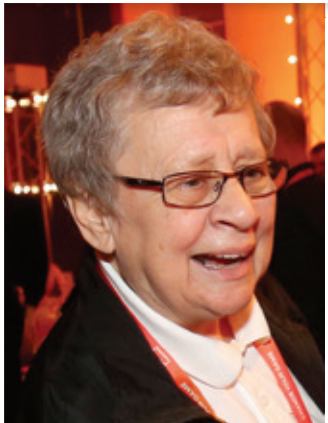




COACHING
ASSOCIATION
OF CANADA
2015-2016 ANNUAL REPORT



Who we are

The **Coaching Association of Canada** 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 Canadian athletes through quality coaching.

STRATEGIC IMPERATIVE 1

SUSTAINABLE COACH EDUCATION

Create, deliver, and promote quality coach education which impacts the lives of Canadians, in partnership.

STRATEGIC IMPERATIVE 2

COACHING LEADERSHIP

Embrace the true value of coaches and champion a collaborative coaching community.

STRATEGIC IMPERATIVE 3

COACHING PROFESSION

Enhance the profession of coaching.

STRATEGIC IMPERATIVE 4

ORGANIZATIONAL EXCELLENCE

Strengthen and optimize the CAC's resources for maximum impact within the Canadian Sport System.

Impact of the National Coaching Certification Program

CAC's support, guidance, and unbelievable staff, have helped fencing transition to a modern NCCP program. We are excited to be developing high quality fencing coaches in Canada.

Tim Stang, Technical Director, Canadian Fencing Federation

The value of the experience and knowledge that the CAC brings to the table in coach education has had an immeasurable impact on the quality of our NCCP offerings in Special Olympics. In comparison to other countries, the partnership in Canada between the CAC and the NSOs/MSOs is unique and, in my opinion, a best practice that we at Special Olympics are grateful to be a part of.

Ross Ste-Croix, Program Manager, Special Olympics Canada

Having transitioned all of Skate Canada's NCCP programs from the grassroots to the national level has been one of my greatest and most satisfying accomplishment to date. With the invaluable support the CAC has provided us, our LTAD-aligned education system will continue to position current and next generation coaches as successful leaders in sport.

Josée Bourdon, Senior Coaching & Officials Manager, Skate Canada

The CAC has been instrumental in supporting our sport as a relatively new sport of the NCCP in creating a culture of differentiating the instructor from the coach, and building our system of better athletes – better coaches – by design.

Matt Allen, Manager of Education and Programs, PGA of Canada

The NCCP Instructional Stream for hockey will not only improve the skill level of players at all levels, but will meet the Long Term Player Development goals of Hockey Canada. Ultimately, the CAC's ongoing support and commitment to improving sport through the NCCP is vital to the long-term development of thousands of minor hockey coaches and players from coast to coast to coast.

Corey McNabb, Director Hockey Development, Hockey Canada

We are thrilled to have completed our NCCP curriculum. Thanks to the support of our consultant and the many development initiatives implemented by the CAC, we are ready to execute a program that will develop quality bowls coaches across the country.

Anna Mees, Executive Director, Bowls Canada

We are proud to work with these coach educators and leaders of our national sport system in building the best coach education system for Canada. We recognize the significant work of our NCCP partners over the past year and their dedication to improving the development and delivery of coach education through the NCCP.

Lorraine Lafrenière, CEO, Coaching Association of Canada



Gabor Csepregi, Chair, Board of Directors



Lorraine Lafrenière, Chief Executive Officer

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

Focus and Impact in Coach Education and Leadership

In the year 2015-2016, the CAC dedicated its resources to successfully completing the transition of the core National Coaching Certification Program (NCCP) curriculum, which was a significant milestone of the organization in achieving its two-year ministerial endorsed commitment to the NCCP partnership. The completion of the transition was only possible with the tireless contributions of volunteers and staff throughout the country from within the 66 partners of the NCCP.

The Provincial/Territorial Coaching Representatives (PTCRs) also supported the partnership and engaged in the design of a more robust and sustainable NCCP by adapting their roles to support the multi-sport delivery in areas where the sport partners did not have the capacity to sustain integrated training.

Together, we also worked collectively to enhance NCCP delivery across the country. Creative solutions to support accelerated NCCP development and delivery included unveiling enhancements to the Locker, hosting NSO workshops to support completion of NCCP programs, and providing travel grants for Coach Developer training.

The collaboration between all the partners within the NCCP is directly linked to the success in achieving our goals. As a result, the link between National Sport Organizations (NSOs) and PTCRs is stronger than ever, and we are committed to continue to strengthen it. The desire to continually monitor, improve, and harmonize our services is critical to our effort of making productive use of the investment made by our governmental and corporate partners. We want to create a better society through sport.

This past year also saw the creation of the Responsible Coaching Movement (RCM), a watershed moment for the CAC and its partners. The RCM is a multi-phase, system-wide movement, led by the CAC in partnership with organizations such as the Canadian Centre for Ethics in Sport and Respect in Sport. Gaps identified through consultation with stakeholders included a need to create uniform policies to protecting the investment coaches make to sport in adopting sustainable standards of ethics and respect.

Although advances in athlete protection in the past twenty years have decreased instances of athlete maltreatment in amateur sport, incidents of athlete abuse, harassment by coaches, and risks to athlete safety have continued to occur.

The RCM aims to ensure the consistent application of the three identified priorities regarding responsible coaching:

- The Rule of Two;
- Background Screening, and
- Respect and Ethics training.

Collaboration and partnership remained a significant focus in the past year, with emphasis on national partnerships with Own the Podium (OTP), the Canadian Paralympic committee (CPC), the Canadian Olympic Committee (COC), the Canadian Centre for Ethics in Sport, the Canadian Olympic and Paralympic Sport Institutes, and Sport for Life Society (S4L). Our goal is to actively and continuously align our respective resources to ensure that Canada's NSOs have the support they require to build their sport throughout the country. We would be remiss if we did not mention the invaluable contribution and support of Sport Canada in achieving our mission.

