olympic Qualification Ranking (OQR)

- Top 10 athletes in the OQR will qualify for Olympics
- Maximum of 1 athlete/country/weight class in the OQR
- Each country only allowed a maximum of 3 men and 3 women
- After first 4 Olympic Qualifiers (remaining athletes with Olympic eligibility)
 - Maude Charron 5th w59 kg, 231 kg total
 - Amanda Braddock 22nd w49 kg, 168 kg total, 10th = 186 kg
 - Josee Gallant (not on OQR) w59kg, 190 kg total (55kg), 10th = 220 kg
 - Rose Harvey (not on OQR) w59kg, 185 kg total (55 kg), 10th = 220 kg
 - Alexis Ashworth 20th w71 kg, 225 kg total, 10th = 238 kg
 - Maya Laylor 15th w81 kg, 238 kg total, 10th = 247 kg
 - Rosalie Dumas (not on OQR) w81 kg, 233 kg total, 10th = 247 kg
 - Shania Bedward (not on OQR) w81 kg, 229 kg total, 10th = 247 kg
 - Youri Simard 28th m61 kg, 260 kg total, 10th = 296 kg
 - Nicolas Vachon 31st m73 kg, 304 kg total, 10th = 335 kg
 - Alex Bellemarre 20th m89 kg, 357 kg total, 10th = 371 kg
 - Braydon Kennedy (not on OQR) m89 kg, 347 kg total, 10th = 371 kg
 - Samuel Guertin (not on OQR) m89 kg, 317 kg total (81kg), 10th = 371 kg
 - Boady Santavy 33rd m102 kg, 362 kg total (96kg), 10th = 390 kg

Health & Wellness Plan

- Directive from OTP to all NSOs to either develop or improve their health & wellness plan
- WCH has taken a number of steps towards development of the plan
 - Mental health support available to national team athletes and coaches through Game Plan
 - Game Plan presentation through CSI-Calgary game plan advisor, Amy Van Buskirk, called Game Plan 101
 - A number of mental health resources have been made available to athletes and coaches



2023 Annual General Meeting

Report of the President

The 2022/23 season proved to be a formative year as WCH emerged from the COVID-19 pandemic while reaching new levels of success in the international arena.

International Competitions

Canadian athletes competed in more international competitions than ever before as travel restrictions relaxed. Lifters at all levels competed at the following events:

- 2022 Pan American Championships, Bogota
- 2022 Commonwealth Games, Birmingham
- 2022 Pan American Junior Championships, Lima
- 2022 Pan American Youth Championships, Guatemala City
- 2022 IWF World Championships, Bogota
- 2023 IWF World Youth Championships, Durres
- 2023 Pan American Championships, Bariloche
- 2023 Pan American Junior Championships, Manizales
- 2023 Commonwealth Championships, Delhi
- 2023 IWF Grand Prix 1, Havana
- 2023 IWF World Championships, Riyadh
- 2023 NAO 1, Columbus
- 2023 NAO II, San Francisco

The growing strength of Team Canada on the international stage has turned many heads. Five years ago, our women's team ranked in the Top 25 and our men's team in the Top 40. Just a few years later, our women's team winning the team title at the Commonwealth Games for the first time and consistently places in the top 8 of IWF rankings. For the first time, Canada sent an official team to the IWF World Youth Championships in Albania, winning multiple medals and placing fourth overall. Our men's team is now in the Top 25. This growing track record of success reflects ongoing changes in long-term strategies for development of the sport in Canada, which remains overwhelmingly an all-volunteer effort at local, provincial, and national levels. Prior to 2019, Canada would typically participate in only four international competitions: Senior Worlds,

Senior Pan Ams, Junior Worlds, and Junior Pan Ams. And this was usually with much smaller teams. Our average team size at senior international events is now 16 athletes.

Canada's first meaningful participation in the Commonwealth Championships marks another turn in our relationship with the Commonwealth Weightlifting Federation and the gradual build-out of our development program. Recall that the Commonwealth Championships are an International 1 competition in our international qualification document. By incorporating this event in our national team program, we are providing a new entry point for the national team at a lower level to give athletes who may not yet be at the Pan American Championship level a chance to gain valuable international experience, whether they are senior, junior, or youth athletes. We entered a large team of youth, junior, and senior athletes and won several medals. The 2024 Commonwealth Championships will take place in Fiji, and we should expect to send an even larger team.

