



# Coaching Association of Canada

2018 – 2019 Annual Report

## Who we are

The **Coaching Association of Canada** (CAC) unites stakeholders and partners in its commitment to raising the skills and stature of coaches, and ultimately expanding their reach and influence. Through its programs, the CAC empowers coaches with knowledge and skills, promotes ethics, fosters positive attitudes, builds competence, and increases the credibility and recognition of coaches.

## Our Mission

To enhance the experiences of all athletes and participants in Canada through quality coaching.

## 2018 – 2022 Strategic Plan

The CAC's four-year strategic plan includes Strategic Imperatives, Key Performance Indicators, the National Coaching Certification Program (NCCP) Code of Ethics, and Organizational Enablers.

### STRATEGIC IMPERATIVE 1

#### COACHING EDUCATION

To create, deliver, and promote excellence in education and lifelong learning to benefit the NCCP partnership.

### STRATEGIC IMPERATIVE 2

#### COACHING LEADERSHIP

To grow the value and influence of coaching throughout society.

### STRATEGIC IMPERATIVE 3

#### COACHING PROFESSION

To enhance and build the profession and safe sport practices in the best interest of the public.

### STRATEGIC IMPERATIVE 4

#### ORGANIZATIONAL EXCELLENCE

To mobilize and align the CAC's resources, services, and leadership capacity.

# NCCP Code of Ethics

## Key Performance Indicators

In 2019 – 20, the CAC will gather baseline data for these KPIs, which will help the organization measure its performance against its Strategic Imperatives.

**Partner Satisfaction:** More than 75% of CAC's NCCP Partners are satisfied with CAC's responsiveness, innovation, and impact of our leadership.

**New Coach Diversity:** Increase the diversity across the 60,000 new coaches each year and enable existing coaches to be more inclusive.

**Sustainable Delivery Capacity:** CAC's NCCP Partners have the delivery capacity to meet 90% of demand.

**Embedding ProCoach and Safe Sport:** The profession of coaching and Safe Sport practices are entrenched within the majority of sport system partners.

**Team Belief in Impact:** 95% of the CAC Team (board and staff) report a belief that the collective contributions of the organization are significantly and positively impacting coaching in Canada.

**Women's Equity:** Increase participation in the NCCP, apprenticeship, and mentorship programs by 5%.

The NCCP Code of Ethics reflects the fundamental values of safety, responsible coaching, engaging in relations with integrity, respecting athletes, and honouring sport. These values are expressed as **five core ethical principles:**

- 1 Athlete and Participant Health and Safety
- 2 Responsible Coaching
- 3 Integrity in Relations with Others
- 4 Respect
- 5 Honouring Sport

### Organizational Enablers

- One Culture
- Invest in People
- Transformative Technology
- Incite Insight

# Fiscal Year 2018 – 19 at a Glance

The CAC closed the year having marked significant progress and many achievements across all elements of its Strategic Plan. For example:

## Partner Satisfaction

Partners rated their satisfaction with us at **85.7%**, surpassing our annual target of **75%** and up from **78.4%** in the previous year.

## NCCP Coach Education

We continued our work to revise and release five product modules to be released this fiscal year in three media formats. We made three modules free during National Coaches Week and saw a **450%** increase in completions over the previous year.

## Transformative Technology

We completed our migration to the cloud, which will increase our scalability and further strengthen our data security and privacy capabilities. We also migrated the first six NSOs to our Learning Management System (LMS), a process we will continue in the coming years.

## Event Delivery

We held a successful Partners Congress and hosted our annual Petro-Canada Sport Leadership sportif conference, where **91%** of attendees reported being either satisfied or very satisfied with their experiences.

## Diversity and Inclusion

We created a new position focusing on diversity and inclusion and secured a federal grant to develop eLearning modules on preventing gender-based violence in sport.

## Coaching Profession

We led a series of Provincial / Territorial summits on Safe Sport, to culminate in a national summit in May 2019. Also, we retooled the Chartered Professional Coach (ChPC) brand to be more intuitive and relevant.

## Brand Equity

We developed and implemented an NCCP Brand Policy and Guidelines following consultations with partners and stakeholders.

# Message from the Chair of the Board of Directors and the CEO

## *Pride, Progress, Performance*

We started our refreshed four-year strategic journey in fiscal year 2019. As you read the FY 2018 – 19 At a Glance, you will be proud of what we accomplished in 365 days. Our quest for innovation and simplification drove us to refine, improve, and create tools and experiences that better serve our partners, coaches, employees, and the sport community.

Looking ahead to what we aim to achieve in FY 2019 – 20 is exciting – and a bit daunting. Our country consists of diverse peoples, cultures, and languages. Diversity and inclusion is top-of-mind. Safe Sport is top-of-mind. Advancing the quality and the content of the National Coaching Certification Program (NCCP) is top-of-mind.

Our beliefs in One Culture, Investing in People, Transformative Technology, and Inciting Insight are also of great importance and can enable us to make the best decisions in the face of such exciting opportunities and challenges to influence and shape the coaching community in Canada.

We will also need to make the best decisions in terms of fiscal responsibility. We should all be proud of the belief our partners and sport community have in us. This is evident in the increasing number of requests for involvement, input, participation, and thought leadership.

In FY 2019 – 20, we must balance asks against resources and strive to meet and exceed partners' expectations, while also demonstrating value and aligning decisions to the Government of Canada's priorities of Safe Sport, gender equity, governance, and organizational excellence.

We are exceedingly proud of the team and our successes at the CAC. The passion, commitment, effort, and results we have shown continue to far exceed anything we could truly wish for. The team is outstanding, and we are honoured to continue to be at the helm of such an incredible organization.



**Paul Carson**

Chair, Board of Directors  
Coaching Association of Canada



**Lorraine Lafrenière**

Chief Executive Officer  
Coaching Association of Canada





National  
Coaching  
Certification  
Program

# PARTNERS IN COACH EDUCATION

The National Coaching Certification Program is a collaborative program of the Government of Canada, provincial/territorial governments, national/provincial/territorial sport organizations, and the Coaching Association of Canada.