Also this past year, the CAC hosted a very successful Petro-Canada Sport Leadership sportif conference in Winnipeg. Our vision for the 2015 conference was to encourage and challenge delegates to consider the future potential for Canada as a leading sport nation and to ask each delegate to consider their own piece to play in shaping, building, and realizing that potential.

We were pleased to welcome Keira Torkko to the CAC as our new Chief Operating Officer in May 2015. This was a significant move to recruit Keira into Canada's coach education and development mandate. Now almost a year into her role, Keira's tremendous leadership skills are proving to be a great asset to the CAC team.

Our Board of Directors remains an important source of guidance for our staff. The members of the Board support the CAC's focus on excellence and on high ethical standards. We work to strengthen our excellent educational system and promote collaboration with our partners, and we will continue to invest our resources in order to achieve the greatest impact on the lives of Canadians in communities from across the country.



Gabor Csepregi
Chair, Board of Directors
Coaching Association of Canada



Lorraine Lafrenière
Chief Executive Officer
Coaching Association of Canada



Creative Solutions for National Coaching Certification Program (NCCP) Development

In 2015-2016, the CAC's Education Partnerships team continued to adapt its support to NSOs by addressing the specific challenges affecting their ability to complete NCCP curriculum. The team implemented creative solutions to support accelerated NCCP development and the consultants were actively engaged in the development of each sport's curriculum. The team also provided support to NSOs for the implementation and enhanced delivery of the NCCP. These solutions included:

- Hosting four days of hands-on and face-to-face meetings with NSOs to support the completion of Competition – Development programs;
- Developing three new multi-sport modules to facilitate and expedite the completion of sport-specific Competition – Development programs: Manage a Sport Program, Advanced Practice Planning, and Performance Planning;
- Supporting NCCP implementation with two workshops on succession planning and Microsoft Word;
- Establishing sport-specific coaching standards to support Competition – Development Advanced Gradation Program development;
- Providing travel grants to 10 NSOs in support of Coach Developer training and augmented delivery capacity;
- Developing and piloting the new Mentorship Module to enhance knowledge transfer amongst coaches;
- Providing additional grants for 19 NSOs to hire subject matter experts and content writers, and support the completion of program development.

NCCP High Performance Program Delivery Pilot

The NCCP High Performance (HP) Program Delivery Pilot project is a collaboration of the CAC and Own the Podium (OTP), with the leadership of Dr. Pierre Trudel, a professor in sport/psychology at the School of Human Kinetics of the University of Ottawa. During the past year, two swimming

coaches and four freestyle skiing coaches went through the process and individual learning plans were developed for four of them (plans for the other 2 will be developed in 2016-17). Information collected from the pilot project has been used to create a standardized process and template to help other sports establish HP standards, which must be in place before entering the HP program.

Advanced Coaching Diploma

The Advanced Coaching Diploma (ACD) is delivered in partnership with the Canadian Olympic and Paralympic Sport Network. ACD coaches are recognized as being among the most qualified coaches and leaders of athletes and sport programs provincially, nationally, and internationally. There were 111 coaches enrolled in the ACD across the network this past year: 37 at Canadian Sport Institute (CSI) Ontario, 27 at CSI Calgary, and 45 at Institut national du sport du Québec. A total of 31 coaches graduated from the ACD this past year.

Locker Delivery Support

The Locker's services have been enhanced to offer a complete online registration portal for any NCCP partner delivering NCCP events, as well as their own Professional Development (PD) events. A multitude of features have been added, including a customized events calendar and online registration system, which allow the system to support the needs of NCCP delivery agents and to enhance their delivery of the NCCP.

Making the shift to Delivery Support has most ultimately benefitted the end user, the coach. We have consolidated all of our NCCP offerings across the province into a single centralized location, facilitating the communication of our scheduled offerings to the sport system.

Adam Sollitt, Alberta Sport Connection

U16 Policy Update

Over the past year, one of the CAC's main objectives was to update and clarify NCCP policies as much as possible. As a result, the CAC approved a revision of the Policy on Minimum Age (U16). Key elements of the revised policy include:

- Coaches may access NCCP training in the Locker at 14 years of age;
- Coaches may not become "Certified" until 16 years of age (no exceptions); and
- Everyone under 16 getting "Trained" or "In Training" status will also have an additional "Under 16" designation on their Locker transcript (no exceptions).

Sport Data Connector

The Sport Data Connector technology allows external sport databases to synchronize their coach NCCP training and certification records with the Locker while eliminating the need for duplicate data entry for sport organizations. The tool allows high volumes of coach data to be transferred into the Locker automatically from a sport's own database. Currently eight sports use the Sport Data Connector and, over the last year, more than 107,900 coach records have been shared with the Locker.

COACH INITIATION IN BASEBALL



Coach Initiation in Baseball

Baseball Canada and the CAC worked together this past year to launch Coach Initiation in Baseball, an online module for beginner baseball coaches. Coach Initiation in Baseball is designed to introduce the key coaching concepts and educational tools that are the foundation of the NCCP. The training module is presented in two parts: a multi-sport section and a baseball-specific section.

The multi-sport section covers the fundamentals of coaching, including long-term athlete development, ethics, coaching motivation, and athlete safety and wellness. The baseball-specific section further educates coaches in skill development of young baseball athletes including throwing and receiving, base running, game strategies, and hitting.

Coach Initiation in Baseball will prepare coaches for the various clinics offered by Baseball Canada within the NCCP and will offer them a multitude of resources to make their coaching experience even more positive.

André Lachance,
Business and Sport Development Director
with Baseball Canada

NCCP Highlights – NCCP Development

This past year, the efforts put forth in support of NSOs in completing their core NCCP curriculum delivered great results. In 2015-2016, 17 programs received Final Approval (FA) and 34 programs received Conditional Approval (CA), which represents a 97% completion rate and all but attaining the CAC's objective of completing 100% of NCCP curriculum by March 31, 2016. The CAC wishes to thank NSOs for their contributions and focus towards achieving this important milestone.