Setting aside Major Games, the historical practice of WCH was to participate in 4 competitions per year: Junior and Senior Worlds, and Junior and Senior Pan Ams. We now participate in no fewer than 10 international competitions per year and often more. That will continue.

National Competitions

Both the Senior and Junior National Championships were a tremendous success, with record participation at the Junior event. We are positioned well for higher participation levels than ever in 2024 in Halifax and Toronto, and we remain committed to hosting an online Youth National Championship for the first time ever.

Engagement with Pan American Weightlifting Federation (PAWF)

WCH continues to play an active role within the PAWF. While expanding athlete participation in PAWF events as athletes, more international technical officials from Canada than ever before are serving at PAWF. At most international competitions, no member country can send more than two ITOs to work at an event. In light of the strong performances of Canadian ITOs internationally, we were invited to send three ITOs to work at the Pan American Championships in Bariloche, Argentina. In addition, two technical officials have been invited to

Second, the PAWF Executive Committee has renewed its request that Canada lead efforts to develop coaching expertise in the Caribbean over the next few years. I now serve as Co-Chair of the Caribbean Development Initiative with Andrew Callender of Barbados, and in November 2022, two Canadian NCCP Master Facilitators (Daniel Robitaille and Francois Gravelle) and Director of Technical Officials Richard Mason delivered a one-week coaching and officiating seminar to Caribbean coaches and organizers in Bridgetown, Barbados, fully funded by the IWF and PAWF Development Programs. This has had an immediate impact on sport development in the region. One participating country ascended to full membership at the IWF, and we expect three more to do so within the next year. WCH is working with the PAWF now to support an open-access training camp in Barbados in the last week of November 2023 involving regional and Canadian athletes and coaches to build upon last year's success. Further, Canada has been invited to participate in Phillips & Springer Invitational in Barbados on December 1 and 2. All Canadian athletes are welcome to participate, whether they have reached WCH qualification standards or not, and participating PSOs are encouraged to use the event as a qualifier for the 2023 Canadian Senior and Junior Nationals.

Our goal is to continue playing an active role in both the governance of the PAWF and serving on PAWF organizing committees for development projects. This, in turn, will create more opportunities for technical officials to participate in PAWF events and receive more invitations for Canadian athletes to compete across the Americas. WCH remains at the forefront of PAWF efforts to reform its practices. In 2023, we were a key driver in a new PAWF regulation that requires entry fees be paid by wire transfer only, putting a spike in the long-standing PAWF

practice of having participating teams pay entry and hotel fees in cash on arrival. Meaningful engagement with the continental is the best way to ensure we have a voice at the table when decisions are being made.

Engagement with the IWF

As most of you know, at time of writing, weightlifting is out of the Olympic program for 2028 until the IWF institutes new governance reforms. Recall that the IWF was successful in passing a new constitution in 2022 that moved the organization one step closer to a return to the Olympic program for 2028. The new constitution was a significant improvement over its predecessor. However, it soon proved to be unwieldy, as too many operational matters were included in the text of the document rather than in bylaws. This is important, because it is essential that the IWF be able to respond effectively to a changing environment without needing constitutional amendments (with 75% support of the membership). On September 12, the IWF *unanimously* passed a new constitution that moved operational matters into bylaws, creating a pathway for development of comprehensive policies and related governance documents in the future. I am pleased to report that Canada played an integral role in ensuring that gender equity provisions and stronger governance principles were included in the new constitution.

As with PAWF engagement, it is essential that we play an active part in IWF affairs even if Canadians are not currently serving on the IWF Board of Directors. I now serve on the IWF Governance Commission, the IWF Medical Sub-Committee on Transgender Participation, and the IWF Working Group on Human Rights and Non-Discrimination. With a membership that sprawls across more than 160 countries, no one in the sport should expect unanimity on issues like gender representation and transgender participation. But by engaging with the IWF in these key areas, we can help the organization project a more progressive image to the IOC and other stakeholders to better position weightlifting for inclusion in the 2028 Los Angeles Olympics. It also puts us on the front line for new efforts to make the sport more compelling to viewing audiences. At the 2024 Junior World Championships, the IWF will for the first time host a World Championship event with two platforms running simultaneously. We should expect new proposals in the next year to operate major competitions with fewer technical officials.

