

" Success is the sum of small efforts – repeated day in and day out."

By Robert Collier

Welcome to our latest newsletter!

In this edition, you'll find updates on upcoming exclusive webinars series for Professional Coaches, new eLearning modules, Professional Coaching services, Legal corner, National Coaches Week, Petro-Canada Sport Leadership sportif Conference, Paris 2024 Olympic and Paralympic Coaches, and Sport Safety resources.

Stay tuned for all this and more!

Exclusive 3-part Professional Coaching Webinar Series coming this Fall

Join us for an exciting three-part webinar series, exclusive to Professional Coaches, hosted by Dr. Erin Willson, a former Artistic Swimming Olympian, and the President of AthletesCAN. Joining her are a lineup of distinguished guest coaches and athletes. Earn 1 professional development point for each session. The series will touch on positive coaching environments in the high-performance context.

Webinar 1: Positive coaching in High-Performance Sport: Can you do both?

Click [HERE](#) to register for workshop 1 on **September 25, 2024 3:00-4:30PM EST**

Webinar 2: What a positive sport experience looks like

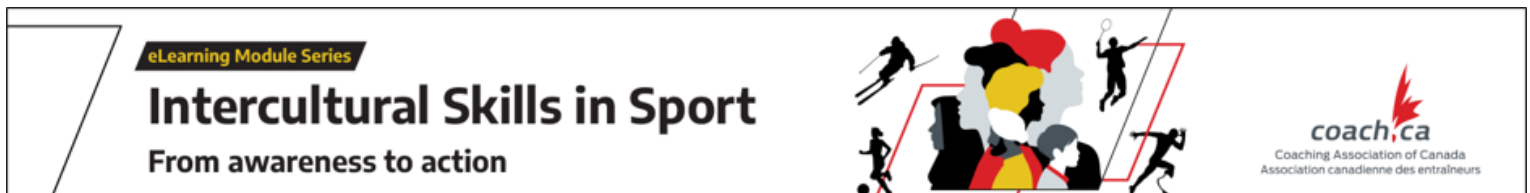
Click [HERE](#) to register for workshop 2 on **December 3, 2024 3:00-4:30PM EST**

Webinar 3: Challenging definitions of success in sport

Click [HERE](#) to register for workshop 3 on **January 28, 2025 3:00-4:30PM EST**

If you missed any of the exclusive webinars available to all Professional Coaches please click [HERE](#).


New eLearning Modules



eLearning Module Series

Intercultural Skills in Sport

From awareness to action



coach.ca
Coaching Association of Canada
Association canadienne des entraîneurs

The [Intercultural Skills in Sport eLearning modules](#) (Defining Culture, Culture and Me, Culture and Us) support coaches in engaging across cultures, thinking and acting inclusively, and building bridges with participants from various backgrounds. After completing this set of three modules, coaches will be better prepared to support and affirm all participants on diverse teams.

Learning outcomes:

- Gain insights into cultural humility and its role in fostering positive relationships
- Develop strategies for effective cross-cultural communication
- Learn to create inclusive sporting environments that celebrate diversity
- Enhance ability to support and engage with participants from varying cultural backgrounds

Take the training through the [Locker](#).

Professional Coaching Services

Health and Dental Benefits

ChPCs and Registered Coaches have access to an easy-to-use, affordable, and competitive health and dental benefits program. Depending on your coverage needs, you may opt into one of 2 plans:

- [OPTION 1](#)
- [OPTION 2](#).

The benefits of joining include:

- Added financial security for you and your family
- No medical forms to be completed with participating providers. Simply fill out your enrolment form and a Green Shield pay-direct card will be sent to you
- Insurance is less expensive to obtain through a group plan than in the individual insurance market.

For more information on how you can join the health and dental benefits program, contact procoach@coach.ca or Benefits by Design (BBD).

- English Inquiries: 1-888-272-0413, ext. 125

To explore all available services, simply click [HERE](#)

Legal Corner

LEGAL CORNER

If you need legal advice pertaining to your coaching activities, including contract review or other disputes, the CAC will connect you with a lawyer and pay for your initial 1-hour consultation. Email procoach@coach.ca.

True Law
Legal Services

Employment: Hiring and Firing – Negotiate the end at the beginning!

by Catherine Willson, True Law, www.truelawlegal.ca

While a job offer is being considered, it is prudent to consider carefully the terms of the termination clause included in the written job offer.