COMMUNITY SPORT – INITIATION

Canoe Kayak Canada – Whitewater (CA)
Sail Canada (CA)

COMPETITION – INTRODUCTION

Canadian Fencing Federation (CA)
Canoe Kayak Canada – Whitewater (CA)
Orienteering Canada (CA)

Special Olympics Canada (CA)
Volleyball Canada – Beach (FA)
Volleyball Canada – Indoor (FA)

COMPETITION – INTRODUCTION, ADVANCED GRADATION

Canoe Kayak Canada – Sprint (CA)
Equine Canada (FA)

Wheelchair Basketball Canada (FA)

COMPETITION – DEVELOPMENT

Archery Canada (FA)
Badminton Canada (CA)
Bobsleigh Canada Skeleton (CA)
Bowls Canada Bowling (CA & FA)
Canadian Blind Sports Association – Goalball (CA)
Canadian Cerebral Palsy Sport Association – Boccia (CA)
Canadian Fencing Federation (CA)
Canadian Freestyle Ski Association (FA)
Canadian Luge Association (CA)
Canoe Kayak Canada – Whitewater (CA)
Cross Country Canada (FA)
Field Hockey Canada (CA)
Hockey Canada (FA)
Karate Canada (FA)

Nordic Combined (CA)
Rowing Canada Aviron (CA)
Shooting Federation of Canada (CA)
Skate Canada (CA & FA)
Ski Jumping Canada (CA)
Softball Canada (FA)
Speed Skating Canada (CA)
Table Tennis Canada (FA)
Volleyball Canada – Beach (CA)
Volleyball Canada – Indoor (CA)
Wheelchair Basketball Canada (CA & FA)
Wheelchair Rugby Canada (CA)
Wrestling Canada Lutte (CA)

INSTRUCTION – BEGINNERS

Alpine Canada (CA & FA)
Badminton Canada (CA)
Canoe Kayak Canada – Whitewater (CA)
Shooting Federation of Canada (FA)
Softball Canada (CA)

INSTRUCTION – INTERMEDIATE

Canoe Kayak Canada – Whitewater (CA)

INSTRUCTION – ADVANCED

Canoe Kayak Canada – Whitewater (CA)
PGA of Canada (CA & FA)

NCCP Delivery for 2015-2016

Number of coaches trained by NCCP stream:



NCCP Events

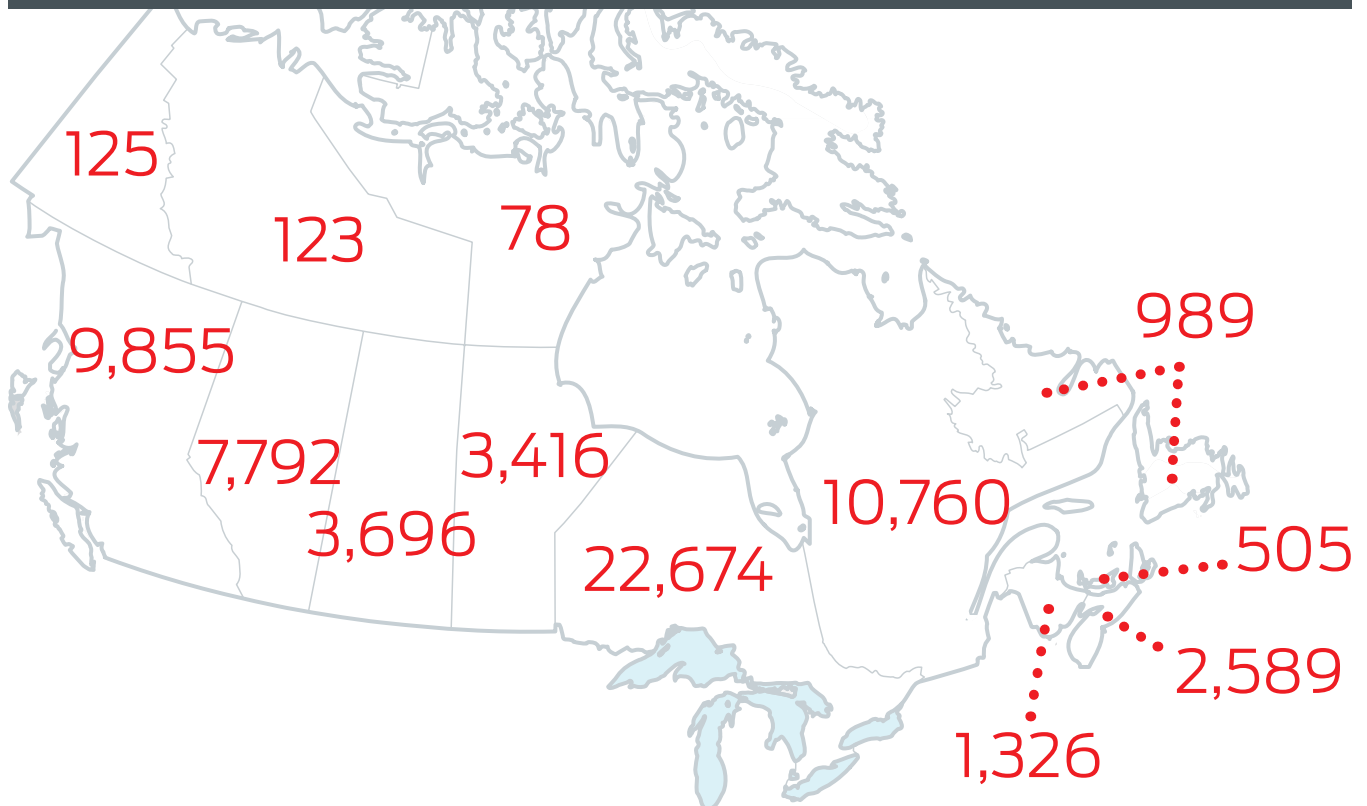
Total NCCP events
(courses/workshops and evaluations):

22,184 Events

New NCCP Coaches



63,928 New Coaches Entered in the Locker



CAC Programs

International NCCP Development

On the international stage, the CAC continued to offer coach education support to other countries. In 2015-2016, the CAC was active with development in Bahrain, Barbados, and Luxembourg.