Funding

I will not go into detail here, as the Secretary-Treasurer's report will address the specifics of our 2022/23 funding profile. Rather, I will focus on the trajectory of funding for weightlifting since 2019. From 2009 to 2018, the annual budget of WCH was between \$80,000 in reference-level ("core") funding and, towards 2016 to 2017, \$30-\$40,000 in Own the Podium funding for elite athletes. In 2019, we made a concerted effort to pursue non-reference-level funding from Sport Canada and several grants from the Canadian Olympic Committee, the Canadian Olympic Foundation, Canadian Women in Sport, the IWF Development Fund and the PAWF Development Fund. As a result, our annual budget has gone from a little over \$100,000 per year to over \$800,000 per year. Most of that comprises "restricted funds" that must be directed towards specific grant purposes, and we remain challenged in developing unrestricted lines of revenue.

Policy Developments

Safe Sport. New directives from the federal government and Sport Canada in the wake of the Hockey Canada scandal compelled WCH to further update our Safe Sport Policy Package. WCH was one of only two NSOs to sign up for the Office of the Sport Integrity Commissioner when the program launched in the summer of 2022, which spared us much of the negative press that was directed at other NSOs over the last year. We do, however, have to face our sport's checkered past with safe sport issues squarely. National team and Olympic coaches have been the subject of safe sport complaints, with one Olympic coach having served prison time for sexual offences involving athletes.

Our organization waited more than 18 years before working to update its safe sport policies, starting again in 2018, and then updating and expanding our policy package each year since then. The most comprehensive reform of our safe sport policies began alongside the update to our bylaws in 2021. Working with external advisors and a committee comprising two WCH Board Members and provincial representatives from five provinces (Alberta, Saskatchewan, New Brunswick, Nova Scotia, and Quebec), our policies were modernized in line with nationally recognized best practices. In 2022, with the creation of the Office of the Sport Integrity Commissioner (OSIC) and implementation of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), we again updated our existing policy package to reflect the language of the UCCMS and OSIC procedures. This allowed us to develop, in concert with external advisor LBB Strategies, a template safe sport policy package that was and is available to PSOs to implement if they so choose, and we are pleased to see that our ongoing collaborations with PSOs that previously had no such policies have led to a number of them implementing them in full. This is particularly important, because media attention on policy gaps at the provincial level, particularly in the wake of a high-profile safe sport case involving BC Wrestling, is creating new pressure to ensure that all members of the national sport organizations have the protection of safe sport policies in place at all levels of the sport. In addition to mandatory Respect in Sport training required for all participants at the national and international level, we have also instituted mandatory background checks for all team support personnel at the WCH nationals and any international events at which we participate, all in addition to any requirements set out at the provincial level.

I cannot emphasize enough that safe sport issues are not simply part of our past. They are part of the present. WCH will not under any circumstance turn a blind eye to safe sport complaints because they are inconvenient, uncomfortable, or expensive. Protecting athletes has been and will continue to be our highest priority, and this must continue to guide our policy development and our practices, even if it means diverting funds from other priorities. We have taken aggressive action under our policies to remove bad actors who maltreat the vulnerable members of our community. That was not always the case at WCH. It must remain the case in the future.

Governance. Out of the national safe sport crisis comes another directive from Sport Canada. All NSOs that receive funding from Sport Canada will be required to implement the Canadian Sport Governance Code by April 2025 (<https://nso.olympic.ca/canadian-sport-governance-code/>). The key features of this are requirements that NSOs have no less than 40% representation by women on the board of directors, a minimum number of “independent” board members who have no fiduciary relationship within the sport, and athlete representation on the board. This will entail a substantial amount of work at WCH, including: revision of the bylaws to incorporate the required changes; revision of conflict of interest policies; development of Governance Code Action Plan; and revision of the nomination committee terms of reference, just to name a few. A failure to implement these changes by April 2025 could render WCH ineligible for federal funding.

