



Professional Coaching **UPDATE**



"Every moment is a fresh beginning." T. S. Elliot

The Sport Safety Department team is expanding! We are pleased to welcome our new Professional Coaching Coordinator, Nathalie Joannette and Frances Priest, Manager, Sport Safety who have joined our team along with Andrea Johnson, Project Coordinator, Diversity and Inclusion and Director, Sport Safety Isabelle Cayer.

The Sport Safety Team would like to say a big THANK YOU to all the Professional Coaches who continue to seek to understand, cultivate inclusion, who stay curious, act with courage, and continue to lead and serve with gratitude. Thank you for your commitment to the profession of coaching during these difficult times.

Coming in the New Year

The CAC will be hosting a series of safe sport webinars in the new year such as Rule of Two. Please send us suggestions for webinar topics relating to Safe Sport here: <https://app.smartsheet.com/b/form/df90f0dd808d45dabae839664a539dad>

You can listen to the previous Coaching Through Covid Webinars by clicking [HERE](#).

Register for the upcoming Coaching Through Covid webinar, Build a High-Performance Team through the following link: <https://thelocker.coach.ca/event/registration/5275>

Build a High-Performance Team!

*What does it take for a team to excel? How do you create a culture of excellence?
How do you build a high-performing team?*

Dr Ivan Joseph

Wednesday January 13 12:00-1:00 PM EST

NAIA National Coach of the Year Ivan Joseph cracked the code. He led a tiny college in Iowa to win a national soccer championship. He led a marginal university athletic program to national prominence. And that's why he's invited to speak on stages around the world. Sharing funny and moving stories, and research-based insights, Ivan inspires leaders and teams to achieve even their toughest goals. In this fast-paced, interactive session, leaders gain insights and techniques.



We are pleased to re-introduce the Legal Corner with Catherine Wilson from Golden Sloan Nash & Haber LLP Barristers & Solicitors (GSNH) exclusively for our Professional Coaches. Unfortunately, as a result of COVID, many sport organizations have had to furlough or terminate employees. We hope this article will assist you in determining your employment or contractor status and rights.

Are you an employee or an independent contractor?

This is important for a few reasons:

- **Salary Remittances** - Personal taxes, CPP, and EI will be withdrawn from a salary paid to an employee. There are no direct deductions from payments to a contractor and HST is payable for income over \$30,000/annum.
- **Termination of Services** - An employee is entitled to notice of termination or pay in lieu of notice of termination which can amount to many months of compensation following termination. A contractor will receive little to no notice of termination of services and no ongoing payments.
- **Tax Deductions** - An employee has very few tax deductions available against their salary. A contractor can take advantage of tax deductions for expenses necessary to perform their services, which can be significant.

In the absence of a properly drafted written contract, courts frequently ask the following five questions to assist in the determination of whether a worker is an employee or an independent contractor:

1. How much control does the payor have or exert over the worker's activities?

The more control the payor has or exerts over the day-to-day activities of a worker, the more likely it is a court will find that the worker is an employee.

2. Who owns the equipment or tools used by the worker?

If the worker supplies their own equipment (computer, tools, phone, etc.), this favours a finding that the worker is an independent contractor.

3. Does the worker have opportunity to profit or assume financial risk?

If the worker is paid a fixed fee and assumes little risk with little opportunity for further profit, the worker is likely an employee.

4. Can the worker perform services for other payors?

If the worker is not working exclusively for one payor and can work for other payors at the same time, the worker is more likely an independent contractor.

5. Does the worker have the freedom to hire helpers?

If not, this favours a finding that the worker is an employee.

This distinction between employee and independent contractor is especially important to the payor if there is a CRA review as the payor could be ordered to remit all the outstanding remittances for improperly identified workers for up to 3 years. It is also important on termination of the worker as an employee will have significant rights to extended termination pay.

Catherine Willson
GSNH LLP
www.gsnh.com

Congratulations to the newest ChPCs™

The CAC would like to congratulate the following coaches for recently attaining their ChPC designation!

Matthew Ferreira – Ontario (Soccer)

Randy Zabukovec – Ontario (Athletics)

Steve Weiler – Ontario (Athletics)

Cristina Lazarescu – Alberta (Speed Skating)

Chris Larade – Nova Scotia (Hockey)
Marles Martins – Québec (Table Tennis)
David Jack - Ontario (Cycling)
Angelus Gerlich-Fitzgerald – British Columbia (Gymnastics)
Macky SINGH – Alberta (Soccer)
Zach Jones - Ontario (Athletics)
Lisa Kates – Alberta (Rowing)
Christopher Summers – British Columbia (Curling)
Olivier Tyteca - Québec (Fencing)
Joey Bouchard - Alberta (Hockey)
David Drabiuk - Alberta (Basketball)
Gordon Cave – Ontario (Athletics)

If you have any questions, please contact us at procoach@coach.ca.

Additional free resources to assist you or your athletes during these difficult times:





CANADIAN CENTRE for CHILD PROTECTION®
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