Coaching Association of Canada  
Association canadienne des entraîneurs



The programs of this organization are funded in part by the Government of Canada.



Through its **Coaching Education Programs**, the **CAC** works to achieve:

- 1 Continuous improvement in programs and services through coach learning and systems expertise
- 2 Meaningful partnerships to impact coach knowledge and behaviour
- 3 Increased access through platforms and innovation beyond the classroom

### Supporting Lifelong Learning

To support the CAC philosophy of Lifelong Learning, the organization created new partnerships and nurtured ongoing ones to provide new and meaningful professional development opportunities for coaches. The Locker now recognizes several new modules including Keeping Girls in Sport (developed by Canadian Tire Jumpstart Charities, CAAWS, and the CAC), Commit to Kids for Coaches (created by the Canadian Centre for Child Protection) and many new modules from Sport for Life that address physical literacy, diversity and inclusion, and Indigenous culture training.

### NCCP Highlights – Diversity and Inclusion

In recognition of Canada's diverse population, the CAC engaged an external organization to conduct a diversity and inclusion audit to assess current NCCP development and delivery practices. Following a discussion of the results, the NCCP Delivery Advisory Committee developed five key

themes or strategies to make the NCCP more accessible to more coaches across Canada. Further, the CAC is building an innovative direction to deliver NCCP multi-sport modules (MSMs) that will better inform partners of revisions.

### Supporting Master Coach Developers

Supporting the development of the Master Coach Developer workforce to deliver the NCCP is a continued priority. To that end, the organization placed considerable emphasis on the workforce that supports coach evaluation and certification. The CAC hosted an NSO Evaluation Summit, at which research was presented on the barriers to and facilitators of coach certification. Emerging priorities – including strategies to augment the coach evaluator workforce – were also identified. Further, the CAC supported 22 National Sports Organizations (NSOs) in the development of their Master Coach Developers programs.

# NCCP Highlights – NCCP Development

The CAC continued to work with its partners in the development of their NCCP. In the past year, a number of National Sport Organizations (NSOs) moved towards developing their Competition contexts. Below is a list of NSOs that met Conditional Approval (CA) or Final Approval (FA) status.

## Competition – Introduction

Gymnastics Canada - Artistic Discipline (FA)

## Competition – Introduction, Advanced Gradation

Gymnastics Canada - Artistic Discipline (FA)

## Competition – Development

Boxing Canada (CA)

Gymnastics Canada - Artistic Discipline (CA)

## Competition – Development, Advanced Gradation

Karate Canada (CA)

Shooting Federation of Canada (CA)

## Competition – High Performance

Judo Canada (CA)

Shooting Canada (CA)

Karate Canada (CA)

Ski Jumping Canada (CA)



# NCCP Delivery

Number of trainings achieved per NCCP stream



## NCCP Events

Total NCCP events  
(courses/workshops,  
and evaluations):

**35,073**

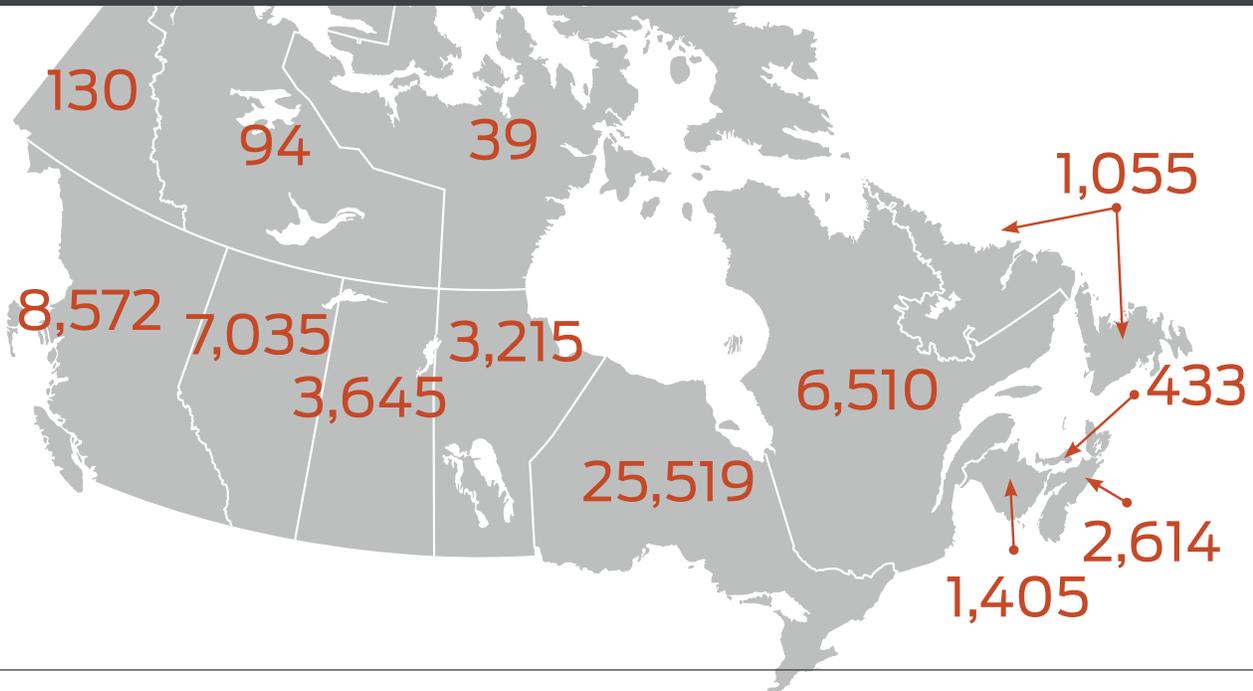
## New NCCP Coaches

**65%**  
Male



**35%**  
Female

**60,266** New Sport-specific Coaches Entered in the Locker





### **Partnerships to Develop High Performance Coaches**

The CAC continued to work with OTP, COC, CPC, and Sport Canada to better define the NCCP High Performance coach context and develop a model of coach development in alignment with Canada's Coaching Enhancement Program. Collaboration with the Canadian Olympic and Paralympic Sport Institute (COPSI) Network to harmonize the evaluation for NCCP Competition-Development Advanced Gradation and NCCP High Performance contexts with the Advanced Coaching Diploma (ACD) created a clearer model for NSOs to develop their NCCP coach programs. Two NSO workdays and enhanced funding helped four NSOs receive approval for their programs.