Coach Selection. WCH updated its Coach Selection Policy for a number of reasons, including safe sport considerations, a desire to have athlete feedback inform selection and funding decisions, and fairness. From 2018 to 2021, three coaches received the vast majority of coach funding for international competitions, and no mechanisms were in place to review coach selection. The coach of the top male and female athlete were funded. Since the new policy came into effect, 11 coaches have received funding for international competitions, and that number is set to increase in 2024.

WCH Risk Register

WCH continues to 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:

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 and cuts to COC funding programs. 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. The COC funding stream faces major cuts if weightlifting is excluded from the 2028 Los Angeles Olympics. To that end, it is imperative that WCH address long-overdue changes to the fee structure in place, starting with membership fees pushed up from the provincial level.

Litigation Risks. Safe Sport cases continue to shine a spotlight on risks to the organization. Participation in the OSIC program significantly mitigates the costs of managing safe sport cases going forward, but cases arising before the creation of the OSIC are not eligible to be administered under the OSIC unless all parties agree. That means that WCH remains responsible for the costs of case managers, disciplinary panel members, appeal managers, and appeal panellists. A simple appeal with a single arbitrator can easily exceed \$10,000. Complex safe sport cases from the pre-OSIC era costs much, much more, and it is not unusual for such cases to generate costs exceeding \$200,000 even when WCH is not the subject of the complaint. Note that a failure to properly address complaints of this nature within our own policy framework can lead to defending those complaints in the courts, a process that is almost always more expensive than the alternative.

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. Directors' and officers' (D&O) insurance costs are between \$1500-\$2000. D&O insurance is important for protecting all directors of the corporation from liability should an accident or event occur that prompts someone to sue WCH and its directors and officers for negligence. We would expect the cost of D&O insurance this year to be between \$1500 and \$2000. Historical abuse cases are at this stage an *uninsured risk* to WCH. Eligibility for abuse is determined by a detailed policy and practices review by underwriters. All of these risks should give pause for thought when planning the annual budget and building a contingency fund. An annual registrant fee of \$1.75 is simply unreasonable at this and must be increased significantly.

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. In contrast to historical practice, WCH now carries sport accident and CGL coverage for the organization when we send a team across borders to compete. This covers medical risks that are generally excluded from travel insurance, such as sport-related injuries and evacuation costs. The premiums for coverage depend on the size of the team, the location of the event, and security arrangements in place, but for most events the insurance costs are between \$1200 and \$1500 per event, costs that will have to be paid by participants on a go-forward basis.

In collaboration with the Canadian Olympic Committee, we have secured a grant to undergo a 360-degree risk assessment by external advisors to identify and rank multiple sources of risk to the organization, including those that arise at the provincial level, and then prioritize which risks are addressed first.

Committees

Building on commitments in 2020 and 2021 to address 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. We have been lucky to have talented individuals donate their time and expertise to serve on various committees. On behalf of WCH, I would like to thank the various members of our community who served on the following committees:

1. **High-Performance Committee**
2. **Safe Sport Committee**
3. **Technical Officials' Committee**
4. **National Coaches' Committee**
5. **Youth and Junior Development Committee**

6. Policy & Governance Committee

7. Nominations Committee

Each year, these committees will be reviewed and their mandates (and composition) updated to reflect the evolving needs of the organization.

I would also like to thank Athletes' Representative Rachel Leblanc-Bazinet for her work in developing the first-ever Athletes' Council for WCH. After their election in August, the members of the Athletes' Council are now sitting on WCH Committees and working with the Board of Directors to help amplify the voice of athletes in the operations of WCH, and I look forward to seeing the impact of their commitment in the coming year.

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:

- **Governance Training.** In collaboration with the COC, we have applied for grant funding in support of governance training for athletes at the national and provincial level. If approved, the grant will cover the cost of licence fees for athletes to complete governance training through a CCES program to better position them for leadership in the sport after they retire from competition.
- **Women in Officiating:** Building on a pilot project we carried out in 2022/23, we have applied for a large grant aimed at helping women in our sport develop as technical officials and advance to higher levels of certification. Supported by the COC and our friends at USAW, this program would allow for women in our officials development stream to get mentorship and training at large competitions in the US and Canada, with the aim of increasing the number women who are L3 and L2 officials within the next 15 months. This aligns not only with our own objective of achieving gender equality throughout the sport, but also with the stated objectives of Sport Canada and the Canadian Olympic Committee.