Highlights:

Bahrain: Work has progressed with the implementation of NCCP International Level 4 in Bahrain. Master Learning Facilitators have also conducted five of the eight training sessions that are to take place before December 2016.

Barbados: The CAC sent an expert facilitator on three occasions to Barbados for the delivery of two NCCP International Level 1 training sessions and one NCCP International Level 2 training session. The CAC built a strong relationship with the Barbados Olympic Committee, which has committed for additional Level 1 and 2 sessions in 2016, as well as NCCP International Level 3 training for the first time.

Luxembourg: The CAC partnered with Athletics Canada and Karate Canada to send representatives to train Learning Facilitators in sport-specific modules in the Luxembourg Coach Education Program.

Coaching Research

Coach Education Research Grants

This year, the CAC provided funding for two research projects through its Coach Education Research Grants:

1. Investigating the influence of disability sport coaches on youth athlete development and sport participation experiences using a retrospective timeline approach

Lead Researcher: Dr. Jean Côté, Queen's University

2. Examining coaches use of exercise as a behavioural management tool in sport

Lead Researcher: Dr. Kim D. Dorsch, University of Regina

Research Symposium 2015

The Research Symposium kicked off with "New Perspectives in Women in Coaching" by taking a closer look at the latest research about women and coaching. A presentation on how previous coaching experience and training affects the results of the NCCP Make Ethical Decisions online evaluation and discussions on coaching barriers were also part of the symposium. New this year, 11 poster presentations were

brought into the Petro-Canada Sport Leadership sportif conference's Welcome Reception, allowing delegates to discuss Canadian coaching research projects in a fun and relaxing atmosphere.

Aboriginal Coaching Modules

The Aboriginal Coaching Modules (ACM) are developed to provide culturally relevant courses for coaches and people working with Aboriginal athletes and youth, and were delivered 21 times in 2015-2016. Participants included 113 female, 130 male, 128 Aboriginals, and 115 non Aboriginals for a total of 243 coaches who completed the training.

This past year, the CAC actively engaged a working group to complete significant revisions to the ACM, including updates and slight changes to the Holistic approach, the addition of case studies and racism scenarios to module two, and significant changes to module three, which includes the Aboriginal food guide and other Aboriginal food guides from different areas of Canada. Also revised were the Learning Facilitator guidelines, which are being enhanced to better serve the training needs of our incoming facilitators.

The working group consists of representatives from Ontario, Saskatchewan, British Columbia, as well as two Master Facilitators representing Eastern and Western Canada. The group has been meeting to ensure a high quality product that reflects the changing complexities of our Aboriginal communities.

The CAC also provided grants to 6 provinces to deliver ACM workshops.



CAC Programs

Women in Coaching

The Women in Coaching (WiC) Program focused work this past year on mentorship initiatives and leadership development. The program offered many services in 2015-2016, including:

Canadian Journal for Women in Coaching

The *Canadian Journal for Women in Coaching* provides targeted information to aid in creating a healthier and more positive environment for women coaches in Canada and around the world. Available on coach.ca, the Journal explores the unique challenges women coaches face, and provides practical information and proactive solutions for coaches, their employers, the parents of their athletes, and their clubs and associations. In 2015-2016, four issues were published on coach.ca, all with a focus on mentorship and increasing the number of women coaches in the Canadian sport system.

Canada Games Apprenticeship Program

The CAC continues to work in partnership with the Provincial/Territorial Coaching Representatives and the Canada Games Council, to support the development of female coaches to lead teams at the Canada Games through an Apprenticeship Program. In 2015-2016, 166 applications were received under this program for participation at the 2017 Games in Winnipeg.

National Team Apprenticeship Program

The National Team Apprenticeship Program (NTAP) is led by National Sport Organizations with support from the CAC. It is designed to provide opportunities for Canadian women coaches to work with their national team programs leading to and during major international events. For 2015-2016, Wrestling Canada Lutte and Hockey Canada selected coaches for participation in the program to support their development as role models, mentors, leaders, and coaches in the Canadian and international sport system.

Canadian Interuniversity Sport (CIS) – Ontario University Mentorship Pilot Project

The CAC worked with CIS universities on a pilot project aimed at improving the pool of female coaches in Canada. The University of Ottawa, Queen's University, and Ryerson University participated in the program by selecting a mentor/head coach and a female mentee/assistant coach. The mentors completed a new NCCP mentorship workshop in order to provide initial training to support their mentor role. Participating sports for the pilot were women's hockey and volleyball.

Since embarking on my career aspiration of becoming a professional coach many years ago, I've been able to count on the Women in Coaching Program and the CAC to guide me along this amazing journey.

Lisa Haley, Ryerson Women's Hockey Head Coach and Hockey Canada U18 Head Coach



Lisa Haley, ChPC, proudly wearing her women's hockey gold medal from the 2014 Sochi Winter Olympic Games

CAC Programs



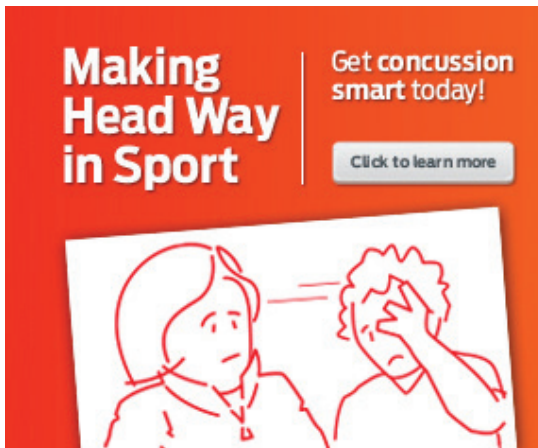
Investors Group

Community Coaching Grants

Through the CAC's ongoing partnership with Investors Group, funding was made available to support the following coach training:

- 76 sport-specific NCCP workshops;
- 17 community coaching conferences; and
- 11 community coaching conferences with an NCCP workshop.