### **Revised Multi-sport Modules**

The CAC revised five NCCP multi-sport modules (MSMs) in 2018. As part of this work, the organization developed NCCP Sport Nutrition into an eLearning module and updated NCCP Make Ethical Decisions to better support coaches in legal situations and reflect the Rule of Two. Further, the CAC revised the NCCP Planning a Practice, NCCP Design a Basic Sport Program, and NCCP Developing Athletic Abilities modules to be more closely aligned with each other.



## Enhancing the Value of the NCCP Advanced Coaching Diploma

The CAC conducted an extensive program assessment to identify needs and means to enhance the value of the NCCP Advanced Coaching Diploma. Results show that the program clearly enhances the quality of coaching by driving significant changes in coaching behaviours, especially with regard to critical thinking. The CAC is now developing an action plan to enhance clarity through coaches' assessments and to enhance the mentorship process.

## Five-Year NCCP Forecast

The NCCP forecast was developed and implemented to help NSOs and the CAC identify gaps and needs in coach education and development across the NCCP Partnership over the next five years. Twenty-two NSOs completed the process. The results from the forecast exercise helped better inform the NSOs and the CAC of the needs and priorities to develop NSO Coach Developer workforces, as well as priority needs for future initiatives such as NSO NCCP revisions.

Through its **Coaching Leadership activities**, the CAC works to:

- 1 Influence the public to elevate the value of the coach.
- 2 Unite stakeholders through platforms and events.
- 3 Mobilize and disseminate knowledge.
- 4 Distinguish Canada internationally.

### Diversity and Inclusion

In July, the CAC created a new position focusing on diversity and inclusion and became an employer partner with the Canadian Centre for Diversity and Inclusion. The CAC also contracted Nanos Research to interview 15 CEOs from NSOs and Provincial/Territorial Coaching Representatives (PTCRs) and surveyed NSO coaching administrators to identify their current initiatives, gaps, and requests for support in developing coach education materials that will engage diverse groups, including new people to Canada. Findings will determine further programming and support for 2019 and beyond.

### Grants and Partnerships

The CAC received a five-year grant from the Public Health Agency of Canada (PHAC) to develop online coach education resources addressing gender-based violence in sport. The project will develop, implement, and evaluate a program to help coaches recognize, prevent, and address gender-based violence and teen-dating violence, and to promote healthy relationships in and through sport.

Elsewhere, the CAC provided grants to seven NSOs for female coach professional development, which benefitted more than 20 coaches. Further, the CAC collaborated with the COC's Game Plan program to award \$1,000 NCCP grants to eight female coaches in support of their progress toward their NCCP Competition-Development and ACD coach development.

## Coaching Enhancement

Through the OTP Coaching Enhancement Program, the CAC supported more than 30 next generation and high performance female coaches through individual 360-degree feedback assessments and individual professional development workshops.

## University Mentorship and Apprenticeships

Twenty-three coaches participated in the Canada Games Apprenticeship Program for Women in Coaching. McGill University trained 22 mentors using the NCCP Mentorship Module and the CAC-CAAWS Female Coach Mentorship Model resources. We continued to support the Alberta Women in Sport Leadership Impact Program, which has benefited more than 500 women to-date. Finally, we published three issues of the Canadian Journal for Women in Coaching.

## Indigenous Coaching

Last year, 12 apprentice coaches completed the Canada Games Aboriginal Coaching Apprenticeship Program. All are continuing their coaching pathway to high performance with continued support from their mentors. The module will inform non-Indigenous coaches about Indigenous identities and guide them to learn more through the NCCP Aboriginal Coaching Modules.



## National Coaches Week

National Coaches Week, a time to celebrate coaches' tremendous positive impact on athletes and participants across Canada, took place from September 22 – 30, 2018. The CAC launched the week with an official proclamation from the Senate and hosted the Minister of Science and Sport and members of local NSOs at a national kick-off event.

The campaign saw tremendous engagement across the NCCP partnership and a growth in participation from community-level clubs; university and professional athletes shared their #ThanksCoach messages as well. Responses to the online campaign more than doubled compared to the previous year. In addition, more than 11,800 people used one of the campaign hashtags on Twitter and close to 7,000 coaches completed one of the free NCCP eLearning modules.



# SPORT LEADERSHIP SPORTIF

NOVEMBER 8 – 10, 2018  OTTAWA, ONTARIO



The CAC welcomed more than 500 sport leaders to the Westin Ottawa from November 8 – 10 for the 2018 Petro-Canada Sport Leadership sportif conference. Organized under the theme of *Performance Influencers* and hosted by Paralympic Swimmer Benoît Huot and gymnastics coach Taylor Pyefinch, the conference explored how the power of influence poses a unique opportunity to foster positive change in the sport system.

Conference speakers invited delegates to consider how their actions can continue to grow and have meaningful impact for their sport and organization.

Speakers included Jim Moss, CEO of Plasticity Labs, and Nova Browning Rutherford, a Mindfulness Facilitator and Wellness Expert.

Further, the CAC collaborated with the Sport Information Research Centre (SIRC) to present the Sport Canada Research Initiative Conference in conjunction with Petro-Canada Sport Leadership sportif. The conference brought together members of the sport community, government, and academic researchers to learn about and discuss sport participation research.

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As my first time attending such an event, I found it to be very educational and a wonderful conduit to meet other like-minded coaches... I was very much appreciative of the recognition of coaches across this great nation of ours.