Job Offer: Termination Clauses beneficial to an Employer

During the hiring process, it is highly unlikely that the employer will raise the prospective employee's rights on termination of employment. Instead, the employer usually includes a termination clause in the written job offer. Unfortunately, it is a rather common scenario that the employer will provide the shortest possible notice of termination of employment - that being the minimum amount of notice required to be provided under the Employment Standards Act, 2000 (the "ESA"). Specifically, this means the prospective employee will not receive any notice if fired during the first three months of employment, one week notice between 3 months and 1 year of service, and two weeks' notice of termination in the event the prospective employee is terminated between 1

and 3 years of service. With this kind of termination clause, an employee is entitled to an abysmally short notice of termination if terminated during their initial 3 years of employment. The maximum notice the prospective employee is entitled to receive under the ESA is 8 weeks, even if the employee has worked for 20 or more years for the employer.

This is problematic for a number of reasons including the fact that it can takes months to obtain a new job while the termination pay provided is only for a few weeks. The employee may still receive employment insurance payments but these payments are small.

Job Offer: No Termination Clause

In some instances, the offer of employment does not indicate what happens on termination of employment. With this omission, the prospective employee is entitled to reasonable notice of termination. This can vary for short-term employees from a few weeks to six or more months. For long-term employees, it can extend to two years. This level of uncertainty may lead to litigation and the legal costs associated with this litigation can exceed the termination pay an employer may be ordered by a judge to pay the employee at trial.

Job Offer: The Employee Friendly Termination Clause

A good approach is always to negotiate beneficial changes to the termination clause in favour of the prospective employee at the time of hiring. This is especially so if the prospective employee is currently employed elsewhere, balancing competing job offers, possesses specialized skill sets and/or experience, or is required to move location for the position. As an employee, make sure that your exit clause is a good one and a fair one.

True Law (www.truelawlegal.ca) is a law firm in Toronto, Ontario. *This article contains general information only, based on the laws of Ontario and is not intended to provide a legal opinion or advice. Readers should consult a lawyer with respect to the application of the information contained above to their particular circumstances. Readers may also contact True Law at info@truelaw.legal with any questions.*



Time to gear up for the 10th Anniversary of National Coaches Week 2024!

As we celebrate National Coaches Week, we wanted to extend a heartfelt thank you to all the incredible coaches who dedicate their time, energy, and passion to helping others succeed. Your guidance, encouragement, and unwavering support make a lasting impact on the lives of athletes, students, and individuals across all walks of life.

Coaches are more than just teachers of skills—they are mentors, motivators, and role models. Your influence goes beyond the game, shaping not only better athletes but better people. Thank you for all that you do, day in and day out, to inspire, challenge, and uplift those around you.

Happy National Coaches Week, and thank you for making a difference!

Taking place September 16-22, [National Coaches Week](#) is a time to recognize and acknowledge the valuable contributions that coaches make to the quality of life in communities across Canada. It provides everyone the opportunity to recognize coaches for the integral role they play, by simply saying #ThanksCoach.

How you can actively take part:

Enjoy FREE or discounted NCCP education: During National Coaches Week, coaches can diversify their coaching knowledge with free or discounted NCCP education. Connect with your local [P/TCR](#), or [National Sport Organization](#) to learn more about their National Coaches Week events, or [log into the Locker](#) to access the following eLearning modules for free:

- September 16: [NCCP Coach Initiation in Sport](#)
- September 17: [NCCP Creating a Positive Sport Environment](#)
- September 18: [NCCP Sport Nutrition](#)
- September 19: [NCCP Coaching Athletes with a Disability](#)

For more ideas and up-to-date information on National Coaches Week, visit <https://coach.ca/national-coaches-week> and follow us on [Facebook](#), [Twitter](#), and [Instagram](#) using #ThanksCoach and #CoachesWeek!

Petro-Canada Sport Leadership sportif Conference



SPORT LEADERSHIP SPORTIF

NOVEMBER 14-15 NOVEMBRE 2024

Amplifying Voices

The [2024 Petro-Canada™ Sport Leadership sportif conference](#) is an opportunity for us to focus on:

- Amplifying voices that advocate for inclusivity, equity, and progress;
- Collectively strengthening diverse narratives to drive positive change;
- Embracing holistic approaches to learning with a growth mindset.

Check out our [agenda](#) to see the amazing lineup of speakers we have in store for you. All conference information can be found on our [SLS24 event platform](#).