As a result of refining the grant application process, 79% more coaches accessed NCCP workshops via Investors Group Community Coaching Grants. This year's financial support allowed over 1,700 coaches to attend an NCCP workshop and introduced 3,700 participants to coaching professional development opportunities.



Making Head Way

The free Making Head Way Concussion eLearning Series helps coaches gain the knowledge and skills required to ensure the safety of their athletes.

In 2015-2016, the eLearning modules were completed 7,994 times. A number of National Sport Organizations have made it mandatory in the past year, including Volleyball Canada, Ringette Canada, Field Hockey Canada, the Canadian Lacrosse Association, and the Canadian Fencing Federation.



Get Coaching!

With the continued support of Investors Group, the series, designed to guide new coaches towards building their own practice plan and introduce them to the NCCP, was promoted through a marketing campaign that drove over 40,000 people to the Get Coaching! web page, compared to 15,000 in 2014-2015. During the marketing campaign, individuals were also asked to complete a short survey on the effectiveness of the program. The feedback collected will guide potential future revisions of the resource.

I thought the Plan module was really thorough. It really makes you think of the planning stage for putting together a training session.

Get Coaching! participant



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.



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



EMBRACING CANADA'S POTENTIAL: What's your piece to play?

John Furlong shared his personal journey to bring the 2010 Olympic Games to Canada



SPORT LEADERSHIP SPORTIF
November 12 – 14, 2015 | Winnipeg, Manitoba



From November 12 to 14, the Winnipeg RBC Convention Centre welcomed over 450 sport leaders from across Canada at the 2015 Petro-Canada Sport Leadership sportif conference. As part of Canada's 2015 Year of Sport, the conference challenged delegates to explore the unique role each played in fostering and embracing Canada's sport leadership potential, while shaping Canada's future sport landscape and driving the industry forward. The conference was highlighted by riveting keynote speakers, such as Olga Hrycak, the first woman in North America to coach a university men's basketball team, former NHL Coach of the Year Ted Nolan, and John Furlong, who closed the conference by taking delegates on his personal journey to bring the 2010 Olympic and Paralympic Games to Canada. The conference was co-hosted by Paralympians Elisabeth Walker-Young and Stephanie Dixon.

What a great weekend. As a young professional in the field of coaching and academia, I left feeling more excited and passionate about the field I'm already working in.

2015 Petro-Canada Sport Leadership sportif
conference delegate



Dr. John Hogg (centered), 2015 Geoff Gowan Award Winner, was honoured at the Petro-Canada Sport Leadership Awards Gala

The CAC honours top coaches

Canada's coaching stars were celebrated at the 2015 Petro-Canada Sport Leadership Awards Gala on November 13 in Winnipeg, Manitoba.

Swimming coach Dr. John Hogg was presented with the Geoff Gowan Award in recognition of lifetime contribution to coaching development. He was joined by the Jack Donohue "Coach of the Year" Award winner, basketball coach Lisa Thomaidis, ChPC; the Investors Group NCCP Coach Developer Award winner Sherry Robertson of Synchro Canada; and Canada Basketball, winner of the Sheila Robertson Award as the sport organization of the year. Sixty-two Petro-Canada Coaching Excellence Award recipients were also honoured at the Gala.

I am thrilled to be the recipient of this prestigious award that acknowledges all of the incredible work that both Synchro Canada and the CAC have done to develop and deliver world-class coach education.

Sherry Robertson, 2015 Investors Group NCCP Coach Developer Award recipient



National Coaches Week

The inaugural National Coaches Week, which took place from September 19 to 27, 2015, celebrated the tremendous positive impact coaches have on athletes and communities across Canada. The week, organized in collaboration with provincial and territorial coaching representatives, national sport organizations, and the rest of the Canadian sport community, recognized coaches for the integral role they play by saying #ThanksCoach. The #ThanksCoach campaign reached over 37 million people in an online awareness campaign. Events for coaches including awards nights and NCCP training workshops were held across Canada for the occasion! Special thanks to the National Coaches Week's corporate partner TeamSnap for their support.

2015 Partners Day



The CAC hosted a very successful 2015 Partners Day at the EY Centre in Ottawa on June 2, 2015. The Honourable Bal Gosal, Minister of State (Sport), addressed the 144 participants attending from a number of partner organizations including NSOs, PTSOs, Sport Canada, CSIs and CSCs, CAAWS, CPC, and CCES.

The annual meeting was dedicated to improving the development and delivery of the NCCP and partnerships of the CAC, as well as celebrating the final approval of 14 programs. A number of workshops included sessions on NCCP Brand Development, Locker Delivery Support, Coach Developer Implementation, Professional Development, High Performance & Advanced Coaching Diploma updates, and U16 Legal Insights.

Responsible Coaching Movement

On May 21st, 2015, the CAC and the Canadian Centre for Ethics in Sport (CCES) held a summit for National Sport Organizations (NSOs) on responsible coaching in Ottawa. The objectives of the summit were to:

- Share research intelligence on ethics in sport and best practices in the interest of assisting NSOs;
- Create consensus on areas of action; and
- Understand and create value on the role of the CAC and CCES in supporting NSOs and the coaching profession.

The outcome of the Summit is the Responsible Coaching Movement. Phase 1 of the Movement is known as “Building Positive Relationships”, and is supported by four key components:

- 1 Toolbox**, which consists of enhanced reporting in the Locker and identification of best practices, including “The Rule of Two”, background screening and criminal record check policy, and the availability of respect/ethics training;
- 2 Sport System Engagement and Commitment** through the development of an Executive Working Group (EWG), National Task Force (NTF), and engagement of all sport partners;
- 3 Government (federal/provincial) Commitment** through engagement on the EWG and NTF; and
- 4 Mainstream Communication** and ensuring that there is positive messaging about coaching, and that the Movement represents the system, rather than being sport-specific.

Professional coaching resources on coach.ca

This past year, the integration of the former coachesofcanada.com into coach.ca was completed, truly making the CAC a national, one-stop shop for all professional coaching needs. The highlight of the integration was the streamlining of communications and processes of the CAC's Professional Coaching Program.