– 2018 Petro-Canada Sport Leadership sportif conference delegate



More than 500 delegates attended SLS18 under the theme of *Performance Influencers*.



Ian Wilson (L), 2018 IG Wealth Management NCCP Coach Developer Award Recipient Greg Henhawk (Centre), and Lorraine Lafrenière (R).

### **Petro-Canada Sport Leadership Awards Gala**

The Petro-Canada Sport Leadership Awards Gala honoured 47 coaching leaders during a glittering evening themed Palais de Glace on November 9<sup>th</sup>, in Ottawa.

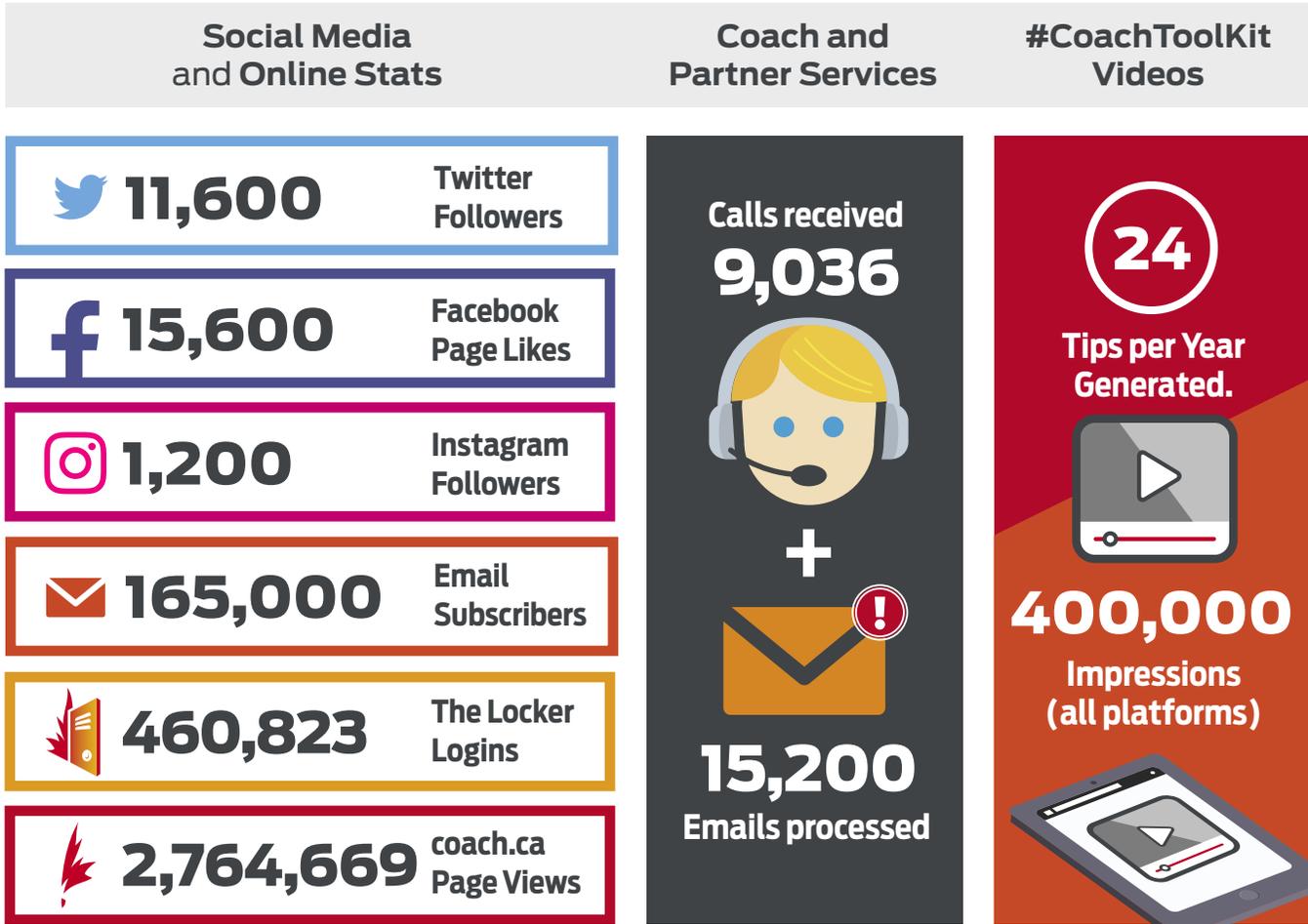
Freestyle Alberta's Rob Kober, ChPC, received the Jack Donohue Coach of the Year Award. Manon Perron, ChPC, received the Geoff Gowan Award for her lifetime contribution to coaching development. They were joined by Greg Henhawk of Six Nations of the Grand River, ON, who received the Investors Group National NCCP Coach Developer Award. Tennis Canada received the Sheila Robertson Award for its outstanding contributions to coach education and professional development. The Gala also honoured 44 Petro-Canada Coaching Excellence Award recipients.

### **2018 Partners Congress**

The CAC held its annual Partners Congress in Ottawa, June 5 – 7. The Honourable Kirsty Duncan, Minister of Science and Sport, addressed 152 delegates representing 87 organizations including NSOs, P/TCRs, MSOs, as well as representatives from Sport Canada.

In her keynote address, IBM Vice-President Beth Bell captivated attendees with inspiring messages of diversity and inclusion and energized them with her insights into user experience and innovation.

# CAC by the Numbers



## NCCP Coach Breakdown

**17,487**  
NCCP Making Head Way completed

**534**  
are ChPCs

**60,266**  
new sport-specific coaches in the Locker

**35%**  
are female

**195**  
have received their NCCP Advanced Coaching Diploma

### IT Strategy and Renewal

The CAC undertook an exciting project to shape the future direction of technology within the coaching education community. The organization partnered with IBM and collaborated with several NSOs to arrive at a six-theme IT strategy. The strategy defines a way forward through organizational excellence, improved user experience and increased engagement, analytics, data, and infrastructure modernization.