Commercial Partnerships

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. Our 2020 collaboration with Kahunaverse got the ball rolling with apparel, and in 2021 we entered a longer-term agreement with Virus International that has made our national team the envy of most of our competitors on the international stage. 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. Revenues from sales of Virus apparel pays for the national team kit that we provide athletes for free.

Our collaboration agreement with Eleiko International continues to bear fruit. It allows WCH, PSOs, clubs, and individual athletes to buy equipment at a significant discount while creating a modest commission for WCH. Discounts on equipment for national championship events are even bigger and allow for the purchase of legacy equipment that host PSOs can then sell to local clubs afterwards. While this does not generate significant income for WCH, it gives material savings to clubs and PSOs looking to build out their training and competition infrastructure.

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. I am hopeful that the 2023 Board of Directors will have personnel focussed on building out this aspect of our operations.

Sample List of Projects - 2022/2023

- Sport Canada Reference Level Funding Application
- Sport Canada Non-Reference Level Funding Application
- Sport Canada Safe Sport Funding Application
- COC Safe Sport Funding Application
- COC Governance Enhancement Funding Application
- COC Paris High-Performance Funding Application
- PAWF Development Funding Application
- National Safe Sport Policy Update
- Safe sport complaint enforcement
- Women in Officiating Development Project
- Coach selection policy update
- SDRCC Sub-Committee on OSIC Implementation
- IWF Constitutional Reform Project – IWF Governance Commission
- IWF Working Group on Human Rights and Non-Discrimination – drafting of IWF Human Rights Policy
- IWF Medical Sub-committee on Transgender Athletes – drafting procedure document for implementation of policy
- PAWF Caribbean Development Initiative
- PAWF Constitutional Reform Project



SECRETARY-TREASURER'S REPORT FOR THE YEAR ENDED MARCH 31, 2023.

Report Dated: September 20, 2023

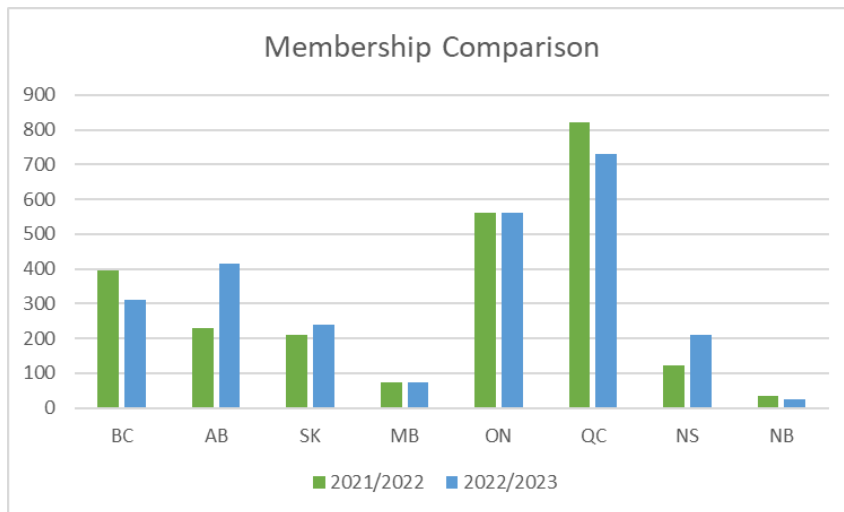
Projects

The following is a list of projects that I have led or participated in over the past year.

- Gender Equity Programming
 - Female technical official training program
- Team Apparel and sponsorship coordination
- Records Management
- Results Database management
- OSIC Agreement distribution
- Annual Audit (ongoing)
- Various Grant and funding applications
- Safe Sport Policy Package
- Created an online tool for gathering expressions of interest and signatures required on specific forms:
 - Athlete Declaration for International Events
 - Coach Declaration for International Events
 - Information gathering from each athlete for specific events (flights, photos, etc.)
 - Expression of Interest for Board of Directors
 - New athlete team apparel order
 - Coach, athlete team apparel order form
 - Athlete Council Election
 - Board Member Event Attendance
 - OSIC agreement
 - National Team Athlete Agreement
 - National Team Support Personnel Agreement
 - International Waiver for Coaches and Support Personnel

Membership

PSO membership continues to fluctuate. Nova Scotia and Alberta saw the largest increase in membership with a 72% and 80% increase respectively. New Brunswick and British Columbia saw the largest decline in membership with a 22% and 28% decrease respectively.