The Locker

The final step in the integration of professional coaching at the CAC was the transfer of the former Coaches of Canada database into the Locker. The Locker is now the complete online application and renewal portal for Chartered Professional Coaches (ChPCs) and Registered Coaches. NCCP certification information, professional status, and criminal record check renewal dates are also all found in the coach's Locker profile.

Coach House

The CAC partnered with the Canadian Paralympic Committee to provide support to coaches at the 2015 Parapan Am Games in Toronto. Coach House was located in the Village in the Team Canada building and was visited by 45 coaches and approximately 20 support staff. It provided meeting space as well as business, administrative, and technical support for coaches, and was the place for them to relax and connect with colleagues during the Games.



ChPC
Chartered
Professional
Coach

Chartered Professional Coach (ChPC) Logo Development

During the past year, the CAC created a brand mark that simply and respectfully symbolizes the professionalism, loyalty, and standards of excellence of the Canadian coaches who have earned, and will earn, the ChPC designation. This unique logo represents the brand of each ChPC who has attained and abides by the highest standards of technical, ethical, and professional conduct. ChPCs have earned the right to use the designation, and its logo, which reflects the personal investment and commitment to their coach education, experience, and standards of responsible coaching practices.



Coach House at 2015 Parapan Am Games

CAC by the Numbers