Implementation has begun in certain key areas: revamping coach.ca, enhancing reporting capabilities, and a long-term commitment to enhancing functionality within the Locker. Further engagement continues with the sport community to define priorities of this multi-year technology journey.



The CAC ran two Women in Coaching Receptions at the 2019 Canada Winter Games in Red Deer.

Through its Coaching Profession program, the CAC strives to:

- 1 Build a professional coach community
- 2 Champion the Responsible Coaching Movement
- 3 Create valued services for coaches and coach employers

### ChPC Model Review

The CAC Board endorsed the Chartered Professional Coach (ChPC) designation and reaffirmed it as the standard for coaching in Canada. The designation proposes a renewed model that recognizes the coaching profession at the early stages of a coaching career, at any level of coaching, and through NCCP-delivered courses and CAC-accredited post-secondary programs alike. The new ChPC program will champion athlete and coach safety on and off the field of play.



### Commonwealth Games and Canada Games Support

The CAC and Coach House provided meeting space, business, administrative, technical support, and locker assistance for coaches during both the Commonwealth and Canada Games.

As part of Commonwealth Games Canada Mission Staff, the CAC hosted Coach House at the Gold Coast Commonwealth Games in Australia. The CAC also collaborated with the Canada Games Council and the 2019 Red Deer Host Committee to provide support and professional development and networking opportunities to coaches at the 2019 Canada Winter Games.

Also in Red Deer, expert sport leaders led themed nightly Fireside Chats that drew between 140 and 200 coaches over the two weeks. Coach House also ran two nightly Women in Coaching Receptions, a Community Aboriginal Coaching Module, and an Aboriginal Coaching Reception.

# COACHING PROFESSION



Delegates to the Manitoba Safe Sport summit in Winnipeg, March 20, 2019.

## Responsible Coaching Movement Champions

The Responsible Coaching Movement (RCM) continued to strengthen safety and guide ethical behaviour in sport for the benefit of children, participants, and coaches. Since its launch in 2016, more than 382 organizations have signed the RCM Pledge. FY 2019 saw 214 organizations take the pledge, up 127% from last year.

By taking the pledge, these organizations have committed to implementing supportive policies and process that adhere to three key focus areas: Rule of Two, Background Screening, and Respect and Ethics Training.

Through an ongoing partnership with Canadian Centre for Child Protection, the CAC offered each NCCP Partner and RCM Champion free access to the Commit to Kids for Coaches eLearning Module. Further, Respect Group provided one free training module for each RCM Champion.

## Safe Sport Summits

The sport community in Canada recognizes that a systemic culture shift is required to address and eliminate abuse, harassment, and discrimination in sport. The well-being of our athletes and children in sport must be at the forefront of all that we do.

To that end, the CAC, with additional financial support from Sport Canada, began a series of Safe Sport summits to take place in every province and territory. The summits were conducted in partnership with Provincial/Territorial Coaching Representatives (PTCRs). To complement the summits, the CAC also created an online survey that invited interested individuals to contribute their views. The CAC had conducted eight summits as of March 31, with the remaining five taking place in the spring of 2019.

The goal of the summits and survey was to contribute to the development of a universal code of conduct for sport in Canada. Each incorporated working sessions for participants to review existing codes and to develop recommendations to incorporate into a national report. The report will set the stage for the National Safe Sport Summit held in collaboration with the NSO National Safe Sport Working Group May 8 – 9, 2019.

The initial work at the summits focused on the most egregious forms of sexual violence and abuse while gaining an understanding of current pan-Canadian best practices, challenges, and opportunities for change. Steps toward a universal Code of Conduct for sport in Canada will serve as a basis for the management of abuse, discrimination, and harassment cases and as a model for common sanctioning for those who breach the code.

By focusing on **Organizational Excellence**, the CAC strives to:

- 1 Relentlessly pursue the values of the Chartered Professional NCCP Coach.
- 2 Make responsive and evidence-based decisions.
- 3 Diversify its funding to enhance organizational sustainability.

### International Programs

The CAC provided coaching support in Bahrain, Barbados, South Africa, and with PanAm Sports (PASO). The CAC continues to partner with the Bahrain Olympic Academy on NCCP international Level 4 training. The last cohort completed its final evaluation in December, 2018, and a new agreement is in place for 2019 – 2020. In addition, the CAC continues to partner with South African Sports Confederation and Olympic Committee to support their coaching system development.

### Best-in-Class Employee Experience

The CAC continued its commitment to providing a best-in-class experience to its employees. Staff enjoy volunteer and professional development days, and partake in and organize frequent social and sporting activities throughout the year, including a weekly 5k Friday run. The organization held professional development sessions with leadership expert Drew Dudley and formed an Employee Satisfaction Working Group to continue to drive a positive work culture.

### Organizational Research Strategy

The CAC conducted extensive research and consultation to create its Research Strategy. The Strategy is to inform evidence-based decision-making and to support the NCCP Partnership. Thirty-two researchers from 12 post-secondary institutions accepted the CAC's invitation to explore ways to collaborate. The CAC is now developing an implementation plan with the support of the Canadian Council of Physical Education and Kinesiology Administrators (CCUPEKA).

### Project Pulse Update

The CAC continued its work on Project Pulse, the official feedback channel for NCCP workshops. The project was rolled across eight organizations for 599 events and drew substantial subjective feedback from 5,328 participants. This feedback was provided to the respective NCCP delivery partners. The pilot program is currently being revised to deliver more value to NCCP delivery partners.

## Corporate Partnerships

The CAC's corporate partners play a vital role in shaping the lives of athletes, youth, and coaches in Canada. We are indebted to these partners for their support of the CAC's coach education, development, and recognition programs.