Funding

Our funding for the past year (2022/2023) was relatively close to that of 2021/2022. Funds received outside of our “typical” agreement from Sport Canada reflect special projects including our safe sport policy suite creation and organizational risk assessment. Specific grants were applied and provided to host the training camp in France this past summer as well.

We will continue to seek out additional funding at every opportunity that presents.

In 2022/2023 we sent teams to the following international events

- 2022 Junior World Championships (Greece)
- 2022 Youth World Championships (Mexico)
- 2022 Senior Pan Am Championships (Colombia)
- XXII Commonwealth Games (England)
- 2022 Junior Pan American Championships (Peru)
- 2022 Youth Pan American Championships (Guatemala)
- 2022 Senior World Championships (Colombia)
- 2023 Youth World Championships (Albania)
- 2023 Senior Pan Am Championships (Argentina)

2023/2024 budget

- Own the Podium (OTP) continues to be our largest funder. The budget increased to \$250,000 this year with additional clarity provided on distribution of funds and a next gen stream introduced to support up and coming athletes. We have again been able to retain the services of the High Performance Manager with this funding. This year we have also been able to support having a physiotherapist at some of our senior international competitions with dedicated funding from OTP.
- Sport Canada has not increased our core funding.
- As indicated at last year’s AGM as part of my annual report, membership fees were likely to see an increase this year. The increasing costs of running the business make it impossible to operate with current fee levels which have not changed in many many years. Membership Fees are set by the Board of Directors. Current statutory funding is insufficient to cover basic insurance for the federation or costs associated with the website and email maintenance fees as well as our international federation membership fees. The Board of Directors has unanimously voted to

increase membership fees for the 2023/2024 year to \$10 per member so that our operations may remain viable.

- Legal Fees consumed a large portion of our budget this past year. There were a number of files that required legal consultation and one single file that is ongoing that consumed more than 95% of the funds spent towards legal fees in this calendar year. These costs are outside of our control as they are predicated on independent appeal panels being set by independent case managers. We do ask the case managers to be mindful of our financial situation, however we are not the decision makers in these situations. Please note that independent dispute resolution is a requirement by Sport Canada to receive funding.
- There is an obvious risk to our funding should Weightlifting be kept off the slate for the Los Angeles 2028 Olympic Games. A decision on that is expected late this year.

Social Media Presence

There have been a number of requests for additional social media presence. The current commitment to social media is as follows:

- Team Announcements
- Start Lists and lifting times
- Major Games Results
- Memo announcements
- Critical Updates where needed
- Where possible some coverage of events but largely depends on personal time availability for me

It is hoped that with newly elected members of the Board, this role can be passed to someone else with the time and expertise to attend to the social media for the federation and support our athletes.

Memos and Website Maintenance

A great deal of time and effort is put into memos and their distribution. It is quite time consuming and hinders my ability to also update the website regularly with events and results. Provincial federations have been asked to please send their annual calendar to be included on the website. I have not yet received that information from all provinces and my experience is that if I don't do them all at once I get more questions on why some provinces are excluded. Similarly, if you want results from those competitions posted you would need to send them so that they could be posted.

Summary of Time Commitment during the Fiscal Year

On average I spend 15-30 hours per week on WCH activities. Where necessary that can increase to up to 50 hours per week. Emails are regularly monitored with more than 1000 emails received per month on average. It is hoped that a larger board will equate to a more proportionate distribution of tasks and result in less personal time spent and less waiting for information by those seeking it.