Social Media and Online Stats



7,618

Facebook
Page Likes



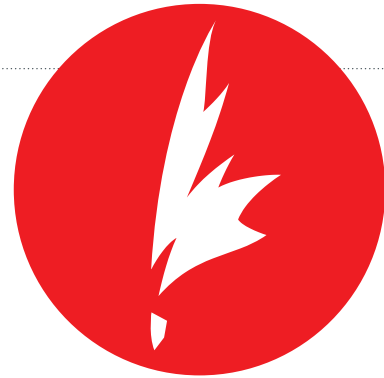
7,864

Twitter
Followers



243,128

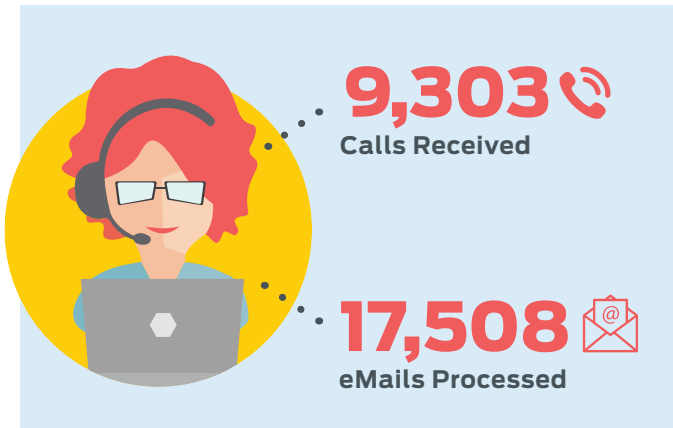
The Locker
Logins



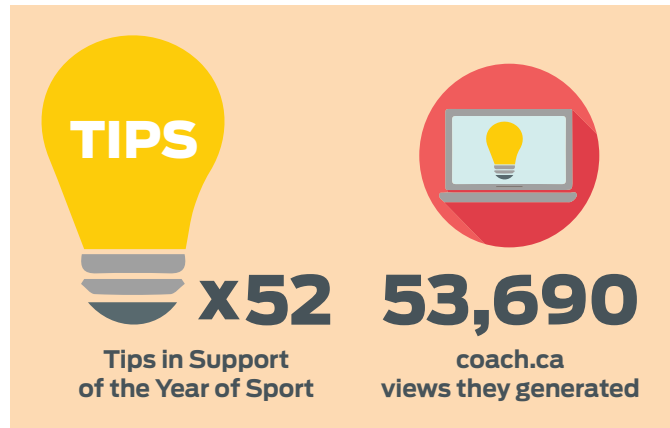
1,931,521

coach.ca
Page Views

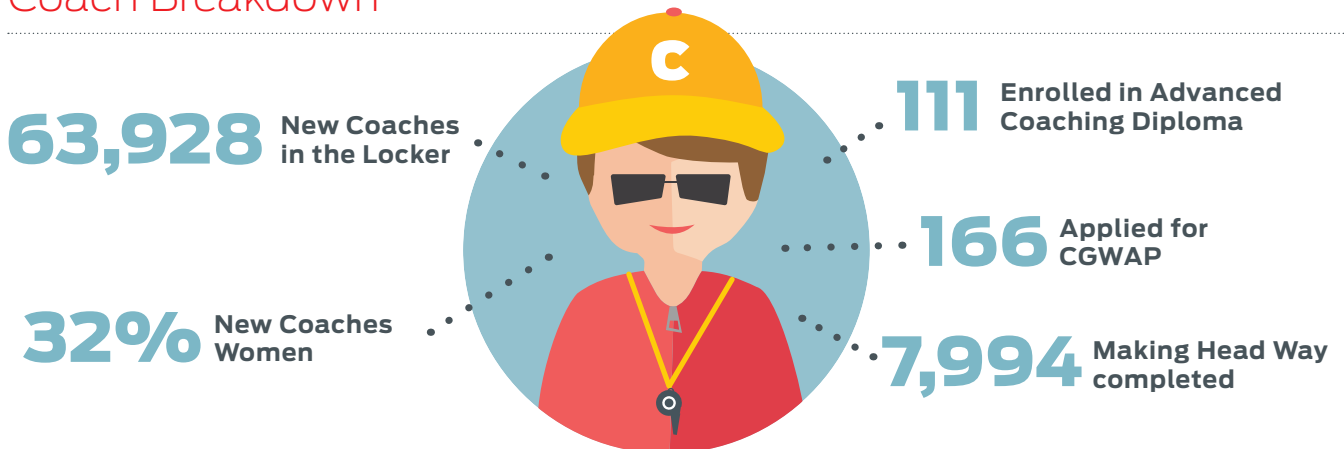
Coach and Partner Services



#CoachTipTuesday



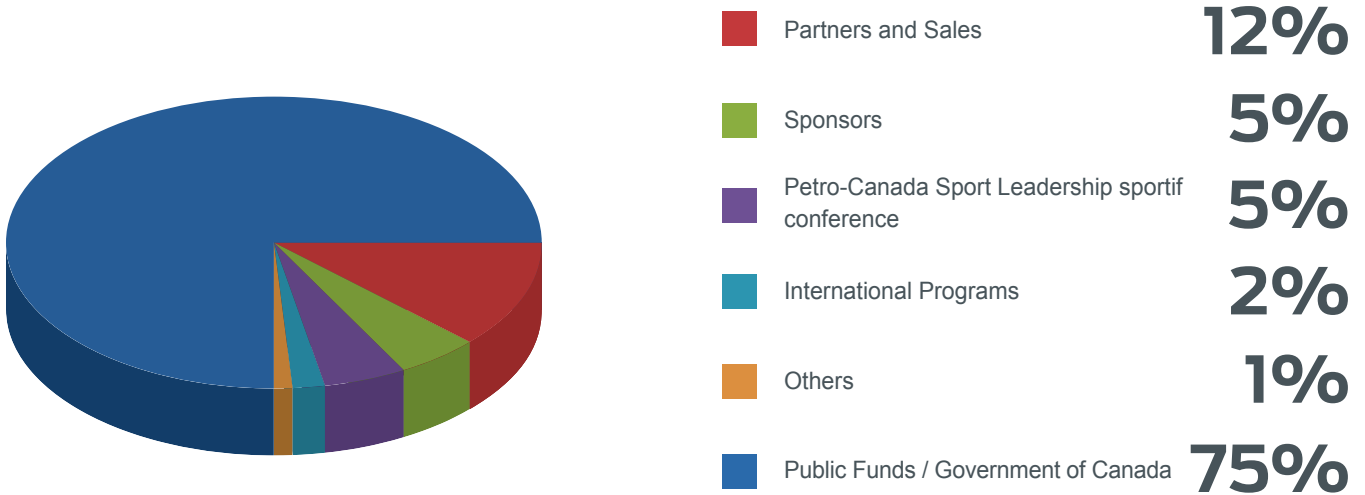
Coach Breakdown



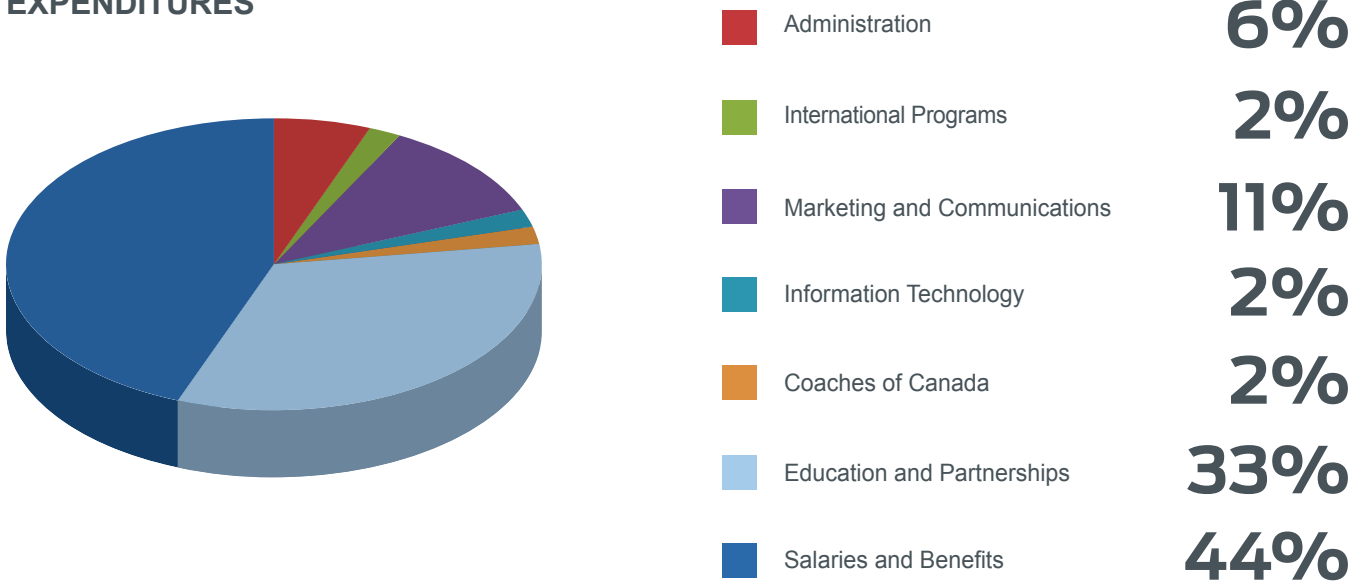
Revenues and Expenditures

Revenues and Expenditures for fiscal year 2015-2016 for the 12-month period ending 31/03/2016

REVENUES



EXPENDITURES



Board of Directors

Gabor Csepregi

Chair

President, Université de Saint-Boniface; Auxiliary Professor,
Faculty of Philosophy – Université Laval

Gail Donohue

Vice-Chair and High Performance Coach Member
Professional Sport Consultant Mentor

Paul Webster

Federal Government Representative
National Coach - Curling Canada
Provincial High Performance Coach
for the Alberta Curling Federation

Paul Carson

National Sport Organization Member
Vice-President, Hockey Development, Hockey Canada;
Co-chair – Hockey Development committee, International Ice
Hockey Federation

Mathieu Boucher

National Sport Organization Member
Performance Development Director,
Cycling Canada Cyclisme

Manon Landry Ouellette

*Provincial/Territorial Coaching and Sport
Leadership Council Representative*
Executive Director, Coach New Brunswick;
Coach, Capital City Skating Club

Greg Guenther

*Provincial/Territorial Coaching and Sport
Leadership Council Representative*
Senior Manager Sport Development, Sport Manitoba