Petro-Canada continued to recognize excellence in coaching. The company provided \$550,000 to 55 coaches and their athletes through its Petro-Canada Fueling Athlete and Coaching Excellence (FACE) Program. Further, it honoured 44 coaches with its Petro-Canada Coaching Excellence Award, and drove thought leadership in sport at the Petro-Canada Sport Leadership sportif conference and Petro-Canada Sport Leadership Awards Gala. Together with the CAC, Petro-Canada has honoured more than 1,200 individual coaches since 1986.

The CAC's continued partnership with TeamSnap provided coaches with bi-monthly coaching tips and advice through the #CoachToolkit resource, which includes videos and content provided by leading high performance coaches from across Canada. Their ongoing support of the NCCP Fundamental Movement Skills module educated more than 3,287 workshop participants.

IG Wealth Management recognized NCCP Coach Developers for their passion and dedication to the NCCP with the National and Community NCCP Coach Developer Awards. They inspired and educated those new to coaching with the *Get Coaching!* online resource, which saw more than 5,000 sessions completed in FY 2018 – 19.

The CAC would like to thank IG Wealth Management for its generous support of the coaches in Canada over the course of its 26-year partnership. Over this time, the company helped develop thousands of community coaches through its Community Coaching Grants, and provided generous financial support to coach education, development, and recognition programs such as the NCCP Coach Development Awards. These initiatives brought important public recognition to coaches in Canada and acknowledged their incalculable contributions to the development and success of athletes at home and on the world stage.



A Suncor business  
Une entreprise de Suncor



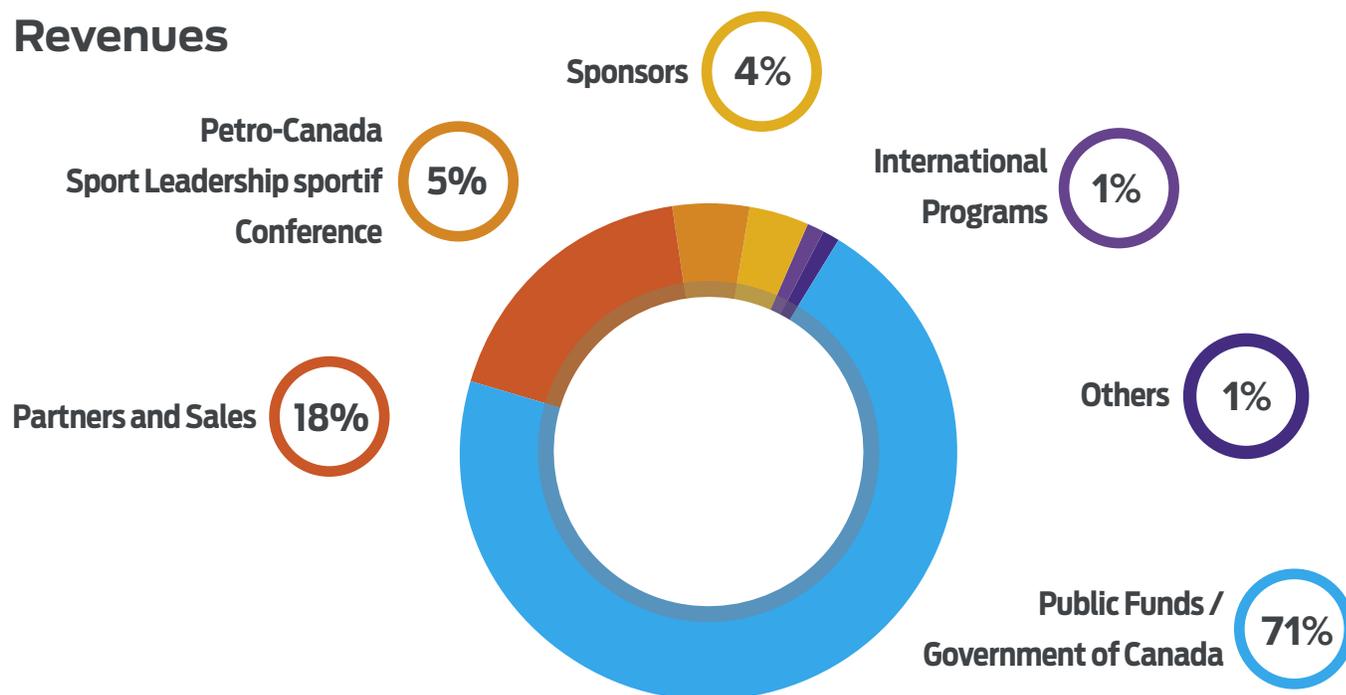
The programs of this organization are funded in part by the Government of Canada.