If you have any questions related to this report, please feel free to contact me at dfriesen@cwfhc.ca

Thank you,
Deanne Friesen

Summary Table of Membership for past 5 years (based on available data)

Summary Table

	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
BC	219	137	162	397	312
AB	336	260	113	230	416
SK	270	270	198	211	240
MB	105	105	105	74	73
ON	819	863	554	562	563
QC	1036	1036	1036	823	731
NS	112	112	112	121	209
NB	36	53	23	35	26
NL				12	

Membership Numbers

	Total Number of unique registrations	Athletes				Youth				Junior				Senior				Technical Officials		Female TO		Technical Official Coaches		Male Coaches		Female Coaches		Coach Other	
		Athletes	Male Athletes	Female Athletes	Athlete Other	Youth	Youth Male	Youth Female	Youth Other	Junior	Junior Male	Junior Female	Junior Other	Senior	Senior Male	Senior Female	Senior Other	Officials	Male TO	Female TO	Other	Coaches	Coaches	Coaches	Coaches	Coaches	Coaches	Coach	Other
British Columbia Weightlifting Association	312	294	162	132	0	39	23	16	0	32	17	15	0	223	122	101	0	48	24	24	0	31	18	13	0	0	0		
Alberta Weightlifting Association	416	314	147	167	0	43	21	22	0	73	30	43	0	198	96	102	0	56	34	22	0	43	37	6	0	0	0		
Saskatchewan Weightlifting Association	240	240	125	115	0	119	68	51	0	0	0	0	0	84	35	49	0	15	5	8	0	22	15	7	0	0	0		
Manitoba Weightlifting Association	73	68	34	34	0	5	3	2	0	5	4	1	0	57	28	29	0	5	4	1	0	6	5	1	0	0	0		
Ontario Weightlifting Association	563	505	257	248	0	116	62	54	0	20	15	5	0	369	180	189	0	23	15	8	0	35	28	7	0	0	0		
Federation d'Halterophilie du Quebec	731	686	365	319	2	255	130	125	0	244	119	124	1	572	291	279	2	125	78	47	0	94	64	30	0	0	0		
New Brunswick Weightlifting Association	26	26	15	11	0	0	0	0	0	1	1	0	0	25	14	11	0	9	6	3	0	6	5	1	0	0	0		
Nova Scotia Weightlifting Association	209	209	108	101	1	11	8	3	0	15	8	7	0	202	98	104	0	24	13	11	0	8	6	2	0	0	0		
Newfoundland Weightlifting Association																													
TOTAL	2570	2342	1213	1127		588	315	273		390	194	195		1730	864	864		305	179	124		245	178	67					

2023 WCH Annual General Meeting

September 2023

Anti-Doping

My purpose is to support and federation and athletes with all doping control concerns. It is difficult to share any specifics of what I do as it is confidential in nature.

Over the past year, the following activities have taken place:

- Updated and maintained the National Athlete Pool (NAP) database with respect to contact information and training requirements.
- Developed a process to systematically add new athletes to the NAP.
- Facilitated the creation of ADAMS accounts for athletes looking to compete internationally
- Ensured all Registered Testing Pool (RTP) athletes provided quarterly Whereabouts updates for out-of-competition testing.
- Ensured all 158 athletes qualified to compete at the Canadian Championships in May 2023 in Toronto, Ontario completed their True Sport training.
- Created an Anti-Doping Committee and Terms of Reference
 - Members – Chris Terner (Chair), Walter Bailey, and Rachel Paradis
- I have also enrolled to become an educator/facilitator for the CCES

By the numbers:

- National Athlete Pool: 239
 - Starting in September 2022 – 167 athletes
 - Additions – 97 athletes
 - Retirements/removals – 27 athletes
- Registered Testing Pool - 18
- Whereabouts Failures - 5
- Anti-Doping Rule Violations - 3
 - Zeyad El Karsh – <https://cces.ca/news/weightlifting-athlete-suspended-presence-sarm-igd-4033-and-tamoxifen>
 - Laurie Francis - <https://www.cces.ca/news/weightlifting-athlete-suspended-presence-higenamine>
 - Jean-Christophe Blanchet - <https://cces.ca/news/weightlifting-athlete-suspended-presence-gw501516>
- Anti-Doping Rule Violations Pending - 1

Looking ahead:

Creation of an Independent WCH Events Calendar

As there are too many provincially sanctioned competitions to track on the WCH website, we are evaluating the need to create a separate WCH Events Calendar. It would require all PSO's to provide input into the calendar. From here, the CCES would determine which competitions to test.