Stephen Gallant

Provincial/Territorial Government Representative
Senior Director, Active Living Branch – Nova Scotia
Department of Health and Wellness

Eric Sinker

*Provincial/Territorial Coaching and Sport
Leadership Council Representative*
Coaching and Leadership Development Manager,
ViaSport BC

Ian Mortimer

Athlete Member
Retired athlete, Canadian National Canoe Team;
Domestic Development Manager and Partnership Relations,
Canoe Kayak Canada

Monica Lockie

National Sport Organization Member
National Performance Centre Director,
Skate Canada

Jean Blackie

Community Coach Member
Curling Coach and Team Manager, Canada
Games; NCCP Master Learning Facilitator, Curling

Kerry Mummery

*Canadian Council of University Physical Education
and Kinesiology Administrators (CCUPEKA)
Representative*
Dean – Faculty of Physical Education and
Recreation, University of Alberta; Board Member,
Swimming Canada

Daniel Domitrovic

Member-at-Large
High Performance Hockey Coach;
NCCP Coach Mentor, Hockey

Ranil Sonnadara

Member-at-Large
Behavioural Neuroscientist and Research
Computing Specialist, McMaster University;
NCCP Master Learning Facilitator and
Master Evaluator, Fencing; Head Coach,
Westdale Fencing Club

CAC Staff

Lorraine Lafrenière
Chief Executive Officer

Keira Torkko
Chief Operating Officer

Education Partnerships Department

Alain Roy
Director, Education Partnerships

Kathy Brook
Senior Coaching Consultant, Coach Developer Programs
and Multi-sport Development

Isabelle Cayer
Senior Coaching Consultant, Women in Coaching

Neale Gillespie
Senior Coaching Consultant, Policy Development

G rard Lauzi re
Senior Coaching Consultant, High Performance

Laura Watson
Senior Coaching Consultant, Provincial/Territorial Coaching
Representatives, and Parasport

Anthony Sauv 
Manager, Aboriginal Coach Development

Claudia Gagnon
Coaching Consultant, Research

Doug Krochak
Coaching Consultant, School System Support Contractor

Anthony Bhagwandin
Product Development Coordinator and Coaching Consultant

Information Technology Department

Jonathan Lavoie-Copeland
Director, Information Technology

Jean-Christophe Charbonneau
Software Developer

Darren Larose
Senior Software Developer

Jeff Mees
Senior Software Developer

Itamar Lopes
Coordinator, Information Technology

Coach and Partner Services Team

Chris Patterson
Links Coordinator, Team Leader – Coach and Partner Services

Jacqueline Tittley
Coach and Partner Services

Jennifer White
Coach and Partner Services

Professional Coaching Department

Wayne Parro
Executive Director, Professional Coaching

Philippe Patry
Coordinator, Professional Coaching

Finance & Administration Department

Erica Bergman
Finance Coordinator

Martial Desrosiers Drainville
Executive Coordinator and International Communications

Lucie LeBel
Coordinator, Official Languages

Astou Diop
Coordinator, Official Languages

Nevan Sullivan
Coordinator, Finance and Administration

Jacinthe Goulet
Assistant, Operations

Marketing and Communications Department

Natalie Rumscheidt
Director, Marketing and Communications

Michel Hachey
Manager, Communications

Krissy Murphy
Manager, Corporate Partnerships and Marketing

Karen Norris
Manager, Events

Alexandre Dumond
Coordinator, Communications

Brad Welock
Coordinator, Marketing

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
 Archery Canada
 Athletics Canada
 Badminton Canada
 Ballon sur glace Broomball Canada
 Baseball Canada
 Biathlon Canada
 Bobsleigh Canada Skeleton
 Bowls Canada Boulingrin
 Canada Basketball
 Canada Snowboard
 Canada Soccer
 Canadian 5-Pin Bowlers Association
 Canadian Amateur Boxing Association
 Canadian Blind Sports Association
 Canadian Cerebral Palsy Sports Association
 Canadian Fencing Federation
 Canadian Freestyle Ski Association
 Canadian Handball Association
 Canadian Lacrosse Association
 Canadian Luge Association
 Canadian Sport Parachuting Association
 Canadian Team Handball Federation
 Canadian Tenpin Federation Inc.
 Canadian Weightlifting Federation
 Canadian Wheelchair Sports Association
 Canoe Kayak Canada
 Cricket Canada
 Cross Country Canada
 Curling Canada
 Cycling Canada Cyclisme
 Diving Plongeon Canada
 Equine Canada
 Field Hockey Canada
 Football Canada
 Golf Canada
 Gymnastics Canada
 Hockey Canada
 Judo Canada
 Karate Canada
 Nordic Combined Ski Canada
 Orienteering Canada
 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
 Swimming Canada
 Synchro Canada
 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/Coaching Manitoba
 Coach New Brunswick
 Government of Newfoundland and Labrador,
 Dept. of Tourism, Culture and Recreation
 Sport Newfoundland and Labrador
 Department of Health and Wellness,
 Government 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, de l'Enseignement supérieur
 et de la Recherche, Secteur du loisir et du sport
 SportsQuébec
 Coaching Association of Saskatchewan
 Government of Yukon, Dept. of Community Services

Canadian Sport Institute Network:

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

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 Ethics in Sport (True Sport)
 Canadian Collegiate Athletic Association

Canadian Council of University Physical Education and
 Kinesiology Administrators (CCUPEKA)
 Canada Games Council
 Canadian Interuniversity Sport
 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
 Physical and Health Education Canada
 Respect in Sport Group
 School Sport Canada
 Special Olympics Canada
 Sport Dispute Resolution Centre of Canada
 Sport for Life Society
 Sport Matters Group

CAC Corporate Partners

The CAC's corporate partners play a vital role in shaping the lives of both young Canadians and our communities. We are indebted to these partners for their continued support of coach education and recognition programs.



*A Suncor business
 Une entreprise de Suncor*

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





National
Coaching
Certification
Program

COACHING ASSOCIATION OF CANADA
1155 Lola Street, Suite 201, Ottawa, Ontario K1K 4C1