[Register now](#)

Book your room at the Delta Regina

We are excited to partner with the city of Regina to host SLS24 at the Regina Exhibition Association Limited (REAL) from **November 14-15!** [Visit the City of Regina website](#) to start planning your trip and make the most of your time in our incredible host city.

Conference delegates can take advantage of our discounted rate of **\$189/night + tax** at the Delta Hotels Regina.

[Book your room today](#)

For more information, please contact sportleadership@coach.ca.

Paris 2024 Olympic and Paralympic Coaches

Paris 2024 Olympic and Paralympic Games Coaches

Olympic Coaches

160 total coaches
66 ChPC
94 Registered

Paralympic Coaches

39 total coaches
22 ChPC
17 Registered



Congratulations to the newest ChPCs™

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

Joanie Caron - British Columbia (Cycling)
Lisa Mensink – Alberta (Triathlon)
Mike Pearce – British Columbia (Rowing)
Damien Healy – Northwest Territories (Basketball)
Chris McDermott – Nova Scotia (Canoe Kayak)
Emily Trenchard – British Columbia (Artistic Swimming)
Camil Teodorescu – Quebec (Rowing)
Chantelle Lamotte – Alberta (Volleyball)
Haylie Burton – Alberta (Swimming)
Alana Jensen – British Columbia (Gymnastics)
Samuel Desjardins – Quebec (Taekwondo)
Julien Lamoureux – Quebec (Cross Country Skiing)
Norm Robillard – Ontario (Hockey)

Sport Safety Resources

What are considerations to include in creating a positive and inclusive sport environment?

We have suggestions and new resources that will guide you on how: You can find these on our website :

<https://coach.ca/resource/equity-diversity-and-inclusion-edi-checklists>

1. [Developing Equity, Diversity and Inclusion \(EDI\) Policies](#)
2. [Equity, Diversity and Inclusion \(EDI\) Checklists](#)
3. [Inclusive Interview Checklist](#)
4. [Onboarding Guide for a sports organization](#)
5. Consider using a [multicultural calendar](#) to set you training and competition season:
 - a. Having a general understanding of cultural calendars and observations can better assist a community sport organization to plan out its year. Being mindful of all religious celebrations also shows the commitment and celebration of diversity within the organization.
 - b. From January through to December, this downloadable [pictorial](#) has you covered in ensuring your organization keeps in mind important cultural days and celebrations as you plan the season ahead! (ref: <https://www.ottawabelongingplaybook.ca/>)

Our partners in sport safety have many valuable services that are accessible to you.

<https://coach.ca/sites/default/files/2023-01/Support-Services-Sport-Safety-Helplines.pdf>

Support Services

Here are the support services available to you

Abuse-Free Sport Helpline

1-888-837-7678

abuse-free-sport.ca/helpline



The Abuse-Free Sport Helpline is available to **ALL** Canadians with questions or concerns about safe sport. Individuals do not need to be a participant under Signatory organizations in order to access the Helpline and its services.



CANADIAN CENTRE for CHILD PROTECTION™
Helping families. Protecting children.

Canadian Centre for Child Protection

1-800-532-9135 · protectchildren.ca

If you have concerns about a child, or if you are a victim (survivor) or a family member of a victim, you may contact the Canadian Centre for Child Protection for information or support.

Kids Help Phone

1-800-688-6868

kidshelpphone.ca



Kids Help Phone is Canada's only 24/7 national service offering professional counselling, information, referrals and volunteer-led text-based support for young people. Kids Help Phone's free, anonymous services are available in both English and French.

First Nations and Inuit Hope for Wellness

1-855-242-3310

hopeforwellness.ca



A helpline dedicated to supporting First Nations and Inuit Peoples. Service is available in Cree, Ojibway, Inuktitut, English and French.

Trans Lifeline

1-877-330-6366

translife.org



A helpline dedicated to the well-being of transgender people. The phone line is staffed by transgender people for transgender people.

Canadian Centre on Substance Use and Addiction

1-833-235-4048

ccsa.ca/addictions-treatment-helplines-canada



The Centre was created by the Canadian government to address and provide leadership on substance use in Canada.

Victim Services Canada

1-877-232-2610

crcvc.ca/how-we-help/victim-support



The Canadian government provides a number of services to victims of crime, including emotional support, counselling, advocacy and safety planning.

Canadian Association for Suicide Prevention (CASP)

613-702-4446

suicideprevention.ca



CASP's goal is to reduce the suicide rate in Canada and to minimize the consequences of suicidal behaviour.



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