**Canada**

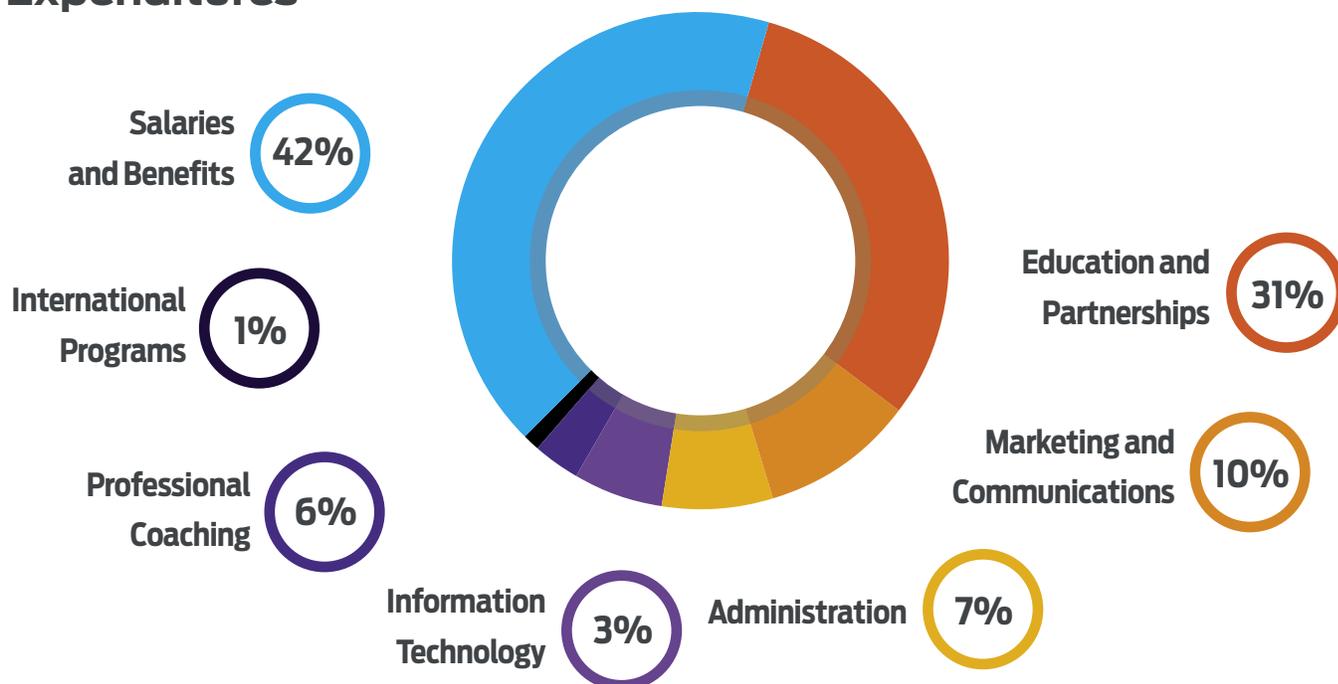
# Revenues and Expenditures

Revenues (\$6,153,249) and Expenditures for fiscal year 2018 – 2019 for the 12-month period ending 31/03/2019

## Revenues



## Expenditures



# Board of Directors

## **Paul Carson**

### **Chair**

Vice-President, Hockey Development, Hockey Canada

## **Dany Boulanger**

### **High Performance Coach Member**

Head Coach, ARO – Club de plongeon de Québec

## **Janice Dawson, ChPC**

### **National Sport Organization Member**

## **Sarah Junkin**

### **Community Representative**

Coordinator, Run Jump Throw Wheel Program – Saskatchewan Athletics

## **Sherry Robertson, ChPC**

### **National Sport Organization Member**

Sports Medicine, Nutritional Biochemistry, Nutrition and Dietetics RD

## **Manon Landry Ouellette**

### **Provincial/Territorial Coaching and Sport Leadership Council Representative**

Executive Director, Coach New Brunswick

## **Bill Greenlaw**

### **Provincial/Territorial Government Representative**

Executive Director Communities, Sport and Recreation  
Nova Scotia Department of Health and Wellness

## **Lynn Boudreau**

### **Provincial/Territorial Coaching and Sport Leadership Council Representative**

Senior Sport Coordinator, Sport PEI

## **Greg Perreaux**

### **Provincial/Territorial Coaching and Sport Leadership Council Representative**

Executive Director,  
Coaches Association of Saskatchewan

## **Elise Marcotte**

### **Athlete Member**

Marketing and Communications Manager, Game Plan  
Olympian 2008 – 2012

## **Monica Lockie**

### **National Sport Organization Member**

National Performance Centre Director, Skate Canada

## **Kerry Mummery**

### **Canadian Council of University Physical Education and Kinesiology Administrators (CCUPEKA) Representative**

Dean – Faculty of Kinesiology, Sports and Recreation,  
University of Alberta

## **Daniel Domitrovic**

### **Member-at-Large**

High Performance Hockey Coach

## **Jason Peters**

### **Member-at-Large**

First Nation Manager,  
Obashkaandagaang First Nation

# CAC Staff

## Senior Leadership

### Lorraine Lafrenière

Chief Executive Officer

### Mark Donnison

Chief Operating Officer

## Education Partnerships

### Peter Niedre, ChPC

Director, Education Partnerships

### Neale Gillespie

Senior Coaching Consultant

### Gérard Lauzière, ChPC

Senior Coaching Consultant

### Adam Sollitt

Coaching Consultant

### Craig MacDougall

Consultant, Indigenous Coach Education and Development

### Anthony Sauvé

Manager, Aboriginal Coach Development

### Wayne Parro, ChPC

Senior Coaching Consultant

### Marie-Pier Charest

Coaching Consultant

### Jacqueline Tittley

Coaching Consultant

### Chris Wellsman

Coordinator, Education Partnerships

## Professional Coaching

### Shelley Coolidge, ChPC

Manager, Professional Coaching Services

## Marketing and Communications

### Natalie Rumscheidt

Director, Marketing and Communications

### Delaney Turner

Manager, Marketing and Communications

### Yolande Usher

Manager, Corporate Partnerships and Marketing

### Pascal Villeneuve

Coordinator, Communications

### Evelyn Anderson

Coordinator, Corporate Partnerships and Marketing

## **Information Technology**

### **Jeff Mees**

Lead, Technology Platforms

### **Darren Larose**

Senior Systems Analyst

### **Jean-Christophe Charbonneau**

Developer Analyst

### **Dario Nujic**

IT Administrator

## **Coach and Partner Services**

### **Chris Patterson**

Coordinator, Coach and Partner Services  
and Data Analysis

### **Jennifer White**

Coordinator, Coach and Partner Services  
and Professional Coaching

### **Nathalie Joannette**

Coordinator, Coach and Partner Services

## **Diversity and Inclusion**

### **Isabelle Cayer**

Manager, Diversity and Inclusion

## **Finance and Operations**

### **Martial Desrosiers Drainville**

Associate Director, Operations

### **Erica Bergman**

Manager, Finance

### **Claudia Gagnon**

NCCP Project and Product Manager

### **Vickie Lemire**

Executive Coordinator

### **Kaymin Roorda**

Coordinator, Finance

# CAC Sport Partners

The CAC is a partner-driven organization that relies on the strength of its relationships to achieve its mission. The coach and sport leader development and education system in Canada is a result of the work of highly committed individuals from many different organizations who strive for coaching excellence from playground to podium.