Anti-Doping Resources for all WCH members

The Anti-Doping Committee is currently working to provide educational resources and tools for athletes and coaches to use when considering taking medications and supplements. The plan is to make these resources available on the WCH website.

Respectfully submitted,

Joe Landreville
WCH Director – Anti-Doping



National Coaching Advisory Committee

Statement of Activities

August 25, 2023

The National Coaching Advisory Committee is an advisory committee of Weightlifting Canada Haltérophilie (WCH), reporting to the Vice President (Technical). As such, the Advisory Committee provides technical expertise and guidance to the Vice President and WCH Executive Board on the development and delivery of WCH's NCCP and other coach education, development and certification programs.

The National Coaching Advisory Committee includes the following members:

Jean-Francois Roy (Quebec) – Chair
Trevor Cottrell (Ontario) – Board of Directors representative
Rachel Siemens (British Columbia)
Greg Chin (Ontario)

The committee Terms of Reference were established in October 2023, following which the committee was formed. The Committee has had eight meetings and a full day retreat in the 10 months since being established.

The mandate of the Committee in this fiscal year was to complete the following:

1. Revise and align the Competition Development, Competition Introduction, and Instructor Beginner curriculum.
2. Gain Coaching Association of Canada approval of the Competition Development course.
3. Develop pathways for registration and tracking of coaching credentials.
4. Provide Locker training to Provincial Sporting Organizations
5. Develop pathways for Learning Facilitator and Course Evaluator training.
6. Remove barriers to accessing coaching credentials in Canada.

The Committee was highly effective in achieving its objectives to date. In this fiscal year the following have been completed:

1. An Instructor Beginner presentation slide deck was created.
2. A Competition Introduction slide deck was created.

3. The Competition Development course was edited, the slide deck expanded, and the reference manual updated with a more concise Learning Facilitator guide and evaluation rubrics. It is now undergoing translation and editing.
4. Locker training for the Provinces was completed.
5. A new system of registration for Competition Development evaluation was created for launch in 2024.
6. Several special-request Coach Developer workshops were completed and the number of Course Evaluators was increased nationally.

The Committee has one more year of operation before undergoing renewal. The general objectives for the upcoming year will include the following:

1. All coach credential courses will be edited, translated and distributed to Coach Developers nationally.
2. The WCH website will host the Competition Development evaluation registration.
3. New content specific training programs will be developed for the Coach Developer pathways.
4. Each Province will be assisted in enlarging their Coach Developer pool.
5. A system of tracking all coach credentials for each province will be developed at the national level.
6. An outline of the High Performance coach credential will be drafted.

I would like to thank the Committee for their commitment and effort over this past year. The workload was significant and their willingness to contribute is greatly appreciated.

Trevor Cottrell, PhD

2023 WCH Annual General Meeting **September 2023**

Provincial Sport Organization Engagement

The PSO Engagement Committee was created in response to the provinces seeking additional formal meeting opportunities with the WCH Board.

The first meeting was held September 11, 2022.

As Chair, I introduced the purpose of the meeting. It was our desire to hear from the provinces in our attempt to improve responsiveness to concerns and ability to provide input.

The PSO's stated email briefings are good, website and social media announcements are valuable.

Additional PSO meetings were held with limited participation (less than 50% attending). A call for agenda items in advance to the meetings did not receive much feedback.

A special ad hoc meeting was also held to discuss marketing our sport to increase our exposure. A few associations (OWA, NSWA, AWA) have moved forward with ideas to improve our sport in various social media platforms.

Most of the meeting discussion were of an operational nature:

- Competitions - Seeking more specific information on Junior and Senior Nationals
- Officials - IWF/ITO Licenses – Process established to improve the procurement of licenses.
- Coaching evaluations – Discussed which competitions are used for promoting coaches. Senior Nationals is the primary location for this. Junior Nationals may be used where the athlete has met the Senior National Standard (under consideration).

Looking back over the past year, I am not sure if this committee needs to function moving forward. In many instances, the PSO's were directed to the appropriate WCH Director for their follow-up or action. I believe the lines of communication have improved based on the limited participation of PSO's attending the meetings or bringing forward agenda items.

ACTION: Do the PSO's feel there is a need for this committee moving forward?

Respectfully submitted,

Joe Landreville
Director – PSO Engagement