## National Sport Organizations

|  |  |
|--|--|
| Alpine Canada Alpin                        | Canadian Tenpin Federation Inc.        |
| Archery Canada                             | Canadian Weightlifting Federation      |
| Athletics Canada                           | Haltérophile Canadienne                |
| Badminton Canada                           | Canadian Wheelchair Sports Association |
| Ballon sur glace Broomball Canada          | Canoe Kayak Canada                     |
| Baseball Canada                            | Climbing Escalade Canada               |
| Biathlon Canada                            | Cricket Canada                         |
| Bobsleigh Canada Skeleton                  | Nordiq Canada                          |
| Boxing Canada                              | Curling Canada                         |
| Bowls Canada Boulingrin                    | Cycling Canada Cyclisme                |
| Canada Basketball                          | Diving Plongeon Canada                 |
| Canada Skateboard                          | Equine Canada                          |
| Canada Snowboard                           | Field Hockey Canada                    |
| Canada Soccer                              | Football Canada                        |
| Canadian 5-Pin Bowlers Association         | Freestyle Canada                       |
| Canadian Blind Sports Association          | Golf Canada                            |
| Canadian Cerebral Palsy Sports Association | Gymnastics Canada                      |
| Canadian Fencing Federation                | Hockey Canada                          |
| Canadian Handball Association              | Judo Canada                            |
| Canadian Lacrosse Association              | Karate Canada                          |
| Canadian Luge Association                  | Nordic Combined Ski Canada             |
| Canadian Sport Parachuting Association     | Orienteering Canada                    |
| Canadian Team Handball Federation          | PGA of Canada                          |

Racquetball Canada  
Ringette Canada  
Rowing Canada Aviron  
Rugby Canada  
Sail Canada  
Shooting Federation of Canada  
Skate Canada  
Ski Jumping Canada  
Softball Canada  
Speed Skating Canada  
Squash Canada  
Surf Canada  
Swimming Canada  
Canada Artistic Swimming  
Table Tennis Canada  
Taekwondo Canada  
Tennis Canada  
Triathlon Canada  
Ultimate Canada  
Volleyball Canada  
Water Polo Canada  
Water Ski and Wakeboard Canada  
Wheelchair Basketball Canada  
Wrestling Canada Lutte

## **Provincial/Territorial Coaching Representatives**

Alberta Sport Connection  
viaSport British Columbia  
Sport Manitoba  
Coach New Brunswick  
Government of Newfoundland and Labrador,  
Dept. of Tourism, Culture and Recreation

Sport Newfoundland and Labrador  
Communities, Sport and Recreation,  
Province of Nova Scotia  
Sport North Federation  
Government of Nunavut,  
Sport and Recreation Division  
Government of Ontario, Ministry of Tourism,  
Culture and Sport  
Coaches Association of Ontario  
PEI Department of Health and Wellness  
Sport PEI  
Ministère de l'Éducation et de  
l'Enseignement supérieur  
SportsQuébec  
Coaches Association of Saskatchewan  
Government of Yukon, Dept. of  
Community Services

## **Canadian Olympic and Paralympic Sport Institutes.**

Canadian Sport Centre Atlantic  
Canadian Sport Institute Pacific  
Canadian Sport Institute Calgary  
Canadian Sport Centre Manitoba  
Institut national du sport du Québec  
Canadian Sport Institute Ontario  
Canadian Sport Centre Saskatchewan

# CAC Sport Partners

## National Multi-sport Service Organizations

Aboriginal Sport Circle  
 Active for Life  
 AthletesCAN  
 Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS)  
 Canadian Centre for Child Protection  
 Canadian Centre for Ethics in Sport (True Sport)  
 Canadian Collegiate Athletic Association  
 Canadian Council of University Physical Education and Kinesiology Administrators (CCUPEKA)  
 Canada Games Council  
 Canadian Olympic Committee  
 Canadian Paralympic Committee  
 Canadian Swimming Coaches and Teachers Association  
 Commonwealth Games Canada  
 HIGH FIVE  
 International Support Program to the African and Caribbean Sport (PAISAC)  
 Own The Podium  
 Parachute Canada  
 Physical and Health Education Canada  
 Respect Group  
 School Sport Canada  
 Special Olympics Canada  
 Sport Dispute Resolution Centre of Canada

Sport for Life Society  
 Sport Matters Group  
 U SPORTS

## Provincial/Territorial Aboriginal Sport Bodies

The CAC would like to thank the work of the Provincial/Territorial Aboriginal Sport Bodies for the delivery of the ACM:

Aboriginal Sport and Recreation New Brunswick  
 Indigenous Sport and Wellness Ontario  
 Sport and Recreation – Government of Nunavut  
 Yukon Aboriginal Sport Circle  
 Aboriginal Sports Circle of the Northwest Territories  
 Indigenous Sport, Physical Activity and Recreation Council – British Columbia  
 Indigenous Sport Council (Alberta)  
 Federation of Sovereign Indigenous Nations (Saskatchewan)  
 Manitoba Aboriginal Sports & Recreation Council Inc.  
 First Nations of Quebec and Labrador Health and Social Services Commission (FNQLHSSC) / Eastern Door and North  
 Mi'kmaw Sport Council of Nova Scotia  
 PEI Aboriginal Sports Circle  
 Aboriginal Sport and Recreation Circle of Newfoundland and Labrador



The CAC provided meeting space, plus business, administrative, technical support, and locker assistance for coaches during the 2018 Commonwealth and 2019 Canada Games.



National  
Coaching  
Certification  
Program



Front Cover: Saskatchewan High Performance Wheelchair Basketball Coach Katie Miyazaki, ChPC  
Back Cover: Neco Towtongie, NCCP Development 1 Certified Hockey Coach and Member of the 2019 Canada Games Aboriginal Coaching Apprentice Program

## Coaching Association of Canada

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